



Executive Board Meeting
Thursday, September 15, 2011, 2:30 – 4:30 p.m.
Room 3142 (Professional Development Center) &
North County Campus (via Skype)
Cuesta College, CA

Approved Minutes

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

Absent: None

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

1. Approval of Minutes

Cleeves made a motion (seconded by McAustin) to approve the September 1, 2011 Executive Board meeting minutes; the motion passed unanimously.

2. Academic Senate Report

Bontenbal reported on a variety of items, including that the Academic Senate Council will review the final drafts of the Educational Master Plan and the Accreditation Mid-Term Report on September 23, 2011; these draft documents will be distributed to the faculty next week so faculty members have an opportunity to comment on them. Also, Bontenbal will propose to the Senate Council that the Senate and the CCFT leadership jointly develop a policy on course cancellation timelines. The revised faculty peer evaluation forms will be available for comment. After Senate intervention, the district rescinded its denial of a student's request to audit a course; the Senate had asserted that there is little leeway in denying such a request (only if a student is not taking a Cuesta College credit course or is taking a seat from a credit student in the class).

A discussion was held regarding the differences between professional development for flex credit and other professional development activities. The Senate Professional Development Committee would not approve some of the former based on the standards for the latter. Many Executive Board (EB) members opined that activities for flex credit should have the same rigorous standards as other professional development activities. Also, the SLOA Committee is pursuing the possibility of having SLOA activities be eligible for flex credit; part-time faculty already can get paid for their work on SLOA activities.

Finally, Bontenbal asked for clarification on alternative #2 of Faculty Service Area competencies; it was determined by the EB to be a clause addressing recency.

3. Letter Strategy Discussion

A discussion was held regarding how best to address the EB's concern that there has not been clarity by some members of the public, by Gil Stork, and by the Board of Trustees just how deeply the Cuesta faculty have helped address Cuesta's budget problems. It was decided that Cleeves and Merzon will work on a letter that describes such faculty contributions; the letter will include talking points and can be adapted to a variety of audiences.

4. Negotiations

Today's negotiations session again was cancelled because Dr. Greiner was not able to attend the meeting; this is her second missed meeting since the two negotiation teams decided to hold regularly-scheduled negotiation sessions. The September 8, 2011 session was spent discussing loading issues for a group of tenured faculty members.

Merzon reported that CCFT will sunshine articles 4 (Compensation), 5 (Workload), and 7 (Evaluations) of the successor contract at the October 5, 2011 Board of Trustees meeting.

5. Budget

Merzon sent to EB members a Chancellor's Office document showing a Cuesta College 2010-2011 ending balance of over \$5 million (not including the reserve). Also, there is concern that the Mid-Term Accreditation Report addresses Cuesta's long-term debt only by publishing an amortization/payment schedule.

6. Personnel

CCFT is waiting for the district to provide to us a sample Faculty Service Area letter so that we can negotiate its form and contents before Human Resources sends them out to the faculty. Faculty members need to be sure the information in their individual letter is accurate, as it will be used if the district pursues layoffs in the future. Also, it appears that at least four programs are being targeting for elimination.

A variety of confidential cases were discussed, including those involving courses designated with "TBA" hours and a faculty member on paid administrative leave.

7. Union-Busting by Former President

A discussion was held regarding Marilyn Rossa's newsletters and activities that can be construed as intentional attempts at union-busting and interfering with CCFT's representation of faculty. CCFT attorney fees of over \$10,000 and great amounts of time and distraction from faculty representation by CCFT officers have been required to examine these activities. Merzon noted that no CCFT attorney fees have been used to examine Rossa's attacks on Merzon's personal character or on her activities during her tenure as interim dean.

8 - 9. Secretary-Treasurer's Report

Tomes reported that an invitation to join the CCFT Catastrophic Leave Bank has been sent to all CLB non-members; the open enrollment deadline is October 1, 2011. Also, he reported that the CCFT treasury holds \$67,270.88 and the COPE account has \$5618.09 in it (of which \$1125.00 is allocated to local Board of Trustees campaign activities). Tomes has sent a draft 2011-2012 CCFT budget to Council members for discussion at its next meeting.

A \$250 check was sent to Sharon Hendricks (per direction from the EB) to assist Hendricks in her campaign for STRS Board membership; she has already sent us a thank you letter.

10. Committee Reports

Part-Time Faculty – Logan created an email list of all the part-time faculty members and has used it to send a letter to the part-time faculty members announcing this semester's meeting times and agenda items. Also, she is requesting information from the Benefits department staff pertaining to how many part-time faculty qualified for fringe benefits this semester, how many were enrolled in SISC, Vision, and Dental insurance, and also of those enrolled in SISC, how many were hired after July 2006 (when requirements and payments changed). Finally, it was noted that health insurance coverage, for those part-time faculty members who did not have coverage in the fall semester, does not begin until February 1 of the next year if they have coverage in the spring, despite paying for it and receiving the fringe payment for it.

Communications – Cleeves reported that she has set up meetings at two divisions for Merzon to attend. Also, Rector-Cavagnaro noted that three divisions are having a BBQ at the county park across the street from Cuesta College and that that might be a good time to meet with faculty members. Newsletter articles are due in digital format to Cleeves by October 20.

COPE – Stakes reported that a Board of Trustees member is hoping to bring up for discussion at a BOT meeting changing the district boundaries to match the new county supervisorial districts and to allow only district voters to be able to vote on candidates from their district (the current procedure is that all voters in the county can vote for any candidate).

11. Other

None.

The meeting was adjourned at 4:42 p.m.

Minutes respectively submitted by Mark Tomes.

Next EB meeting: Thursday, October 13, 2011, 2:30 – 4:30 p.m.

Next Council of Representatives meeting: Thursday, September 22, 2011, 3:00 - 5:00 p.m.