



Executive Board Meeting
Tuesday, July 21, 2009, 5:00 – 7:00 p.m.
Room 3219, Cuesta College

Approved Minutes

Present: Kevin Bontenbal, Marilynne Cleeves, Peet Cocke, Andrea Devitt, Victor Krulikowski, Allison Merzon, Mark Tomes

Absent: Mike Holmes

Guests: None.

The meeting was called to order at 5:19 p.m. by Allison Merzon.

1. Approval of Minutes

A motion was made (Devitt/Cocke) to approve the draft June 16, 2009 EB meeting minutes. The motion passed unanimously. Rector-Cavagnaro abstained from voting since he was not on the EB for that meeting (and had not attended it). Merzon welcomed Rector-Cavagnaro (and Holmes, although he was not in attendance) to the EB.

2. Personnel Issues

A variety of confidential issues were discussed, including reassignment rights and a PERB complaint made by a group of faculty members (not CCFT).

A motion was made (Tomes/Merzon) to move forward with a Level One grievance on a salary placement issue. It passed four to three, with Cocke, Devitt, and Rector-Cavagnaro dissenting.

3. Treasurer's Report

Tomes reported that there is \$10,271.45 in the CCFT treasury, although an approximately \$12,000 monthly affiliate dues bill has not been paid, leaving CCFT \$2056.16 in debt at the end of the 08-09 fiscal year. In addition, we will receive another monthly affiliate invoice at the end of July, adding another \$12,000 to the CCFT debt. No income will come in to CCFT until the August 31, 2009 faculty dues deductions. Tomes will pay the affiliate dues when and as he can. He predicts that it will be October or November 2009 when CCFT will be out of debt again, and only then if we do not have any large, unexpected expenses (such as large legal bills).

There is \$2354.19 in the COPE account (\$416 of which is specifically allocated to Cuesta College Board of Trustees elections). The SESLOC club account has \$59.63 in it.

Tomes suggested that we postpone a discussion with the members regarding a dues restructuring/increase; he thought that it would distract from the discussion of the district budget problems, that it is not a good time to implement a dues increase, and that it would help the discussion of a dues restructuring proposal to see how long it will take CCFT to emerge from its debt situation, particularly since this time last year we had a \$70,000 legal debt to pay and was able to pay it off without a dues increase; we might be able to build up some reserves over the next semester and year so that we are able to pay our summer 2010 affiliate dues. A motion was made (Devitt/Cleeves) to postpone pursuing a dues restructuring until a date to be determined later; it passed unanimously.

Tomes began a discussion of the district's request for guidance on how to implement tax deductions for the SISC refund. Much frustration was expressed by EB members regarding the

numerous payroll mistakes made by the district and the need for CCFT to step in to ameliorate the negative effects of those mistakes. Various options regarding how to handle the tax deductions were discussed, although there also were questions regarding the district's requirement to make the tax deductions in the first place. There was consensus for Tomes to request from the district documentation of the district's legal requirement to deduct taxes from this type of income (a fringe allowance refund).

4. Opening Day/Budget/Negotiations

The district budget situation was discussed. Merzon reported that the district's projected 5.5 million dollar deficit cannot be met by the salary cuts that have been proposed by the district, and yet the district has not provided any other information for how it will meet the deficit. There is a feeling that the district wants to take the easiest road out of the deficit maze by implementing cuts to courses, layoffs, and salary reductions before other cost-cutting measures are implemented.

It was reported that the salary schedule for the Cuesta College Vice Presidents was increased by 8% last year, in addition to adding two new steps (with a subsequent 19% increase in salary). This salary increase for the VP's was implemented for the 2008-2009 school year. The Vice Presidents' offer to take one day a month furlough and subsequent 4.97% salary loss still results in a 3% increase in salary before their 8% raise they received last year. The district has offered a 0% salary increase to faculty and classified staff for the 2008-2009 year.

Cuesta College has agreed to take over the FTES-generating CalFire program (fire academy) from Allen Hancock College. Merzon noted that other Cuesta programs will have to be displaced since Cuesta is looking to stay at FTES cap; she asked the district what programs will be replaced but has received no answer to that question. Also, the fire academy uses contracted faculty members who are outside the bargaining unit, bringing up many questions regarding evaluations, the dilution of the faculty unit, etc.

Salary negotiations for 2008-2009 were discussed. The next Negotiations meeting is August 11, 2009.

Merzon will be meeting soon with Jim Araby, a CFT political activist, and CCCUE representatives to discuss budget issues and options.

The Council of Representatives meeting schedule was tabled until the next meeting.

5. ULI West Training

This item was tabled until the next meeting.

The meeting was adjourned at 8:15 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next EB meetings: Tuesday, August 13, 2009 Room 6104 and Tuesday, August 20, 2009. (Note that the August 7, 2009 EB meeting was cancelled due to too many EB members not being able to make that meeting date.)