



Executive Board Meeting  
Thursday, November 5, 2009, 2:30 – 4:30 p.m.  
Room 1100, Cuesta College

### **Approved Minutes**

*Present:* Kevin Bontenbal, Peet Cocke, Mike Holmes, Steve Leone, Allison Merzon, Tony Rector-Cavagnaro, Mark Tomes, Victor Krulikowski

*Absent:* Marilyne Cleeves

The meeting was called to order at 2:48 p.m. by Allison Merzon.

#### **1. Approval of Minutes**

A motion was made (Merzon/Bontenbal) to approve the draft October 15, 2009 EB meeting minutes. The motion passed unanimously.

#### **2. Academic Senate Report**

Leone and Merzon reported that the Senate Union Joint Intercouncil (SUJI) committee met and discussed various issues. The Senate will define a new committee category for joint CCFT-Senate committees for a formal structure and process; any new such committee will comprise only faculty members and can be used whenever a new CCFT-Senate committee needs to be formed.

The joint Distance Education Task Force will be reporting their findings to the Council of Representatives. Also, SUJI discussed class caps and the different roles that each group has in discussing class caps. An MOU is being drafted regarding class caps.

There is concern that the Vice President of Academic Affairs is paying for the Student Learning Outcomes Assessment Coordinator by cutting courses. Finally, Leone reported that the State Senate Plenary is next week and that members will be discussing the law that says a district must spend at least 50% of its budget on instruction.

#### **3. Secretary-Treasurer's Report**

Tomes reported that the CCFT treasury has \$917.88 in it, although the balance after some upcoming payments and deposits will put the balance at about \$5000. The COPE account has \$3194.19. John Pooley has completed his visit for the agency fee audit, but he has more work to do in his office before we get the report. He was dismayed that CCFT has not increased its dues. He said our dues are low relative to other locals and is (along with legal fees) causing us great financial difficulties.

Merzon reported that she has asked our attorney to create a new file just to show the expenses related to having to deal with interference and harassment from a particular non-union faculty member. She also noted how important it is to have the Hudson Reports completed; it makes a difference in the accuracy of the discounted fair share fee rate, which affects CCFT's income.

Tomes began a discussion of various CCFT Constitution and Bylaws changes. A motion was made (Merzon/Cocke) to endorse all the changes; it passed unanimously. The proposed changes will be discussed at the next Council meeting. Tomes will alert the Elections Committee to start developing an election calendar. The election might need to be next semester.

The Cuesta Benefits office staff put the SISC refund on faculty member's paychecks in order to take out taxes, but the result is that union dues were assessed on that income. Kerry DeCarli has notified CCFT that the dues will be reimbursed to faculty members on the next paycheck. Tomes said that the Payroll office staff told him that they will communicate with the Benefits office to ensure accuracy in the process. Tomes and Merzon have requested that CCFT be notified of the reimbursement process before the payroll deadline.

Merzon reported that CCFT sent a legal notice to the district to stop an illegal seizure of payroll funds from a faculty member's paycheck. The funds were due to a district error. EB members noted the many paycheck errors being made to faculty members' paychecks, the frustration and inaccuracies involved in dealing with the errors, and that the district might need to pay for such errors in the future.

Tomes reported back on an information item from a previous EB meeting regarding setting up an account for union members who are laid off or otherwise need financial assistance. He said that Pooley told him that donations to CCFT would not be tax deductible and that the administrative overhead would not be worth CCFT setting up the account, although CCFT would have control over who received the funds if they did set up such an account. A CCFT-sponsored Cuesta Foundation account could be set up that would be tax-deductible and would not entail any overhead to CCFT, but CCFT would have no control over who received the funds except through the general outlines set up for the account. Pooley also was wondering whether the Foundation could even handle such an account, as it would have to match the Foundation's mission.

#### **4. Committee Reports**

*Part-Time Faculty Committee* – Cleaves had emailed to the CCFT the minutes of the most recent committee meeting. It lists the priorities of the committee, including a) Part-Time faculty bumping rights, b) counting a cancelled class as part of a load for re-assignment purposes, c) and adding more restrictive language to Level II reassignment rights.

Merzon addressed these items by saying that CCFT had submitted contract language regarding part-time faculty bumping rights to the district for negotiations. She also noted that creating more levels of loading and assignment rights within the part-time faculty ranks might end up creating different "ranks" within the part-time faculty. Holmes noted that he supports longer longevity requirements for part-timers, even though it affects him negatively. Merzon will ask the committee to discuss and clarify some of these issues.

*COPE* – Jim Araby, political activist for CFT, will be speaking with the Council of Reps at its next meeting regarding Cuesta Board elections and other items. The EB consented to invite all union members to attend that portion of the meeting.

*Council of Representatives* – It was suggested that a timekeeper be used at the Council meetings. Also, the Council will discuss at its next meeting the Senate position on funding sabbaticals. Finally, it was noted that readers can be obtained with federal work-study funds; apparently, divisions are funding readers through a variety of methods.

*Communications* – Merzon nominated June Beck for chair of this committee, who has published her novel and is ready to take on the duties she had last year as Communications Committee Chair. Rector-Cavagnaro seconded the nomination. Her nomination was unanimously endorsed. The nomination will be taken to the Council of Representatives as a vacancy to be filled on the EB.

*Calendar* – Merzon reported that she used the AFT survey tool to ask members their opinions on October 2011 flex days and November 2011 Thanksgiving week. 107 members have completed the survey; Merzon will report the results soon. She noted how developing the survey was a good example of people working together to get a task done efficiently and with good results. Merzon also reported that the San Luis Coastal USD faculty President has shown interest in aligning the two districts' calendars.

## **5. Spring Elections**

The President and the Secretary positions will be open in Spring 2010 for three-year terms. A short discussion ensued regarding who might run for the positions.

## **6. Negotiations**

Merzon reported that CCFT declared impasse at the most recent negotiation session. Two of the four district negotiation team members were not there, and the other two were late for the session. Also, the way the district has been bargaining lately, it appears that the district is not taking bargaining seriously. CCFT welcomes the next step as an opportunity to get into fact-finding. She noted that the district left last year thinking it had a rollover of about \$800,000, but then “found out” that it overspent last year by \$2.4 million.

## **7. Personnel Issues**

Krulikowski reported on some confidential issues, including one regarding salary schedule placement which is very close to being settled. Other issues were discussed, as well.

## **8. Other**

Merzon reported that the Defined Benefits / Supplemental issue for the division chairs is almost settled. Other issues were discussed, including a possible PERB complaint that might be brought forward by a faculty member.

The EB agreed that December 4 would be a good time to have a joint Senate, CCCUE, CCFT, and CFT Field Rep leadership party at Marilyn Cleaves house.

Joy Chambers, Director of Admissions and Records, has proactively notified CCFT about possible deadline changes for posting grades. Merzon will contact her to discuss this contractual issue. Some EB members wondered why students cannot access their grades soon after their instructors post them; instead they have to wait for weeks after finals week.

The meeting was adjourned at about 4:45 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next EB meeting: Thursday, November 19, 2009, 2:30 p.m. – 4:30 p.m.

Next Council of Representatives meeting: Thursday, November 12, 2009, 3:00 – 4:30 p.m.