

CCFT Council

Minutes

October 19, 2009

2:30-4:30pm

SAC East, Room 225

Present: Present: Sarah Albertson, Toni Alderson, Meredith Babbe, Maya Bendotoff, Debora Bone, Enrique Buelna, Claudia Close, Chris Dyer, Vicki Fabbri, John Govsky, Jefferson Hancock, Olivia Hand, Paul Harvell, Eric Hoffman, Calais Ingel, Francisco Iñiguez, Allan Lönnberg, Anne Lucero, Teresa Macedo, Michael Mangin, Michael McCarthy, JoJo McLeod, Beth McKinnon, Ron Milhoan, Martha Orr, Jo-Ann Panzardi, Sadie Reynolds, Barbara Schultz Perez, Peter Shaw, Chuck Smith, Michael Strunk, Nancy Stucker, Elissa Wagner, Joanne Wylie
Absent: Michael Edgehouse (ill), Julie Hanks, Jan Hiley, David Lau, Michael Pebworth, Stephanie Stainback (ill), Kristin Wilson

I. Approval of Minutes and Agenda

- a. Minutes approved
- b. Agenda approved (leadership teams postponed during meeting)
- c. Sharon Peters: Elissa, Allan and JoJo reflected on the life of Sharon Peters, past CCFT president and ESL faculty member.

II. Approval of New reps

Mike Strunk (VAPA), Ron Milhoan (VAPA), and Chris Dyer (NAS) formally approved as new reps.

III. Reports

- a. Treasurer, Nancy Stucker
CCFT currently has about \$50,000 in our legal reserve.
- b. Membership, Vicki Fabbri
Vicki thanked those who participated in the CCFT training session and as follow-up inquired as to where the bulletin boards are in each division.
 - i. HASS: one in division office
 - ii. VAPA: none
 - iii. NAS: in 704, main copy room
 - iv. HWPEA: areas with CCFT info: nursing, rad tech; dental hygiene, medical assisting
 - v. BELA: one in div. office
- c. Grievance, Eric Hoffman
 - i. Process of taking a semester off for medical leave for adjunct unit members: some issues have come up regarding a unit member who knew significantly in advance that his courses were cancelled.
 - ii. Issues regarding how classes have been assigned in one area.
- d. Director, Maya Bendotoff
 - i. Special studies units: It has come to the attention of CCFT that some faculty members are teaching special studies unit without payment. CCFT needs to deal with this issue in some way.

- ii. Evaluations: various unit members have called in with questions regarding the evaluation process. One faculty member was asked to submit a resume.
- iii. AB 381: New legislation allows PT faculty to elect to have SDI.
- e. President, Paul Harvell
There will be two new positions created out of the V Grant. The District will first seek internal hires; if they cannot find internal hires, they will hire from the outside. One position is for five years; the other is grant-funded for five years and will then be ongoing.

IV. Budget & Negotiations

- a. Reps participated in an educational activity (quiz) regarding making hard budgetary decisions.
- b. Criteria & principles for potential cuts. Eric presented a handout regarding principles and priorities for potential cuts. Comments from council:
 - i. Adjunct faculty members are already disproportionately affected; additional cuts should not affect them.
 - ii. Faculty pay has suffered enough; we should not sacrifice more in this arena.
 - iii. Discussion re. salary vs. workload
 - iv. Maintain what is already considered equitable.
 - v. Need to maintain agreement about what is right and fair.
 - vi. Need more than commensurate contribution from admin
 - vii. Administrators are being cut on the backs of our membership (most of the workload of the positions that have been cut has been transferred to faculty). Administrators should not get credit for such cuts.
 - viii. About 600 TUs have already been cut for fall, spring, winter, and last summer.
 - ix. What to tell people: we talking about criteria and principles
- c. Are concessions necessary? (Refer to handout)
 - i. Governments: budget about authorization; more gets approved than will be needed.
 - ii. Mid-year cuts? Possible
 - iii. Categorical cuts: just increased a couple of weeks ago. Total cuts now \$250,000 larger.
 - iv. Next year: budget not looking good; cost increases: step & column, health benefits
- d. Budget study session: To be held with reps from CCFT, CCEU and Faculty Senate (FS reserves the right to present an alternative budget to the Board).
- e. Cross-constituency meeting to discuss concessions: The District is asking for a meeting with reps from each employee group to discuss the budget and explain why they think concessions may be necessary. Council agreed that to send CCFT reps to obtain more information about the budget situation.
- f. Contract extension: We said we were willing to extend the contract for a year under condition that we start a work group to look at reemployment preference for adjuncts. They do not want to open that as a separate issue.

CCFT will move forward planning to negotiate the entire contract in the spring.

V. Understanding the Contract

- a. Meeting attendance. Do you have to attend division & dept meetings on Fridays? Contract/regular faculty members do have to attend such meetings. Contract references opening of article 11, end of section 11.1.3.3.1.
- b. FSAs: Educational activity.
 - i. FSAs apply only to contract/regular faculty members, NOT to PT faculty.
 - ii. FSAs are used for bumping in the case of layoff; faculty members do NOT need an FSA to teach in an area (minimum qualifications are needed to teach in an area).
 - iii. FSAs must be updated by November 1 of each year. Faculty members submit the appropriate materials to Human Resources.

VI. Talking Points

- a. Discussion about criteria & principles regarding the budget.
- b. FSAs for full-time faculty.
- c. Attendance of department meetings on Fridays.