



CCFT Council

Minutes

Monday, December 6, 2010


2:30-4:30pm

SAC East, Room 225

Present: Sarah Albertson, Meredith Babbe, Maya Bendotoff, Debora Bone, Enrique Buelna, Arturo Cantu, Claudia Close, Michael Edgehouse, Vicki Fabbri, John Govsky, Jefferson Hancock, Paul Harvell, Janet Hiley, Calais Ingel, Francisco Iniguez, Brian Legakis, Anne Lucero, Michael Mangin, Michael McCarthy, Beth McKinnon, Jo-Ann Panzardi, Francisco Ponce, Sadie Reynolds, Peter Shaw, Barbara Shultz Perez, Chuck Smith, Yaming Shen, Debra Spencer, Stephanie Stainback, Nancy Stucker, Elissa Wagner, Sylvia Winder, Joanne Wylie

Absent: Toni Alderson, Michelle Chao, Bridgete Clark, Sarah Decelle, Eric Hoffman, David Lau, Teresa Macedo, Jason Malone, JoAnne McLeod, Ron Milhoan, Martha Orr, Michael Pebworth, Susan Stuart, Kristen Wilson

I. Approval of Minutes and Agenda

- A. Approve Minutes of November 15  **Approved**

II. Negotiations Update

- A. Discussion of compensation is on hold until teams have more information.
- B. President to propose cuts in Dec./Jan., many items may be ghost items, we don't expect cuts in TUs this year, it could go in the other direction.
- C. SDI and interdisciplinary classes to be discussed at meetings in mid-December.
- D. The Senate modified the disciplines list to mirror statewide lists, leaving our FSA list out of synch. Our goal is update the FSAs accordingly.
- Will solicit input from affected parties before making real changes.
 - Maya will send an all faculty email to let people know they are changing it and ask for concerns or questions.
- E. Salary Study, created 2 years ago by Paul, current updates:
- Updates on salary schedules/actual pay show Cabrillo falling.
 - Board needs to hear from as many faculty as possible on salary, not just a few.
 - In coming years we should develop a campaign so that we are ready to spring into action on salary issue as needed.
- F. Contract language on selecting Program Chair
- We are not clear that process is consistent so we will create survey for PCs.
 - All program faculty should vote—including adjuncts.
 - Adjuncts cannot be elected but the district can hire them, at least for some duties. There are questions about how this gets done now.
- G. Merger of CFT's CCA with CCC
- Implication: dues increase.
 - CCFT Council will make a decision in Fall if it gets that far.

- iii. We will invite someone to try and persuade us, there are potential pluses.
- H. College Planning Council (CPC)
 - i. Most recent meeting was to be cancelled, so time was spent going around the room talking about whatever they wanted.
 - ii. Many present believe we should not draw down bridge, that there are worse things than laying off people when we don't have to, that we will run out of cash to make payroll without massive cuts.
 - iii. Still, we are doing better than most community colleges—one of a handful that can make it to April: we can deliberately counter the sky is falling narrative, move from manipulative to authentic conversations (We'll look at this at a flex week activity Monday).
 - iv. NOTE on bureaucracy: it is easier to lay someone off than get a new PCN (personnel control number) or get rid of someone.

III. Reports

- A. President, Paul: Salary study & PC election (see above)
 - i. CFT has members serve on STRS board—PH submitted name for opening
 - ii. HASS Dean Nancy plan plans to retire at the end of the academic year. Paul plans to apply for position. Please feel free to raise concerns.
- B. Grievance Officer, Eric
 - i. Looks like we will move the arbitration dates to the end of March.
 - ii. Need to keep discussing comparable load issues for adjunct unit members with reemployment preference.
- C. Director, Maya
 - i. We are currently looking into whether to two full-time categorically funded positions in Health Services have been improperly classified as categorical. We may end up fighting for tenure on behalf of these two faculty members.
 - ii. A national coalition of leaders in higher education planning will meet Jan 21st and 22nd in LA to strategize regarding defending public education. Let Maya know if you'd like to attend.
- D. Solidarity & Community
 - i. Emailed San Francisco Mime Troupe to have them be part of the social justice conference—w could donate money to fund it.
 - ii. Event coming up in April—hands across CA.

IV. White Elephant Gift Exchange (last hour of meeting)