



## CCFT Council

### Minutes

October 3, 2011

2:30 - 4:30 pm

Room 225, SAC East

**Present:** Toni Alderson, Maya Bendotoff, Debora Bone, Enrique Buelna, Arturo Cantu, Michelle Chao, Claudia Close, Vicki Fabbri, Skye Gentile, John Govsky, Jefferson Hancock, Paul Harvell, Carol Hoffman, Eric Hoffman, Brian Legakis, Anne Lucero, Belita Magee, Michael Mangin, Lisa McAndrews, Michael McCarthy, Robin McFarland, Beth McKinnon, Martha Orr, Michael Pebworth, Jo-Ann Panzardi, Barbara Shultz Perez, Sadie Reynolds, Conrad Scott-Curtis, Peter Shaw, Debra Spencer, Susan Stuart, Nancy Stucker, Sharon Took-Zozaya, Merritt Tucker, Rachel Van Dessel, Elissa Wagner  
**Absent:** Bridgete Clark, Calais Ingel, Francisco Iniguez, Julio Leal, Jason Malone, Yasmina Porter

- I. Whip Around
- II. Approval of Minutes & Agenda
  - i. Council Minutes 8/24/11 ➤ **Approved**
  - ii. Council Minutes 9/12/11 ➤ **Approved**
- III. Action Items and Announcements
  - A. Approval of new reps
    - i. Membership Chair, Beth McKinnon ➤ **Approved**
    - ii. SLRB rep, Tera Martin ➤ **Approved**
    - iii. NAS rep, Jim Griffin (Not Present, will try to approve at next meeting)
  - B. COPE: Contribution to Sharon Hendricks, CalSTRS
    - i. \$400. ➤ **Approved**
  - C. Rep training on Monday, October 10
    - i. All new reps: Sesnon, 1804, 2:30-4:30
      - 1. Main focus: roles and responsibilities
      - 2. Please send questions to Vicky Fabbri by Wed, 10/5
  - D. PLUCC
    - i. Overview
- IV. Contract Education: Faculty Service Areas (Art. 15 plus appendices)
  - A. Quiz
    - i. FSAs are determined by District, Faculty Senate, and CCFT
    - ii. FSAs are used to determine seniority & bumping rights for contract/regular faculty
    - iii. Seniority is based on date of hire (contract/regular faculty)
    - iv. When a new contract/regular faculty is hired, s/he is assigned one or more FSAs based on initial assignment and qualifications
    - v. Faculty can receive an additional FSA if s/he meets minimum quals and Cabrillo's "competency criteria" (based on teaching history), and applies by Nov. 1

B. Comment

- i. Administrators have been unclear about the difference between FSAs and Minimum qualifications

V. College Budget

A. Preliminary Analysis based on early information (handout distributed)

- i. District wants to cut \$3.5 m from next year's budget
  - ii. 2011-11 change to NEB = +\$2.4m (unrestricted at \$16.3m+= 28% budget
  - iii. Best guess/Estimates for 2011-12
    1. Change to NEB between -\$2m and -\$4m
    2. District's budget seems reasonable
      - a. NOTE: Cabrillo ranks high in the state re: NEB.
  - iv. Senate discussed approx. \$1m in cuts, half of which need to be non-classroom cuts; there will probably need to be strategic reallocation to avoid falling below the FON
  - v. We may see trend toward reducing less efficient programs (in which FTEs cover fewer TUs)
  - vi. Benefits costs are set to rise 10% next year. This will have to come from somewhere. Remember last time: District started with higher numbers but concessions were ultimately less.
  - vii. Retirees hired before 2008 can currently get better plans if retiring before 65, District is grumbling, we will need to look at this.
  - viii. One option is to draw down \$1.5m each of next 5 years
  - ix. Timeline:
    1. January: District will run Governor's budget numbers and come back late January/beginning of Spring 2012
    2. March 15 layoff notices (not necessarily final)
  - x. Comments
    1. There is a designated FTE reserve of \$1m (may want to consider using it); District is already setting aside a 5% reserve that is not required by state.
    2. Let's look at the budget facts and ask if they really support the idea that we need to move toward concessions.
- B. Our sense/approach, at meeting's end: watchful waiting

VI. Leadership Teams Meet

- A. Time ran over: Leadership Team report backs will come via email