



Executive Board Meeting

Thursday, August 13, 2009, 2:00 – 5:00 p.m.

Room 6104, Cuesta College

Approved Minutes

Present: Marilynne Cleaves, Peet Cocke, Andrea Devitt, Mike Holmes, Victor Krulikowski, Allison Merzon, Tony Rector-Cavagnaro, Mark Tomes

Absent: Kevin Bontenbal

The meeting was called to order at 2:13 p.m. by Allison Merzon.

1. Approval of Minutes

A motion was made (Cocke/Merzon) to approve the draft July 21, 2009 EB meeting minutes. The motion passed unanimously.

2. Personnel Issues

A variety of confidential issues were discussed, including reassignment rights, issues regarding instructors of record, salary placement, the handling of student complaints, and part-time faculty contracts. Some part-time faculty members have reported that their employment contracts have changed; this might be a PERB violation if the district did not consult with CCFT on any changes they made to the contracts.

Merzon attended the Part-Time Faculty Orientation and gave the new faculty members a checklist of “things to do,” including checking their employment contracts carefully. The checklist included contact info for Cleaves, Holmes, and June Beck.

3. Opening Day/Budget/Negotiations

Merzon has 45 minutes on Opening Day to update the faculty on budget issues, negotiations, and other CCFT issues. The EB discussed how to present the latest budget information, which includes the facts that the district hit the 10,000 FTES mark and yet will have severe budget cuts because the state has lowered the FTES base amount for which it will reimburse the college (although late-breaking news makes it appear that the cut to Cuesta College’s funding base should not have been as deep as reported by the district). Cathleen Griener, VP for Student Learning, has sent a memo to division chairs stating that classes must meet 80% enrollment or have a good reason to keep. Some chairs have already begun cutting courses; it is estimated that over 100 sections will be cut.

Merzon reported that we are very close to completing negotiations on budget cuts for 2009-2010, hopefully preserving salary and jobs for all permanent employees.

4. Secretary-Treasurer's Report

Tomes reported that there is \$7393.20 in the CCFT treasury, although two AFT per capita dues invoices totaling about \$25,000 have not been paid, leaving CCFT about \$17,607 in debt at the beginning of the 09-10 academic year. Tomes will pay the affiliate dues when and as he can.

There is \$2354.19 in the COPE account (\$416 of which is specifically allocated to Cuesta College Board of Trustees elections).

The CFT pocket calendars have arrived. They will initially be distributed from a CCFT table on Fall 2009 Opening Day (along with CCFT t-shirts), and then Tomes will mail one to whoever requests it.

The fair share fee notification letter has been mailed to all new faculty members. Requests for the discounted rate are due September 16, in time for a September 30, 2009 payroll deduction.

Tomes reminded the EB that they had approved submitting a proposal to the membership to eliminate the minimum dues. He will combine that with other Constitution and Bylaws changes later this semester.

The new Constitution states that the CCFT budget must be approved by the Council of Representatives by September 15; Tomes will present a draft budget to the Council and EB soon.

AFT requires an annual financial review or audit. The latter will cost CCFT between \$4000 and \$6000, but an in-house financial review could be free (minus whatever stipend CCFT might pay the Financial Review Committee members). Tomes encouraged the EB members to recruit committee members for this in-house financial review. CCFT has never done the review in-house.

A motion was made (Merzon/Devitt) to request John Pooley to complete the biannual agency fee audit. It passed unanimously. Tomes will contact Pooley to begin the process.

Some members reported thinking they had received an email from Chris Green stating conflicting information about the legal necessity to deduct taxes for the SISC refund. Tomes will ask Green for a copy of the email, if he sent it.

5. Committee/Task Force Reports

Part-Time Faculty Committee – Cleeves and Holmes will draft a letter to the part-time faculty regarding the budget crisis and course cuts. Cleeves will post on the CCFT website a video recording of Merzon's talk about the budget crisis from Opening Day, as well as a FAQ page and a copy of the fair share fee notification letter.

COPE – Devitt attended the Tri-Counties Central Labor Council meeting in Santa Maria on August 11, 2009 and asked the TCCLC members to keep the next Cuesta College Board of Trustees meeting date open in case we need to rally support.

The SLO County Democratic Central Committee is sponsoring a Labor Day picnic at Santa Rosa Park in SLO. CCFT can have a booth there for \$250. It might be good public relations and networking to have one. The EB will discuss this again at its next meeting.

COPE deductions are not taken over the summer. There was discussion about whether to make this a 12-month discussion. Tomes will add this item to the list for discussion of Constitution amendments.

6. Other

The EB agreed to have Frank Claybough, of Horace Mann Insurance, meet with faculty again. Cocke will get him a room for Opening Day.

Holmes began a discussion of part-time assignment rights by bringing up the idea that no full-time faculty member should have an overload if it means that a part-time faculty member eligible to teach would not have a load. Acceptance of this idea was mixed. Some EB members saw it as honoring the part-time faculty and the commitment they have made to Cuesta College. Others saw the full-time faculty's overloads as in the same mix as all the courses taught by part-timers since a full-timer does not currently have an automatic right to an overload. It was agreed to discuss this idea more at a later meeting.

The meeting was adjourned at 4:59 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next EB meeting: Thursday, August 20, 2009, 2:30 p.m.