



CCFT Executive Board Meeting
06 December 2007, Room 3435

Present: M Rossa, (President), M. Basti (Secretary), M. Larsen, (Liaison), , E. Conklin (Grievance Officer), M. Robinson, (Treasurer), D. Gough, (Liaison),

Absent: S. Wiebe, (PT Chair), Janet Florez (COPE Chair)

1.1 & 1.2 Call to Order/ Roll Call: A quorum was established and M. Rossa called the meeting to order at 1453.

1.3 Approval of Agenda: As presented.

1.4 Announcements: None

2.0 Presidents Report –

2.1 Contract Negotiations: Rossa reviewed the delta dental information received from the district. The district's consultant recommended an 18% increase in the premium to cover reserves. This increase affects all employees. CCFT requested bids from other carriers for faculty coverage. Questions about increasing the cap also were raised. Basti offered to contact Gabe Rossetti about bids – those present agreed this information would be helpful in light of the short time frame for implementation. Some faculty have already signed AFLAC agreements for 2008 based on the old rate. The district presented the increase in benefits as part of salary improvement. Those present expressed concern that one of the districts negotiators was on vacation and the district's attorney was not present at agreed negotiation dates. Some progress was made on other issues on the table e.g., stipend for coaches and performing arts faculty.

2.2 Sabbatical Committee: The faculty in conflict of interest withdrew from the committee; former CCFT VP P. Wright was appointed by Academic Senate President Schwennicke to serve as the replacement.

2.3 Arbitration: Rossa provided an update on the costs to the district and union for the ongoing arbitration and noted no cessation in problematic behavior has occurred on the part of the perpetrators. The recent listserv messages were discussed and facts were clarified.

2.4 Director of Professional Development: The hiring process was completed and a candidate selected, in spite of CCFT and Senate concerns in opposition to the BOT; the Senate President, acting on his own expressed support to the district for this position. The cost for this new administrative position and the lack of faculty involvement in meeting faculty professional development needs remains a serious concern.

2.5 2009-10 Academic Calendar: Rossa reported the CCCEU signed off on the 4 day President's day holiday and spring break; therefore the calendar remains as is as a final document.

- 2.6 CCFT VP Announcement: Motion was made to appoint the EB as the nominating committee for VP position. Rossa/Gough, carried. Basti forwarded the most recent flyer and job description to Rossa via email earlier this week.
- 2.7 New President Meeting: Rossa met w/ Dr. Dave Pelham for 30 minutes today. Priority union concerns discussed included, hiring a well qualified and competent VP Student Learning, presenting faculty accomplishments in a positive light to the BOT, improving communications w/ the BOT and the chain of command, re establishing a professional and ethical approach to the evaluation process and office hour pay for PT faculty.
- 3 Secretary's Report: Basti expressed her concerns about the quality, increasing cost w/ shrinking coverage of the insurance plan offered by SISC III Blue Cross. Those present authorized Basti to request HR to provide a breakdown of numbers of faculty singles, doubles and family and the plan elected in order to investigate coverage improvements w/ SISC in the spring in time for the next enrollment.
- 4 Treasurer's Report: Robinson reported a balance of \$38,000.00 in the checking account. Since payroll is now accessible through Banner and there are 12 month faculty a motion was made to allow 12 month faculty to take union dues/fees monthly at no cost to the faculty member; Robinson/ Rossa, carried.

Robinson sent an update on costs for the arbitration to the EB prior to the meeting. She estimates it will cost each the district and union \$100,000.00. Rossa and Conklin expressed grave concerns about this frivolous expense on the part of the district, the loss of collegiality among faculty involved, fear on the part of non-tenured faculty and the intangible emotional toll of all concerned.

5.0 Committee Reports:

5.1 Grievance: Conklin provided a brief update on a PT faculty member who became disabled which resulted in the division chair initiating an off schedule evaluation and bullying and harassment in the workplace. There was some concern about physical safety in regards to this grievance. Basti and Rossa plan to follow up w/ Public Safety as a precaution. A couple of other grievances involve division chairs proceeding outside the peer evaluation process.

5.2 COPE: No report the COPE chair is absent.

5.3 Senate: Rossa reported that Robert Schwennicke is resigning at the end of the fall semester. He is not present to report.

8.0 Good of the Order: none

9.0 Adjournment: Rossa adjourned the meeting at 1645.

Respectfully Submitted by

M. Basti

EB Secretary 2007-08