



Executive Board Meeting
Thursday, April 15, 2010, 2:30 – 4:00 p.m.
Room 3219, Cuesta College

Approved Minutes

Present: June Beck, Marilynne Cleeves, Peet Cocke, Allison Merzon, Tony Rector-Cavagnaro, Debra Stakes, Mark Tomes

Absent: Kevin Bontenbal, Mike Holmes, Steve Leone, Victor Krulikowski

The meeting was called to order at 2:40 p.m. by Merzon after a quorum was reached.

1. Approval of Minutes

A motion was made (Beck/Cocke) to approve the draft April 1, 2010 EB meeting minutes. The motion passed unanimously.

2. Senate Report

No report (the Senate leadership is at the state Academic Senate Plenary Sessions).

3. Committee Reports

COPE – Stakes stated that she wants to set a positive, non-adversarial tone for the upcoming Board of Trustees campaign. The plan is to recruit and interview potential candidates and possibly endorse and support one from each of the two districts that will have candidates. She hopes to have a “COPE Corner” on the website; the EB was supportive of this idea, and Merzon asked Cleeves to work with Stakes on creating this.

Beck offered her support as chairperson of the Communications Committee for COPE activities. Merzon will call for more COPE members at next week’s Council of Representatives meeting. She also will ask the Council members to discuss and report what qualities they would like to see in a BOT member.

Communications – Beck sent an email to all the CCFT committee chairpersons and joint committee liaisons to touch base with them; she has heard back from only one of them. She will make some phone calls, as a follow-up.

After discussion, it was decided that letters supporting a summer session to local newspaper editors from individual faculty members would have more impact than one from the EB. Beck will write a sample letter and send the draft to the EB members. Talking points for the letter were discussed.

Members discussed the most recent Board of Trustees meeting. Many were dismayed to hear Cuesta College administrators and managers tell students to just take classes at Allan Hancock College or take them on-line elsewhere; that is not the message we want to send to students. All constituent groups on campus (except the administration and management), including CCCUE, the Academic Senate, CCFT, and ASCC, were united in their message to implement a summer school session. The BOT, however, voted to not even discuss the issue; only Marie Kiersch and Josh Shepard voted in favor of discussing the summer session.

Part-Time Faculty Committee – Cleeves is organizing another committee meeting. An idea to include a Part-Time Faculty Committee meeting as part of the Opening Day activities was

discussed and was met with enthusiasm. After discussion of a reimbursement, it was decided that Cleeves will notify the Executive Board of any mailings to the committee.

After discussion, it was decided that Cleeves will ask Deb Barker to present to the Part-Time Faculty Committee specific language regarding Barker's proposed changes to the Temporary Faculty Bumping Rights MOU; this is standard protocol for vetting new language via constituent groups. After discussion and possible modifications, it will go to the Council and the division chairs for review. It was noted that the EB and CCFT Negotiations Team have final authority over MOU contract language while in negotiations, so it is important for them to understand the rationale for the proposal.

4. Fringe Assessment

Tomes stated that no one mentioned before the CCFT dues restructuring vote was taken the possibility of fringe payments being assessed for dues/fees. He did note that he and Payroll Office staff had discussed it after the vote, but by then it was too late. Tomes said he should have thought of it as he knows that the district considers fringe payments as part of salary.

A motion was made (Tomes/Merzon) to direct the Payroll Office staff to not assess fringe payments on any dues/fees assessment, effective immediately, and to not have a re-vote of the dues restructuring. It was noted that eliminating the fringe payments from the dues assessment makes moot the issue of whether CCFT members would have disapproved of the dues restructuring since fringe was not an issue for the vote. The motion passed unanimously.

A motion was made (Tomes/Merzon) to offer refunds of the amount of dues/fees assessed on faculty members' fringe payments on the March 31, 2010 paychecks, with a stipulation that the faculty member's request include the amount of fringe payment paid on the that paycheck and the amount of dues/fees deducted for that same amount. Tomes said that he has had four requests for a refund and five offers for the union to keep the dues payments. The refunds would range between three and eight dollars. The motion was approved unanimously.

It was noted that a district director's email saying that all requests from CCFT must come from the EB was an unreasonable request. It would be similar to saying that CCFT would not honor any request that did not come from the Cuesta College President's Cabinet. It is standard labor/management protocol to designate a few CCFT members to speak for the union and request information within their bailiwicks. Tomes has already been designated with that authority for payroll issues. It was decided to request a meeting with Laura Benson, interim Director of Human Resources and Chris Green, Toni Sommer, and Payroll Office staff to discuss this issue and to keep good working relationships.

5. Board of Trustees Meeting Update

The EB discussed what happened at the BOT meeting regarding summer session (see above).

The Retirement Incentive Program was discussed by BOT members, and they took action to have the administration bring back to the BOT at their May meeting a plan to implement the program, including a staffing plan. Merzon stated that enthusiastic support is needed to help the BOT members understand the importance of replacing retirees with full-time faculty positions. She understands that the timeline for hiring might preclude this happening next year, but the plan should be to convert all replaced positions with full-time tenure track positions as soon as possible (within one year). She also noted that if the retirement incentive program does not get implemented, the district will use more cuts, including full-time faculty layoffs, to balance next year's budget.

Merzon reported that the Accreditation Steering Committee has met only once since Cuesta College learned in February that the college's accreditation was in jeopardy.

A draft report has been issued by the Strategic Planning independent consultants. One recommendation (regarding a South County growth feasibility study) has already been completed by the district (the administration had failed to tell the consultants this). The consultants also had not seen the long-term debt handout; they appeared surprised at the large amount of debt that Cuesta College has and the large extra payments occurring soon.

A possible recommendation for the Strategic Planning report would be regarding data management, specifically, having financial and budget information readily available.

6. Personnel Issues

Merzon reported that the Level II grievance recently filed by CCFT regarding the South County Center academic calendar is not confidential; it merely states that the district has not responded to the Level I grievance (a request to meet to discuss the calendar).

Various confidential issues were discussed, including a split mileage issue.

7. Negotiations

Merzon reported that the district has indicated that it wants to negotiate at the table rather than go to fact-finding. CCFT has been requesting to continue negotiating at the table since October, 2009, and it was the district that declared itself ready to go to fact-finding. Still, the CCFT Negotiation Team welcomes the opportunity to renew negotiations.

Merzon will bring to the Council suggested language from Dawn Brown regarding compensation and assignment rights for designing distance education courses.

8. Secretary-Treasurer's Report

A confidential issue regarding the definition of full-time faculty assignments was discussed.

The meeting was adjourned at 4:34 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next EB meeting: Thursday, May 6, 2010, 2:30 p.m. – 4:00 p.m.

Next Council of Representatives meeting: Thursday, April 22, 2010, 3:00 – 5:00 p.m.