

CCFT Council Meeting Minutes

Monday, October 20, 2008

2:30-4:30 PM

Sesnon House, Room 1804

Present: Sarah Albertson, Meredith Babbe, Maya Bendotoff, Michele Chao, Michael Edgehouse, Vicki Fabbri, John Govsky, Jefferson Hancock, Olivia Hand, Paul Harvell, Jan Hiley, Eric Hoffman, Allan Lönnberg, Anne Lucero, Teresa Macedo, Michael Mangin, Michael McCarthy, JoJo McLeod, Beth McKinnon, Francisco Ponce, Barbara Schultz Perez, Bill Stamos, Nancy Stucker, Elissa Wagner, Sylvia Winder, Joanne Wylie

Absent: Cheryl Chaffin, Julie Hanks, Michael Pebworth

I. Approval of Minutes and Agenda

A. Minutes: Minutes approved after it was noted that approximately 8 faculty members will retire under the retirement incentive.

B. Agenda: 403(b) plan moved to Paul Harvell's report.

C. It was asked that the approved minutes be sent out electronically.

II. Negotiations

A. Closed Session: Compensation for 2008-09

Council discussed the negotiation team's proposal for a salary increase for the current year in the context of a bad state budget. At this point, the college budget is balanced, but we will likely be facing mid-year cuts (forecast for the state is that we will be 4 billion short in revenues, which would translate into \$2 million in cuts at Cabrillo).

Our salaries have been falling comparatively over the past 5 years, as we have received small salary increases. Long-term goal: to get Cabrillo's salary to be within the top 10 districts in the state (out of 72 districts).

Each council rep was given an opportunity to share input about the proposal, which council supported.

B. Approval of Negotiations Team

The following negotiations team was formally approved by council: Paul Harvell, John Govsky, Eric Hoffman, Michael Mangin and Maya Bendotoff.

III. COPE

- A FAQ on COPE was distributed and reviewed by Vicki Fabbri. Many faculty members do not know that COPE contributions are raised separately from and in addition to CCFT dues. CCFT does not use general dues money for political purposes, as do many locals.
- Current priority of COPE: Susan True for Cabrillo College Governing Board.
- Vicki asked Council reps to do a direct ask to try to get at least 3 faculty members signed up for COPE.
- Each Executive Board member has a list of current COPE participants.

- Maya distributed a sign-in sheet to volunteer for upcoming GOTV efforts and some other election-related materials. If you have already signed up to volunteer you will be sent an email reminder.

IV. Counseling, Administrative Dean Position: May Chen and Arturo Cantu

Arturo Cantu and May Chen presented a proposal for an administrative Dean in Counseling (refer to handout).

- “Proposal: redirect 10-month management duties, shared by several counseling faculty members to a 12-month Dean’s position” (from handout).
 - Currently counseling is being coordinated by three individuals (Jay Jackson, Oliiva Hand, and Arturo Cantu) who are filling in for a 75% faculty director position that has not been filled.
 - The proposal is to eliminate the current 75%-time faculty director position and hire an administrative Dean.
 - May Chen noted that, according to her calculations, this would present counseling with a cost savings.
 - The previous administrative DC position was cut a number of years ago; counseling has been in need of an administrator between them and the VP for many years.
 - Counseling is the only division that does not have a Dean or Director.
 - Counseling would not lose adjunct faculty as they would receive back-filled funds through matriculation.
 - Counseling has unanimously voted for the new Administrative Dean position. (Maya noted that she has heard from a counselor who opposes the current proposal.)
 - Salary placement of the proposed Dean: May has used the Dean salary range: \$93,576-\$131,670 (row D of the Administrative salary schedule) in her calculations.
- *Motion made and seconded to support the counselor’s proposal.*

Discussion:

- Francisco Ponce and Barbara Schultz-Perez noted that the Dean position is needed for clout and advocacy.
 - Stephanie Stainback noted CCEU does not support the Dean position as it is outside of any prioritization process. Last year they laid off in student services; they are looking at more layoffs for this year. The proposal would also reduce the faculty obligation number again. This needs to go in the hopper with the rest of our priorities.
 - Francisco noted that the counseling division has been discussing for a long time. If it gets postponed, it may never happen. There is a reason counselors are pushing so hard here.
 - Proposed amendment to support the position at the most cost-effective level was made by one rep and then shot down by another rep (without a formal vote).
- *Motion to accept the proposal from the counseling division was voted on and approved (with 2 abstentions).*

V. Reports

A. Grievance Report, Michael Mangin

Faculty members have expressed concern about mold at the Watsonville Center.

B. Director: Maya Bendotoff

i. A faculty member is currently on paid leave while the district conducts an investigation regarding a sexual harassment/discrimination allegation.

ii. List of council reps with home phone numbers distributed for council use only (please do not post).

C. President, Paul Harvell: Space Allocation & 403b plans

i. Space allocation: over 100 pieces of feedback have been submitted; a summary is expected soon.

ii. 403b plan: The District uses a third party administrator to oversee our plans. The plans available have changed due to new regulations. The District is pressuring Envoy to add more plans with less fees or switch over to another third party administrator.

VI. Meeting adjourned at 4:33 PM