



Executive Board Meeting  
Thursday, September 3, 2009, 2:30 – 4:30 p.m.  
Room 1100, Cuesta College

### **Approved Minutes**

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

*Absent:* Mike Holmes, Tony Rector-Cavagnaro

The meeting was called to order at 2:40 p.m. by Allison Merzon.

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

After discussion of one change, a motion was made (Merzon/Cocke) to approve the draft August 13, 2009 EB meeting minutes. The motion passed unanimously.

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

Steve Leone reported that one dean has instructed at least one faculty member that she will not allow hourly employees (including work/study employees) to work as graders or readers. It appears that this dean is overstepping her authority; Merzon and Leone will be discussing this issue with the Vice President of Student Learning next week.

The district is asking for the SLOA Coordinator position again. The issue will go to the Senate Council and will be discussed in negotiations.

Recommendation 5 of the accreditation response has a section for student learning outcomes as part of faculty evaluations, despite that issue being negotiable. Leone reported that it was suggested to him at the ASCCC Leadership Institute that there be an element in faculty evaluations regarding the production of SLOs and that he will be working with Peet Cocke on the "Plans to Sustain Progress" portion of the Response to Recommendation 5.

Leone reported that a Faculty Round Table will be scheduled soon; the Senate and CCFT will be able to explain their roles to a small group of interested faculty members in a more effective venue than the part-time faculty orientation.

The Senate/district Summit meeting has a new protocol: issues still on the table will have status reports at each meeting. If there is no status report, the Senate will discuss sending a resolution stating a position on the issue on the table. Dr. Pelham has promised that copies of the Cabinet meeting minutes will be made public and that funding allocation reports will be given to the Planning and Budget Committee.

Various other issues, including parking permits and police officers in the classroom, were discussed. There is a written policy regarding the latter; Merzon will give a copy to Leone. The Academic Senate has opposed the Public Safety Director position being an academic manager; there are two faculty members on that hiring committee. There were questions about whether this director would be overseeing the new Fire Safety program, whether this would be a new division, whether the position

might violate the conditions of the regulatory agencies involved with EMT and Fire and Safety curricula, and whether the director would be evaluating faculty.

### **3. Negotiations**

Merzon reported that the Board of Trustees appeared to have their minds made up regarding layoffs, salary reductions, and the approval of a new \$37,000,000 Certificate of Participation (COPS) loan. The hard work by CCFT and CCCUE paid off in having only 2 of the 9 positions slated for layoffs approved by the Board. Merzon ran through the numbers again showing how both the state deficit and local liabilities could be met without any salary reductions or layoffs. There now are 45 days to educate the administration and the Board before the layoffs can be implemented. Merzon also noted that for a Board of Trustees meeting to pass the district budget, there was a shocking lack of actual numbers shown at the meeting, including the actual budget itself. It was also noted that the Board stipend has doubled now that the district has hit the 10,000 FTES mark.

Various negotiation items were discussed, including part-time faculty bumping rights, the SLOA Coordinator position, negotiation timelines, dual mileage, and salary/fringe.

After discussion, Merzon nominated herself, Cocke, Holmes, Tomes, and Shannon Willson (CFT Field Representative) for the 2009-2010 CCFT Negotiation Team. Devitt seconded the nominations, and the EB approved them unanimously.

### **4. Personnel Issues**

Krulikowski reported on and the EB discussed a variety of confidential issues, including the Woodworking program faculty, various student complaints against faculty members (including one of religious proselytizing and its accompanying issue of academic freedom), reduced loads, harassment complaints, evaluations, workload and Spring 10 courses, and salary placements. A motion was made (Merzon/Tomes) to approve pursuing a grievance to Level II. Krulikowski explained that the EB had already voted to pursue this at Level I, but it had already been moved to Level 1 before the previous vote and really should have had a vote to move to Level II already. Moving to Level II does not change the procedure and will not cost CCFT any more in legal fees. The motion passed, with Cocke and Devitt dissenting.

Krulikowski noted how one district Vice President told him that the student complaint procedures were “suggestions” rather than mandatory procedures. Merzon will attempt to educate this Vice President on the matter.

### **4. Secretary-Treasurer’s Report**

Tomes reported that he will send a revised draft budget to the EB and the Council of Representatives over the weekend. The Council will be discussing the budget and voting on it at its September 10, 2009 meeting.

### **5. Committee/Task Force Reports**

*COPE* – Merzon brought up the idea of a Political Action Committee, separate from COPE. This idea will be discussed more fully in future meetings. Devitt asked for priorities regarding what issues she, as COPE Chair, should be pursuing, including recruiting for a BOT candidate. She reported that three Teamsters (from the Tri-Counties Central Labor Council) attended the September 2, 2009 BOT meeting. Devitt will attend the next TCCLC meeting, as well. The filing period for a BOT candidate

begins June 10, 2010. All candidates will be invited to attend a question and answer session with the Council of Representatives.

*Part-Time Faculty Committee* – No report.

**6. Other**

Merzon reported that she will be attending the CFT Community College Council and State Council meetings in Sacramento, CA September 24–26, 2009.

It was decided to get articles for the next CCFT newsletter to Cleaves by September 30, 2009 for an October publishing date.

The meeting was adjourned at 4:47 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next Council of Reps meeting: Thursday, September 10, 2009, 3:00

Next EB meeting: Thursday, September 17, 2009, 2:30 p.m.