

**KCCD CCA Executive Council
29 August 2022, 1:00 - 3:00 p.m.**

OPEN SESSION: 1:00 - 2:00 p.m., CLOSED SESSION: 2:00-3:00 p.m.

2022-23 CCA Exec Council Meeting Dates: (All meeting times 1-3 p.m.)

Fall: Aug.29, Sept. 12, Sept. 26, Oct. 10, Oct. 24, Nov 7, Nov. 21, Dec. 5.

Spring: TBD (moving start time to 12:00 noon)

20 voting members--quorum is 11 (Matt Crow, Dean Bernsten, Matthew A. Jones, Sherie Burgess, Maribel Montelongo, Sarah King, Pam Boyles, Ann Tatum, Shawn Newsom, Christian Parker, Tracie Grimes, Jason Stratton, Justin Bell, Joe Slovacek, Sharlene Paxton, Jeff Keele, Joy Lawrence, E. Paden Burgess, Mike Bonner, Julie Plata)

Present: Matt Crow, Joe Slovacek, Dean Bernsten, Jeff Keele, Angelica Vasquez, Denise Jackson, Sarah King, E. Paden Burgess, Joy Lawrence, Michael Bonner, Matt Jones, Sherrie Burgess, ana Ceballos, Sharlene Paxton, Ann Tatum, Erica Menchaca, Bonnie, Deanna Ing Campbell, Shawn Newsom, Rene Mora, Jason Stratton, Justin Bell, Andy Cole, Pam Boyles, Christian Parker, Matthew Meerdink, Tyson Huffman, Julie Plata

AGENDA

OPEN SESSION

MEETING CALLED TO ORDER (Crow):

- Meeting called to order at 1:08pm.

AGENDA ADDITIONS

- A vague question was raised regarding an agenda topic referred to as an online option. M.Crow responded it is present in multiple items later.
- A live transcription was requested.

M/S/C: (Ann Tatum, Michael Bonner) motion to approve the agenda. Motion carried.

APPROVAL OF MINUTES: 10 AUGUST 2022

Actions/Additions/Changes

- A potential grammatical mistake was mentioned regarding...Under side letter-5th bullet down, 2nd sentence “Crow signed it would be accepted.”
- It was stated that the verbiage reflects what was said by M. Crow and he is good with approval of minutes.

M/S/C: (Michael Bonner, Jason Stratton) motion to approve the minutes. Motion carried.

PRESIDENT’S REPORT

- Negotiations
 - Dates have been established for 9/29. At that point in time negotiations will start and will be worked on for the remainder of the year. The survey is planned to be open for one week.

MEMBERSHIP (MICHAEL BONNER)

- Membership Numbers
 - 287 is the new membership number.
- Website
 - The website has been updated with the exception of the current minutes. It was requested that Executive Council members to visit the governance page and make sure the information is correct. Bonner also requested that the membership look at the website and play around.

COLLEGE REPORTS:

Bakersfield College: Ann Tatum

- The past couple weeks have been busy. During BC’s Flex Week, the CCA gave 7 workshops total. Three workshops were hosting about Mode A, two workshops covered the Mode A Evaluation Team, another two workshops discussed Progressive Corrective Action.
 - These workshops will continue to be offered throughout the semester. Ann Tatum and Pam Boyles are also contemplating drop-in lunch sessions.
 - New Faculty seminar was also attended and information was distributed.
- Other issues are present in the meeting elsewhere and will be discussed at that time.

- An issue was mentioned regarding a change in adjunct seniority and keeping track of it.
- Ann will provide documents about grievance to Michael in the near future.

Cerro Coso Community College: Joe Slovacek

- Not too much to say at this point. Other issues will be addressed at later points during the meeting.

Porterville College: Jeff Keele

- It was stated that Jeff and Joy were able to give their first presentation during flex. He stated it was pleasant working together. Says that the session was received kindly by faculty.
- Other than that they have been helping faculty with “some minor things.”
- Later in the meeting more topics will be discussed during closed session. These topics cover scheduling conflicts.

DISCUSSION:

- Non-Instructional Full-Time Faculty Spring Load Inquiry (Matt Jones)
 - It was reported that BC Faculty in the Spring of 2023 will be asked to teach 50% of their load in-person. An inquiry was raised by Matt if non-instructional faculty will similarly be allowed to hold 50% of their load in-person, with the remainder being the format of their choice?
 - It was discussed that the larger issue is requiring 50%. It was mentioned that if it goes across the board it would be for faculty and non-instructional faculty.
 - It was stated that the administration will push “right of assignment.”
 - Crow wants to call a monthly meeting with the Vice Chancellor of Human Resources, and that would be the proper format to address these issues.
 - It was stated in the discussion that the issue is not a fair labor practice.
 - M. Crow is hoping that we can reach a larger concept, that people should work in the way they work best as well as provide the support and teaching the way students need.
 - M. Crow states that this can be brought under a demand-to-bargain.
 - Further discussion clarified that at CC it is expected that non-instructional counselors will be expected to be in person 100% of the time.

