



Executive Board Meeting
Thursday, February 18, 2010, 2:20 – 3:45 p.m.
Room 3219, Cuesta College

Approved Minutes

Present: June Beck, Kevin Bontenbal, Peet Cocke, Steve Leone, Allison Merzon, Tony Rector-Cavagnaro, Mark Tomes

Absent: Marilyne Cleeves, Mike Holmes, Victor Krulikowski, Michael Masterson

The meeting was called to order at about 2:35 p.m. by Merzon.

1. Approval of Minutes

A motion was made (Merzon/Cocke) to approve the draft February 4, 2010, EB meeting minutes. The motion passed unanimously.

2. Senate Report

(Moved to later in the meeting.)

3. Personnel Issues

CCFT has filed a response to the unfair labor charge filed through PERB. CCFT attorneys have advised us to make the response available but against publishing the entire charge, addendums, and response; still, a faculty member can request it all from PERB.

Although a discrimination complaint is not in the bailiwick of CCFT, we find ourselves in a mediation role for such a complaint. Also, CCFT has stepped in to stop the district from trying to discipline the parties.

Merzon reported that there have been errors in 1/5 to 1/3 of all faculty members' paychecks. She is working to ensure that loads are entered correctly, incorrect salaries are adjusted correctly, and that all the parties responsible for loads and paychecks are communicating well.

Cuesta College has not reported some extra salaries for some faculty members in accordance with STRS policies, and hence, there have been some alterations to what some faculty members were told their retirement benefits would be. The STRS Defined Benefit Supplemental accounts (the accounts in question) accrue at only 1/8 of the regular Defined Benefit accounts. Merzon is working with the district to ensure that the affected faculty members receive their fair compensation.

A confidential load banking issue was discussed.

4. Negotiations

CCFT and the district met for mediation and agreed on three articles. Two more articles appear to be close to be completed, as well. CCFT requested another negotiation session, but the district filed a report to the mediator that they were ready to go to fact-finding. There appears to be discrepancies between what the mediator told CCFT and what he told the district regarding the process for filing for fact-finding. The parties can still meet for negotiations, so CCFT will pursue further negotiations for the time period up to the fact-finding meetings.

5. Secretary's Report

Ballots for the CCFT Constitution and Bylaws amendment proposals are due Friday, February 19, 2010, at 9:00 a.m. at one of the campus's Public Safety office.

6. Treasurer's Report

Tomes reported that the CCFT treasury has about \$11,000 in it, and we should receive about \$21,000 in per capita dues and fees at the end of February. However, after paying about \$11,500 to AFT for per capita dues, \$14,500 to Cuesta College for Fall 2009 leave time, and about \$5000 to CCFT attorneys, we will have only about \$1000 left over.

7. Student Learning Outcomes Principles Statement

Brent LaMon has been appointed chair of the Student Learning Outcomes Assessment Committee. He is interested in developing a statement of principles regarding the implementation of student learning outcomes. There is a concern that the SLO's will be used in faculty evaluations, even though that needs to be negotiated. Merzon will ask him to provide a draft of the statement for the Council and EB to discuss.

(2. Senate Report – continued)

Concerns about student learning outcomes were brought up with Leone.

Leone reported that the Senate's plan for faculty involvement in writing the accreditation follow-up report is similar to last year's activities except that the faculty co-chairs will not be writing the actual policies or final document. Instead, the faculty members (with the administrator co-chairs) will plan what needs to be addressed, research information for remedies, and discuss in the Accreditation Steering Committee ideas and activities to go into the final follow-up report. The plan includes having a faculty member write the actual report. He is asking for CCFT to negotiate stipends for the faculty member co-chairs and the faculty writer/editor.

Many EB members expressed frustration that an accreditation follow-up report/plan was written primarily by faculty members last year and yet many members of the administration did not follow through on implementing it. Hence, Cuesta College is on Probation status by the ACCJC. It was noted that all of the elements that have put us on accreditation probation are administratively-oriented; there have been no problems cited by the ACCJC with the quality of teaching, serving students, etc.

EB members cited concerns about the faculty workload that Leone's plan entails. It seems that faculty members are doing many of the jobs that administrators should be doing. In addition, some noted the desire to ensure an open process to select the writer/editor, whereas Leone told the EB that the Senate Council would appoint the writer/editor. Some EB members asked whether the Accreditation Liaison Officer (the Vice President for Academic Affairs) should be writing the report.

Merzon suggested that a task force of administrators review the ACCJC probation report and then report to the Steering Committee with a draft plan. There was also a suggestion to appoint all the chairs of the major college committees on the Steering Committee as a checks and balances to the process. It was stressed that a plan needs to be created that defines how the plan will be implemented and who is responsible for implementing its various parts.

There were concerns from the EB also regarding the timing of getting this committee going in March; it seems late, and some EB members wondered why the administration did not have a plan for analyzing the report when we knew it would be coming.

Leone will ask the Senate Council about having a CCFT representative on the SLOAC, although he noted that part of LaMon's role is to be a liaison to CCFT.

Also, Leone reported that he had a frank discussion with Gil Stork, Cuesta College President, regarding the ineffectiveness of the Planning and Budget Committee. Data is not given to P/B members before asking them to make decisions, no planning takes place, and it is basically a "formless" committee.

8. Committee Reports

Part-Time Faculty Committee – Beck reported that she is getting many inquiries regarding how the part time faculty bumping rights MOU will be implemented and wanting to hear more from the Part–Time Faculty Committee Chair.

COPE – Michael Masterson has emailed Merzon and Tomes that he wants to be involved in COPE activities but that his schedule precludes him from attending EB and Council meetings and that he is just too busy to be chair of the committee. Merzon reported that another faculty member has said that she will be COPE Chair, but that her schedule also precludes her from attending EB meetings this semester.

Communications – Beck is contacting all CCFT committee chairs and college committee liaisons. Also, Cleeves reminded the EB that newsletter articles are due soon.

9. Report from CFT Leadership Conference

Merzon attended the CFT Leadership Conference last week. She reported that she heard that 40 colleges had created defined “free speech zones” on their campuses as the only place to practice free speech. Allan Hancock is one of the colleges. It is the position of unions that everywhere on campus is a free speech zone.

Another disturbing issue is surreptitious recording by students of instructor’s lectures or in instructors’ offices. Not only are lectures the intellectual property of the instructor, but sometimes videos of instructors appear on web sites without their permission. Instructors can protect themselves partially by putting certain statements in their syllabi. Jeff Boxer, a labor attorney, is available to address these issues. There was discussion to invite him to a CCFT membership meeting.

10. Member Meeting

There was consensus that March would be a good time for a membership meeting.

11. March 4th Rally

It was decided to replace the next EB meeting with a rally for education at Abel Maldonado’s office in San Luis Obispo. The EB will be joining K–12 teachers; Cal Poly union activists, professors, staff, and students; Cuesta College students; and others interested in supporting education.

12. Other

CFT Convention – another call for delegates will go out.

Newsletter – articles are due for a newsletter publication next week.

The meeting was adjourned at about 4:30 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next EB meeting: Thursday, March 18, 2010, 2:15 p.m. – 3:45 p.m.

Next Council of Representatives meeting: Thursday, February 25, 2010, 3:00 – 4:30 p.m.