

KCCD CCA Executive Council Minutes

January 29, 2018, 1:00 – 3:00 p.m.

Fourteen voting members—the quorum is eight (Kathy Freeman, Gloria Dumler, Sherie Burgess, Ann Marie Wagstaff, Isabel Stierle, Joe Slovacek, Tom Greenwood, Nick Strobel, Michael Harvath, Terry Crewse, Ann Tatum, Pam Boyles, Robert Boyles, Dawn Ward, and Melissa Bowen.)

Present: Joe Slovacek, Kathy Freeman, Gloria Dumler, Isabel Stierle, Tom Greenwood, Michael Harvath, Dawn Ward, Ann Tatum, Pam Boyles, Robert Boyles, Mary O’Neal, Sherie Burgess, Terry Crewse, Pam Boyles, Ann Marie Wagstaff, Melissa Bowen, and Nick Strobel.

Absent: Sherie Burgess and Ann Tatum.

Open Session:

Meeting called to order, agenda additions, and approval — Tom. The meeting was called to order at 1:05.

Approval of Minutes for December 4 — Gloria. Isabel moved/Kathy seconded that the minutes be approved as corrected.

Welcome New Exec Board Members – Tom.

Treasurer’s Report – Sherie. No report.

CTA State Report – Sharlene Paxton.

She is on teacher evaluation and academic committee (mostly K-12); K-12 are increasing policy language to strengthen their academic freedom. They want academic freedom more like what we have, but they risk giving up some protections.

June elections are going to be very important for us. Tony Sermon is very pro-public school and higher ed.

We have had a *Janus v. AFSCME* update; the case is due to be heard Feb. 26. (The case that asks justices whether requiring public employees to pay at least some part of union dues, as they must in about half of states, violates their First Amendment rights.) Sharlene says they believe the decision will be reached in June. This will not affect us as much as K-12 unions.

There was some discussion about DACA and the CSU system.

CTA will pay for people to attend the conference in Minneapolis.

Grievance Update — Mike.

There is a situation with a part time faculty member in Porterville re: temporary full time contracts promised and withdrawn. (We have not been able to do anything in the past—there is nothing in the contract that would be the basis for a grievance.)

A Mode A faculty member got an unsatisfactory evaluation but was not given any feedback before the evaluation was completed.

New Proposed Departments — Tom. Tom got an email from Nan about creating a new department; the reassigned time is not yet entirely correct. It should be at least a minimum of .7 or higher. Allied Health is more of a concern. It is hard to approve a new department without information about the reassigned time of the dept. chair. We need to have someone come to us to explain in more detail. We have non-tenured people as directors. We will invite all the new faculty directors. Tom will contact Nan saying that before we make a recommendation, we need feedback of the directors of Rad Tech, HEIT, and Public Health.

Chair Elections and Write In Candidates – Tom. Tom got an email from a faculty member who is on the BC academic senate. The question does everyone get interviewed when written in for department elections when someone gets only one write-in vote? Kathy raised the question as to why this would be a union concern and not just a senate issue. The faculty member quoted Article 5A, subsection 2C in the contract makes a reference to department elections. It says that the college president or designee shall interview the person who gets the highest number of votes and then make a decision. The consensus of the CCA board was that there was no problem with write-in votes; we do not see an issue with this.

Office Space – Isabel. We have had some recent Flex activity sessions that have begun to address the Measure J funded new building. There is a fear that some of these building may have “open air” offices instead of private offices. There are FERPA issues and day-to-day issues of meeting with students, performing regular duties, and so on. There are also concerns about thefts. It seems like faculty are not being brought in to discuss the buildings. There is a lot of concern from faculty who will be affected by this. (Not all departments are going to be affected.) The contract does not deal with full offices and private offices. Some faculty are considering having only virtual office hours if they cannot have private office space. a group of people from Isabel’s department have visited two campuses that have just had new buildings, and all the faculty have had private offices.

Classified Faculty Teaching as Adjunct Faculty – Tom. At Consultation Council, the issue of classified staff with qualifications for teaching was brought up. Classified staff have taught in the past. Tom was wondering what sorts of issues have been brought up. One is that they are talking about them getting a “blended rate”—not regular adjunct pay (they would be getting paid less pay). Mary stated that we should be representing these people as adjunct faculty since, after all, they would be working as part time faculty with the same responsibilities, etc. Ann Marie asked what we would need to do to include them. Kathy stated that we would have to wait to open it

up; our current contract language says that these people are currently excluded from our representation—we would have to bring this up when we next negotiate our contract.

Closed session: (We went into closed session at 2:02 p.m.)

Counselors and Educational Advisors — Ann Marie.

Update on Negotiations — Tom & Kathy.

We returned to open session at 2:38 p.m.

Mode B Evaluation Handout – Tom and Kathy. Pam and Kathy did a workshop for Mode B faculty in the English Department. Exec discussed the possibility of having a flex session on this for both Mode A and Mode B.

Positions to be Filled – Tom. Kathy's retiring, so we need a membership person. Mary soon will retire so we need an elections chair. Tom asked for folks to think about taking on these responsibilities.

College Reports:

Bakersfield College — Isabel

CCA BC Report January 29, 2018

- 1) Academic Senate will vote on resolution that supports CCA and non-tenured faculty to focus their work on teaching. See link shared by AS:
https://committees.kccd.edu/sites/committees.kccd.edu/files/AS%20Resolution%20No.2%20New%20Faculty%20Responsibilities%202017%20%281%29_0.pdf
- 2) BCs CCA group will host a social event at La Mina on Friday, Feb. 2 from 4-7 p.m. to celebrate new faculty and CCA members, including adjunct members.

Isabel Stierle
BC Chair, KCCD-CCA
January 29, 2018

Cerro Coso College — Joe. He discussed a situation with an adjunct who had issues during evaluation when the process was not followed. Joe will contact this faculty member via phone.

Porterville College — Ann Marie. On Opening Day, Ann Marie addressed the faculty to encourage more involvement in the faculty union at PC. She said PC is happy with the current arrangement in which Mike handles Porterville's faculty grievances.

CCA Winter Conference — Tom. Six people will go to the CCA Grievance Academy: Tom, Mike, Pam, Joe, Robert, and Isabel will attend.

Adjournment — Tom. The meeting was adjourned at 2:57 p.m.

Important Dates

2017-18 CCA Exec Council Meeting Dates: (All meeting times 1-3 p.m.)

Fall: ~~Aug. 28, Sept. 11, Sept. 25; Oct. 9, Oct 23; Nov. 6, Nov 20, and Dec. 4.~~
Spring: Jan. 29; Feb. 12, Feb. 26; Mar. 12; Apr. 2; Apr. 16; and May 7.

Upcoming CCA Conferences:

Feb. 9-11, 2018: CCA 2018 Winter Conference, Hyatt Regency, LAX: Theme is collective bargaining and bargaining skills. Interested delegates:

April 20-22, 2018: CCA 2018 Spring Conference, Hyatt Regency, LAX: Theme is lobbying and contract enforcement. Interested delegates: