



Executive Board Meeting  
Thursday, May 5, 2011, 2:00 - 4:00 p.m.  
Room 3219, Cuesta College

### **Approved Minutes**

*Present:* Kevin Bontenbal, Marilynne Cleeves, Peet Cocke, Victor Krulikowski, Kathryn Logan, Allison Merzon, Tony Rector-Cavagnaro, Debra Stakes, Mark Tomes

*Absent:* Steve Leone

The meeting was called to order at 2:23 p.m.

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

Rector-Cavagnaro made a motion (seconded by Logan) to approve the April 7, 2011 Executive Board meeting minutes; the motion passed unanimously.

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

Leone was absent; no report.

#### **3. Brief Budget Update**

Merzon and other EB members discussed various fallouts from the district's budget problems, including the laying off of the Math Lab (tutoring) coordinator; the division assistants' reduction from 12 months to 11 months; the combining of the Tutorial Center, Writing Center, and Math Lab; and the freezing of most of the full-time faculty hirings (of 18 full-time faculty retirements over the past two years, only four are slated for re-hiring). It was noted that the faculty have contributed over \$500,000 through SIP savings and the non-hiring of full-time faculty to the district to offset the budget deficit. Also, despite a request to negotiate the effects of the reductions, Gil Stork met with Merzon only to provide notifications and information (no negotiations occurred).

#### **4. Personnel Issues**

Various confidential issues were discussed, including two involving evaluation procedures.

#### **5. Contract Vote**

Merzon reported that the district had requested that negotiations begin on certain issues pertaining to next year but that (legally) negotiations cannot occur for one time period until the previous time period's contract is ratified and closed. Also, it appears that the proposed 2008-2011 contract will be finalized by Monday, May 9, 2011. The Elections Committee is prepared to hold a contract ratification election starting that week and ending on the last day of finals week, Friday, May 20, 2011. The Elections Committee has agreed to Tomes' suggestion to hold an on-campus election, giving the quick turnaround time for balloting.

#### **6. Secretary's Report**

No report.

## **7. Treasurer's Report**

The CCFT treasury currently holds \$58,421.30, and the COPE account holds \$5147.09, including \$785.00 for a Board of Trustees election. Also, Tomes requested from AFT and CFT their policies on paying summer dues; in the past, he had been told that June and July per capita should be paid for all faculty members who are on payroll in May. This, however, did not seem fair to Tomes, given the greatly reduced number of faculty hired in the summer and the consequent reduction of dues/fees income to CCFT. Tomes found out that per capita should be paid for all full-time faculty members who are on payroll in May, but that we can pay per capita dues in June and July only for the part-time faculty members who are employed in the summer (given the part-time faculty members' status as temporarily not employed by the college over the summer). Tomes estimates that this change will save CCFT about \$2000 – \$3000 for each of the two summer months.

Tomes began a discussion of summer stipends for officers. He noted how the summer workload has increased substantially over the years for the President, Grievance Officer, and Secretary-Treasurer, despite the stipend not having been increased since they were first started given many years ago. Both the previous CCFT President and Grievance Officer had received an increase in their summer stipends for their last summer's work.

Some EB members noted that it did not seem an appropriate time to increase CCFT stipends, given the budget climate and reductions. Also, some EB members thought that a temporary increase for the President might be appropriate since Merzon will need to stay on top of the on-going budget issues and crises over the summer and that she could keep track of her summer work time as a way to justify a stipend increase. Also, academic year stipends for the Council of Representatives co-chairs were suggested.

A motion was made (Tomes/Stakes) to increase the summer 2011 President's stipend to \$2000 and the summer 2011 Grievance Officer's and Secretary-Treasurer's stipends to \$1500. It passed with Tomes, Stakes, Rector-Cavagnaro, and Logan assenting and Merzon, Bontenbal, and Cocke dissenting. Tomes said that he will include these increases in these stipends and the stipends for the Council co-chairs in the CCFT 2011-2012 budget for discussion purposes.

## **8. Newsletter**

Cleeves asked if the EB wanted a May union newsletter. After discussion, it was decided that Merzon and Cleeves will produce a one-page front-to-back newsletter to include budget and contract information with a theme of "As You Leave For Summer..." Also, a discussion occurred regarding the roles of the newsletter editor, designer, and formatter. Cleeves was in all three positions for the most recent newsletter and found that there were too many people making last-minute changes. Also, \$100 is not enough compensation when all three positions are combined.

## **9. Social Events**

Cocke reported that there will be no wine at the CCFT "Rent" and pre-graduation socials. After discussion, it was decided to meet at Dairy Creek before graduation instead of on campus. Also, Cocke will send to all CCFT members (via email) a coupon for free coffee on a particular day (to be determined) during finals week.

May 12 is "CCFT Night" for the Cuesta College production of "Rent." Novo is charging CCFT \$90 for cheese, fruit, and crackers for the event, which will be held in the art gallery, starting about 6:00 p.m.

## **10. Faculty Evaluations**

The latest recommendations from the faculty evaluation changes task force will be coming to the next Council of Representatives meeting. There will be contract change recommendations, as well.

## **11. SISC Changes**

SISC is raising rates about 9–11% for each of the plans that they currently offer. Our fringe benefit will not be able to pay for any of the plans after the increases. A significant change to the plans will be that some types of hip and knee surgeries will have to be performed at certain hospitals (not the subscriber's hospital of choice). Tomes noted that, despite being told by SISC that "there are no changes to the plans," every year there always are changes to the plans that affect some faculty members, especially in the prescription formularies, but also in other parts of the plans.

Various options were discussed, including bringing to the membership the idea of deleting the HSA plan and including in its stead a bare bones, lower cost insurance plan.

Merzon noted that we just got the new plans and rates on May 4 and that SISC wanted a decision by May 20. However, they actually do not need a decision until August 15.

## **12. Committee Reports**

There were no committee reports.

## **13. Member Meeting Update**

The next meeting of the membership will be held on Monday, May 9, from 2:00 - 4:00 p.m., in Room 5401. Polycom is having equipment failures and, unfortunately, is not available. Agenda items will include information and opportunities for feedback on the health insurance plans and rates, the state and local budgets, and the contract.

## **14. Next Meeting Time**

It was decided to hold the next EB meeting at Big Sky Café on Tuesday, May 17, 2011, 8:00 a.m.

## **15. Fall 2011 EB Meeting Times**

After discussion, it was decided to continue to begin EB meetings at 2:00 p.m. on the first and third Thursdays during the Fall 2011 semester. The EB will try to be flexible in attendance, knowing that some members have been and will continue to have other engagements that will preclude them from arriving on time for each meeting. All members should attempt to attend all of each meeting, however.

## **16. Other**

Merzon announced that she has been elected to the Faculty Association of California Community Colleges (FACCC) Board of Governors for the 2011-2012 academic year. Since most meetings are held via telephone conference calls, she does not see her new position impacting her ability to attend the EB meetings. Also, there will be an article about her in an upcoming CFT "Perspective" newsletter.

The meeting was adjourned at 4:40 p.m.

Minutes respectively submitted by Mark Tomes.

Next EB meeting: Tuesday, May 17, 2011, beginning at 8:00 a.m., Big Sky Café, SLO, CA

Next Council of Reps meeting: Thursday, May 12, 2011, 3:00 - 5:00 p.m.

Membership meeting: Monday, May 9, 2011, 2:00 - 4:00 p.m.