



Executive Board Meeting
Thursday, September 17, 2009, 3:00 – 5:00 p.m.
Room 1100, Cuesta College

Approved Minutes

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

Absent: None.

The meeting was called to order at 3:10 p.m. by Allison Merzon.

1. Approval of Minutes

Merzon reported that a faculty member had dropped by flowers and a bag of chocolate bars, truffles, and caramel nut clusters as a gift of appreciation for all the work that she and the “CCFT Team” has been doing regarding the Cuesta College budget and advocating for faculty. The EB was appreciative of the treats and sentiment.

A motion was made (Cocke/Cleeves) to approve the draft September 3, 2009 EB meeting minutes. The motion passed unanimously.

Merzon reminded the EB members that they should change their email group addresses to reflect the recent changes in the EB membership.

2. Academic Senate Report

Steve Leone reported that the Senate will be asking Senators to discuss with their division faculty members the issue of sabbatical leave funding and where it should be prioritized in the Senate’s current 2010-2011 Unit Plan. Also, Leone expressed his gratitude to Merzon and the CCFT Negotiation Team for negotiating a stipend for the writer/editor of the Accreditation Follow-up Report (himself).

Leone said that the Cabinet minutes will be published on the Cuesta College President’s myCuesta channel, beginning this afternoon.

3. Negotiations/Budget

Merzon reported that the district negotiation team at the last negotiation meeting proposed closing out 08-09 and getting to work on 09-10. After the two teams discussed the logistics of this idea and some of the outstanding issues (both on the table and to proposed), it became clear that there are too many important issues remaining to be negotiated to be able to close out last year.

CCFT has proposed many items related to Article 4 Compensation, including a salary formula that includes COLA, growth, and new funds and helps achieve part-time salary schedule parity; eliminating the contract language that disallows new part-time faculty from receiving unused fringe dollars; increases to office hour and coaches stipends; and more. While some important issues have been agreed upon, there are many other important issues that need to be addressed before we close out the contract year.

It was noted that the Cuesta College faculty salary schedules are near the bottom of the “comparable district” list. Also, Merzon said that she will educate the Board of Trustees that step and column increases are not a pay raise.

Merzon reported that the CCFT Negotiation Team was surprised by a last-minute district negotiation team discussion about the role of unions; the district position is that all union duties are “volunteered” by union members and should require no compensation. Hence, they refused to split the costs of a part-time faculty member’s time at the negotiation table, even though they had split those costs last year.

There were discussions about how to help with part-time salary parity and about the lab rate.

Merzon reported that the Board of Trustees laid off two of the 9 positions on their agenda; one of those will be bumping a division assistant. Also, the Foundation Director will be reinstated with financial assistance by the Foundation. The fallout from Dr. Pelham’s attempt to lay off the Foundation Director (and how he attempted it) has resulted in a loss of about \$4.5 million in Foundation accounts and much worry about his ability to lead the college. Also, several faculty members are very concerned about the Board of Trustees’s apparent violation of the Brown Act at its last meeting by discussing and deciding on budget issues in closed session.

Other Cuesta budget issues were discussed, including the rising costs to pave a parking lot (up to \$1,000,000), the Cuesta College Vice President pay raises (8% last year), and how Cuesta consistently spends 2 – 2.5 million dollars over its budget each year. Merzon reported that a Strategic Planning consultant will be paid by Foundation funds.

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, harassment complaints, Spring ’10 loads, and evaluations.

Merzon noted her great appreciation for all the extra time that Cocke and Krulikowski are spending on handling issues for the faculty; while time-consuming, the time and skill put into handling these issues has helped improve relations with the district, prevented many problems from escalating, and kept legal costs down.

5. Secretary-Treasurer’s Report

Tomes reported on the bank balances: the CCFT Treasury has \$5382.97 in it, the SESLOC account has \$59.70, and the COPE account has \$2624.19 (\$526 of that allocated specifically for a Board of Trustees election). He was able to pay two of the three summer AFT per capita invoices by finding extra money after updating both the CCFT and AFT databases. There is one more summer invoice to pay, but that is the only outstanding debt as of now (about \$12,000).

Tomes asked for clarification regarding the amount of reassigned and release time for each of the CCFT officers. Those allocations are 60% reassigned time and 20% release time for the President, 20% reassigned time for the Vice President, 30% release time for the Secretary-Treasurer, and 40% reassigned time for the Grievance Officer.

