

CCFT Council Meeting

Minutes

Monday, March 9

2:30-4:30 pm

SAC East, Room 225

Present: Sarah Albertson, Toni Alderson, Meredith Babbe, Maya Bendotoff, Debora Bone, Michael Edgehouse, Vicki Fabbri, John Govsky, Jefferson Hancock, Olivia Hand, Paul Harvell, Jan Hiley, Eric Hoffman, Allan Lönnerberg, Anne Lucero, Teresa Macedo, Michael Mangin, Michael McCarthy, JoJo McLeod, Beth McKinnon, Francisco Ponce, Sadie Reynolds, Barbara Schultz Perez, Yaming Shen, Stephanie Stainback, Bill Stamos, Nancy Stucker, Elissa Wagner, Sylvia Winder, Joanne Wylie

Absent: Julie Hanks, Michael Pebworth

I. Approval of Minutes and Agenda:

- a. December 8 Minutes: Approved.
- b. February 4 Minutes: Approved.
- c. February 23 Minutes: J. Wiley was present; spelling: JoJo McLeod. Minutes approved.

II. Budget

- a. We are getting funded for more growth for last year. \$170K each year for two years.
- b. Where are the administrative cuts? 1 admin will not be replaced. It looks like the college will move forward with the hire of a new VPSS (more below).
- c. Midrange planning parameters for the college: somewhat conservative at this point. The college would like to make long-term adjustments to be more fiscally stable. Best case budget scenario: up 2.5 million.
- d. What voice does CCFT have regarding the budget situation?
There are 5 faculty members at CPC (CPC makes recommendations to the college president); CCFT also has a regular presentation in front of the board by President Paul Harvell. CCFT reps to CPC: Paul Harvell and Barbara Schultz-Perez.
- e. About 500 teaching unit (TU) reduction for the 2009-10 year: response to being over cap.
- f. New buildings: increased cost has to do with maintenance. Current maintenance staff in VAPA: came from reduction of staff in other areas. Planning for this: poor.
- g. Where can we look at contingencies? When can people buy instructional materials?
- h. The state is pushing back payments: Feb. payments to be made in July; July payments to be to Oct.
- i. Carry-over funds: in order to spend, the budgeting process assumes that such funds will be spent the next year.
- j. Rise in all benefits costs last year: 18%.

III. Layoffs

The District plans to close the Baskin Center and layoff 2 Children's Center Teachers. They

would most likely continue to commit up to \$120 from base. Eric noted that this may not be enough to maintain the instructional program.

- a. Motion made, seconded and approved by voice vote for CCFT to formally oppose the layoffs of the Children's Center Teachers, with the recognition that the Baskin Center could close and the two teachers could be retained. (Under consideration of the current mid-year budget, the college could continue to fund the positions without long-term detriment to the college.) Statement to be made by Paul Harvell at the Board meeting tonight.

IV. Program Reduction

Program reductions are being contemplated in the following areas: Aeronautics, Archeological Technology, Children's Center, Journalism, Real Estate, Tennis and Women's Studies

- a. Arche Tech: the program will be slashed significantly. The summer program may take place every other year.
- b. Aeronautics: to be moved to community ed; if it doesn't work well there, it would come back into the instructional program.
- c. The Faculty Senate spoke in support of journalism and women's studies.
- d. Real Estate: to be cut significantly.
- e. Tennis: The tennis team will be eliminated. No presentation was made at the Feb. 24 meeting.
- f. Other areas hit hard by the cuts: yoga and pilates.

V. Reports

- a. CCEU, Stephanie Stainback
28 classified positions are currently frozen, 11% of budget. Children's Center issue: political. Will support hiring of VPSS although the process has been disappointing. Administration has not taken their share in cuts.
 - i. CCEU kicked in \$300 for the bus to Sacramento.
- b. Grievance, Debora Bone and Paul Harvell
 - i. A tenure track faculty member was on unpaid leave for her first semester of her third year and the first semester of fourth year. Previous law stated that a faculty member needed to serve at least 75% of the academic year. Currently law, under AB 1725: notes that the employee must work at least 75% of the first academic year; it does not specify that 75% of the year must be completed for the remaining probationary contracts. Thus, the subject is negotiable. Paul signed a SL of agreement to recognize that each semester counted as a half of a year, and that the unit member must serve for one more year before she acquires tenure.
 - ii. Calculation of sabbatical compensation.
9.1.5.6 States that if a "bargaining unit member has been on less than a full-time contract for the previous academic year, the sabbatical leave salary shall be calculated on the basis of the applicant's contract for the majority of the six years prior to sabbatical. If the applicant's contract does not have a majority reduced contract, the sabbatical leave salary will be based on an average of the reduced contracts for the six years prior to sabbatical."
CCFT and the District are trying to come to terms with a current situation in which a faculty member has been on a partial contract and also worked as