- Librarians at CC are expected to be on campus 38 hours a week. The Dean used the phrase “office hours” and it is more closely aligned with “prep time.”
- Counselors' and librarians' office hours are treated as prep time. Therefore, the contract needs revised language and clarity.
- A further point of discussion that was mentioned is that messaging is stating “students are overwhelmingly requesting face-to-face classes”, and it was stated that there is a lack of data to back this up. The individual noticed that online courses are filling-up quicker than face-to-face. There was some general agreement with this statement.
- An inquiry was raised if non-instructional can ask to work online come Spring 2023? There was some discussion around Matt Jones, Angelica Vasquez, as well as librarians asking for their spring workload to be 50% online.
- Counselors and Librarians required to work in the office during prep time (Joe Slovacek)
 - A question was asked what is the best approach to address this issue? It was further stated that faculty are able to do their prep-time wherever, so it's not an equitable practice.
 - It was stated that similar issues are happening at Porterville. Additionally, if non-instructional faculty at PC are working at home, they are required to be live on Zoom.
 - It was clarified that Counselors spend their entire time meeting with students.
 - There was discussion that mentioned this issue was previously resolved when Tom was CCA President. The resolve was: as long as counselors posted their hours they could hold them online.
 - This is another issue that will need to be part of a demand for bargain.
- Requiring faculty to have one on-ground class (Joe Slovacek et al.)
 - At the Faculty Chairs meeting, coming from a VP, the discussion regarding faculty needing to hold at least one face-to-face class was ambiguous. Specifically it was unclear as to what is “required” and what is “recommended.” A few people have mentioned they are against coming back “on-ground.”
 - Faculty stated they want flexibility but not a 100% requirement to be in person, and that it isn't mandatory to be in person.
 - It was stated that PC's VP of Instruction stated the same on their campus, and clarified there may be some exceptions regarding accessibility.

- Language used at CC Dept Chair meeting is that it was “New policy.” There was pushback regarding where the policy is located. It was recommended that at the next chairs meeting there needs to be more pushback.
- Division Chair at PC sent an email which recommended each faculty have one class face-to-face.
 - At Academic Senate it was pushed back to “strongly recommended” rather than mandatory.
- It was mentioned by a Department Chair at BC, that faculty request can complicate matters regarding what format they teach in.
- It was mentioned that modality has never been addressed in contract, but that perhaps COVID is the reason it has now been brought forward.
- There may be an issue in a division at PC because as long as a faculty member chose classes that had the online component. Other schools like CC had distance education addendums. However, some of the PC courses, like calculus do not have DE addendums.
- It was stated that the CCA has work to do, because they need to have equal treatment among all their faculty.
- Discussion also revolved around class cap.
- Dictating Overload (Matt Crow)
 - How to use overload and bank overload is a recent issue that is being dictated. The contract is very clear that full-time faculty can bank load as long as there isn’t a 1.5 banked load. It was recommended to use it as banked-load because it pays you more.
 - Faculty are also being told they can’t use the banked load for another semester.
 - It is in the contract that you can do reduced load if you’re over 55 years of age.
 - However, if you are underloaded you can make it up with banked load. You cannot be forced to take load and then be forced to make up for it in a future semester. You cannot be forced to take overload.

M/S/C: (Ann Tatum, Joe Slovacek) motion for Matt Crow to set up ongoing meetings with Vice Chancellor of Human Resources, Abe Ali, and another KCCD CCA Executive Council member. Motion carried.

- Adjunct Seniority List (Matt Crow)

- A Faculty Chair and a Dean are keeping track of adjunct seniority and enforcing aspects of the contract to give them an average load.
 - It was mentioned that the adjunct does not get to pick and choose, but there is a guarantee of an aspect of load over two semesters. It is planned that Ann Tatum will reach out to chairs.
- In the past, when this was being discussed in negotiations, it was clear that there were aspects of being an adjunct that HR couldn't keep track of. It was placed on Deans and Chairs, but if it doesn't work out they need to talk further and come to a solution.
- The question was raised that there was a guarantee of load, but not specifically which classes composed of that load. Is it guarantee of load or of the offer?
 - M. Crow states it is a guarantee to offer the best possible.
 - When adjunct decline a course, to the chair, it can be counted as a refusal.
- It was requested that the seniority list be updated and adjunct have the right to access it.
- It was stated that the seniority list is no longer posted district-wide because it is campus by campus and division by division.
- New Scheduling Requirements (Matt Crow, Matt Jones)
 - No further discussion.

TREASURER'S REPORT (SHERIE BURGESS):

- Budget was approved and finalized.
- Further reimbursement for arbitration was declined.

CLOSED SESSION

Closed Session began at 2:06 p.m.

Update on Negotiations:

Update on Grievance:

Mandatory Flex (Matt Jones):

Issues of Inequality for Non-Instructional Faculty:

Closed Session ended at 3:00 p.m.

ADJOURNMENT

Meeting adjourned at 3:01 p.m.

IMPORTANT DATES

Important Dates

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Spring: TBD

UPCOMING CCA CONFERENCES

FALL CONFERENCE

Bargaining: TBD

WINTER CONFERENCE

Bargaining, Grievance, or Advocacy: TBD

SPRING CONFERENCE & WHO AWARDS

Membership and Membership Engagement:TBD