After discussion, a motion was made (Holmes/Bontenbal) to add up to 10% release time to the Vice President’s load and a full 20% release time to the Secretary-Treasurer’s load (Cocke and Tomes, respectively), both for the Fall 2009 semester. Both of those officers have the ability to make these adjustments in their schedules this semester. The Secretary-Treasurer has two special projects this semester: a Constitution/Bylaws election and preparation for the agency fee audit.

The total allocations of 40% release time for officers for the 2009-2010 academic year (approved in the budget by the Council of Representatives) will be re-adjusted for the Spring 2010 semester as the President, Vice President, and Grievance Officer reduce their course loads for next semester and can take actual release time. The motion passed unanimously, with Cocke and Tomes abstaining due to financial conflicts of interest.

A motion was made (Bontenbal/Tomes) to compensate the part-time faculty member on the negotiations team (Holmes) for his actual time at CCFT Negotiation Team meetings and for negotiation meetings with the district at the hourly rate of his step and column placement on the part-time lecture salary schedule. The motion passed unanimously. Holmes abstained due to a financial conflict of interest.

Tomes began a discussion of how faculty members paying into COBRA accounts for health insurance were not included in the list of those faculty members receiving the SISC refund last

May (2009). After discussion, it was decided to ask the Benefits technician how many faculty members were eligible for the refund and in which category of refund they would have been placed. It was noted that this was brand new territory for all parties involved (CCFT and the district) and was not an intentional omission.

6. Committee/Task Force Reports

Part-Time Faculty Committee – Cleeves reported that she hosted a meeting of mostly part-time faculty members (and a full-time faculty member) to discuss bumping rights and other issues. Six of the thirteen committee members were present. She also has been researching course cuts and has found that there have been 179 course cuts in Fall 2009 and that most of these cuts were in the Human Development division (21%), the Business Education division (17%), and in Physical Education (13%). Apparently one dean said that the Human Development division has been “adding classes arbitrarily” over the past few years and needs trimming. Some programs are being decimated. The Emeritus program was cut by 112 courses, as well.

The Senate is working on a program discontinuance policy. Merzon noted that although program cuts are in the bailiwick of the Senate, CCFT is very interested in working closely with the Senate on this issue since there are clear workload issues involved.

There was consensus that part-time faculty bumping rights are necessary as soon as possible, but that it is not the time to include full-time faculty overloads. It was noted that many full-time faculty lost their overloads or gave them to part-time faculty so that the latter could keep some load. Examples of contract language were discussed, but it was decided to ask the Part-Time Faculty Committee to come up with a list of ideas first and present it to the Council of Representatives (per its suggestion at its September 10, 2009 meeting). Any bumping rights language needs to be discussed by the division chairs before anything is negotiated to iron out unforeseen implementation problems.

7. Other

Tomes reported that he received some materials that had been given last year to Peggy Wright, CCFT Grievance Officer last year, including an Epson C80 color ink jet printer manual and ink cartridges for that printer. A look in the CCFT Quicken treasury file showed that in January 2005 the CCFT President (Marilyn Rossa) was reimbursed \$163 for that printer. Tomes emailed Rossa and left a voice mail message on her office phone asking about the whereabouts of the printer, but after a week, he had not heard back from her, so he left a voice mail message on her home phone today.

Merzon reported that a faculty member suggested the EB look into creating a fund to help part-time faculty/CCFT members who are having financial difficulties, perhaps with gas cards or grocery store gift certificates. It was noted that if CCFT set up an account with the Foundation that contributions to it by faculty members would be tax-deductible. It was also noted that, while a Foundation account could be set up with specific disbursement instructions, a checking account through CCFT's accounts would give CCFT more control over where the funds go. Tomes will ask the CCFT auditor for his opinions about the various ideas.

Merzon showed the EB members a spiral-bound booklet of evaluation best practices that will be distributed to interested faculty members. It resulted from the CCFT-sponsored evaluation workshops presented during flex days.

The meeting was adjourned at 5:45 p.m.

Respectfully submitted by Mark Tomes, Secretary-Treasurer.

Next EB meeting: Thursday, October 1, 2009, 2:30 p.m.

Next Council of Reps meeting: Thursday, September 24, 2009, 3:00 – 4:30 p.m.