- an adjunct. Does the adjunct portion count towards overall service? This issue is currently being worked out; further updates forthcoming.
- iii. Issues have arisen regarding the role of a Program Chair in the evaluation of a classified worker. PCs are coordinators, and can provide info to the administration, but they are not directly responsible for evaluations. Easy evals: no problem. Job of administrator to conduct difficult evals. At times the PC input is needed for the evaluation.
 - c. Contract Development, Eric Hoffman
Three meetings are scheduled on the following Mondays from 1:30-2:30 in room 1824: March 23, April 20, and May 11. All faculty members are welcome to participate in contract development. Examples of areas that have pushed for specific contract items: dental hygiene and nursing did research and pushed for an increase in compensation for lab units.
Contract development team: usually negotiating team plus all other interested members. Out of the surveys we develop our wish list for the next contract.
 - d. COPE
 - i. March in March: March 16. EOPS, Alpha Sigma Gamma, and Fast Track to Work are arranging for a 47 passenger bus, would like CCFT to help sponsor. Meetings to be set up with legislators. Faculty members who have attended have cancelled their classes, given alternative assignments or have taken a personal responsibility day to attend (must be pre-approved by the appropriate administrator). Faculty can also try to get all students to agree to alternate meeting time.
 - Motion made, seconded and approved by voice vote to approve \$500 from COPE the bus.
 - ii. Reelworks film festival: Labor film festival. This is the eight year. We have sponsored in the past, they have recommended that we sponsor. Watsonville Center event this year; no event on main campus.
 - Motion made, seconded, and approved by voice vote to donate \$200 from COPE funds.
 - iii. USLAW: Continue to affiliate with USLAW
 - Motion made, seconded, and approved by voice vote to continue our affiliation with USLAW with a \$250 contribution from COPE.

VI. Outreach to Unit Members

- a. Party at Michael Mangin's house: Friday, April 3. Burrito buffet. Vicki will be in charge of burritos. Needs help with set up, clean up, desserts, appetizers (sign-up sheet distributed). Suggestion: have people write up what they would like the other unit to know.
 - Moved, seconded, and unanimously approved to spend up to \$300 from CCFT general funds for the event.
 - i. Reps from each division volunteered to send an email to all faculty members in their divisions.
 - ii. Try to be there, invite at least one person
- b. All Council reps will be asked to check in with adjuncts in certain areas to see how they are affected by budget cuts. Draft script distributed by Michael McCarthy. Michael and Maya will contact PCs to see which areas have been most affected and then follow-up to notify all reps of which faculty members and subject areas to target.

VII. Leadership for Student Services

May Chen has submitted her resignation to be effective July 1, 2009. The District has decided to move forward with hiring a new VPSS. All other positions are frozen at this point except this position.

- a. How was this decision made? Most likely by Cabinet. (Grumble, grumble.)
- b. Committee of 10-11 people will select the new VP, including 3 faculty members and 2 classified reps.
- c. Timeline: will probably want to advertise within a week; interviews may happen in mid-May.
- d. **Recommendations to committee reps:**
 - i. To pass on the list of recommended candidates in ranked order.
 - ii. In the case that there is no highly qualified candidate, no one should be recommended for hire.
- e. Some faculty members were under the impression that the District would restructure in the case of administrative retirements in order to save money and/or other positions. (Here is the text from the Budget Forum:
Recommendation: Management Positions
 - Restructure to reduce costs when possible after management retirement/resignation.
 - Consider restructure in response to any additional retirements or resignations.)
- f. Reps from Counseling stressed the dire need for strong leadership in Student Services.
- g. **Statement for Board meeting tonight:** note lack of process. If the candidates are not qualified, don't make the hire.

VIII. Items from the Floor

Sadie Reynolds, HASS rep and Part-Time Committee member, will be writing an article to put a human face of the budget cuts. Please contact Sadie if you know of affected individuals.