



General Council Minutes

Wednesday, February 3, 2010
1:00-3:30 pm
Room 5005

Present: Meredith Babbe, Dave Balogh, Maya Bendotoff, Enrique Buelna, Phil Carr, Michelle Chao, Claudia Close, Chris Dyer, Consuelo Espana, Vicki Fabbri, John Govsky, Lydia Graecyn, Jefferson Hancock, Paul Harvell, Calais Ingel, Jean Jackson, David Lau, Rhea Leonard, Jackie Logg, Allan Lonnberg, Teresa Macedo, Jason Malone, Tom Marshall, James Maughn, Michael McCarthy, Beth McKinnon, Patrick Meyer, Gina Michaels, JoJo McLeod, Ron Milhoan, Daniel Morgali, Lenny Norton, Rory O'Brien, JoAnn Panzardi, Michael Pebworth, Victor Ramos, Dave Reynolds, Sadie Reynolds, Joe Ribeiro, Albi Romero Dan Rothwell, Conrad Scott-Curtis, Leticia Scott-Curtis, Rebecca Smith, Nancy Stucker, Alex Taurke, Elissa Wagner, Sylvia Winder

I. Introductions

II. Action Items

- a. Motion approved to fund five delegates to the CFT Convention March 19-21 in LA.
- b. Motion approved to renew our affiliation with US Labor Against War; \$250 will be allocated from COPE funds for this purpose.
 - Nancy noted that we currently have some \$2,700 in COPE funds.
 - Debora explained that COPE is a separate and voluntary deduction used for matters such as Governing Board elections, political advocacy related to community colleges, and the like. In November three Governing Board members will be up for election: Gary Reece, Alan Smith, and Claudine Wildman.

III. Budget & Negotiations

- a. Last fall we left off with the district asking for 3% in concessions from all employee groups. CCEU, CCFT, confidentials, management, others all met together to review the budget planning parameters. CCFT analyzed the budget and presented our view that there is considerable cushion in the net ending balance; thus no need for concessions at this point. The Governor's budget left Pegi's planning parameters are pretty much in tact, and will likely be used as the best-case budget scenario.
In sum, the discussion of concessions is not currently moving forward.
- b. Budget overview:
 - i. Fully funded COLA: -.38%
 - ii. 2.2% growth in initial proposal
 - iii. Assumes 8 billion federal bailout; if we don't get it further reductions will have to be made.
 - iv. Cuts funding for part-time equity and EOPS (100K each for Cabrillo) which it then transfers into Career and Technical Education.
- c. The state probably won't have final budget until around August.
- d. Cash flow concerns: unclear.
- e. Funding situation for community colleges may decline by the final budget.

- f. When funding improves there may be a long line of people asking for money. At this point several administrators are retiring and maintenance needs are increasing.
- g. Concessions at other community colleges are very uncommon at this point (unlike K-12, State, and UCs).
- h. Further cuts to Teaching Units (TUs): There will likely be 200 additional TUs cut from 2010-2011 and 200 more cut from 2011-2012.
- i. The Strategic Enrollment Committee (SEM) is not yet making recommendations. Claudia Close represents CCFT. The enrollment meeting yesterday focused on faster matriculation and student success. Very little discussion about student cuts. Mainly developed for Universities to ensure the right numbers of students in all of the departments.
At Cabrillo: how many students do we want enrolling; how do we meet that goal? We've been doing this for decades without calling it SEMs. Renee said we would not be doing SEMs at a dept. level.
- j. Over enrollment of students: Cabrillo is far over cap due in large part to faculty over-enrolling students. Dave Balogh and Paul Harvell noted the importance of not over-enrolling students. Paul may send an all faculty email on this, but he encouraged reps to discuss this item in department and division meetings.
- k. How many students do you have to enroll? Paul recommended using the max class numbers at the beginning of the semester. (There is no requirement that faculty have to predict how many students will drop). Everyone should shoot for 100%, OK to fall to 98%. Faculty members are obligated to fill the no shows, to be at the class max on the first day.
- l. Note regarding no shows: the Education Code requires that faculty drop no shows. Faculty members do have some flexibility to define a no show.
- m. There is college discussion about changing the late add period, possibly to one week.
- n. John expressed the concern of many part-time faculty members that 1) having large classes helps future classes fill and 2) part-timers don't want to lose any classes because they are viewed as too small. In addition some adjuncts live off the large class factor.
- o. Paul note that Renee does look at fill rate.
- p. If you want to decrease a class size, now is the time to do it.
- q. David Balogh: Maybe union wants to negotiate a DECREASE in class size?

IV. Proposal of Stroke Center faculty

Beth McKinnon explained the current district proposal to reduce four 75% contract/regular faculty members to 50%. The Stroke Center has already lost all of their adjunct faculty members and been cut by 66% in the last two years. Additionally, the Stroke Center will relocate to the Aptos campus in the fall. Although the Stroke Center is not a mandated program, it has played a large historic role in what Cabrillo means to the community.

Proposals:

- a. Stroke Center faculty would like union support to maintain their positions at 75% for the fall semester. This would be the equivalent of 1 FTE for one

semester. Such a bridge would help considerably through the move and development of a transition plan. In the spring they will self-fund.

- b. Stroke Center faculty would also like union support the maintenance of fully paid health benefits for two years.

Eric noted that the question of benefits should be examined for everyone, including adjuncts, and should be considered in a larger context/discussion.

- c. Motion approved for Council to support bridge funding to maintain Stroke Center faculty at 75% for fall 2010. (Requested in a above). Health benefits proposal postponed for now. Will be reintroduced when relevant to the discussion of impacting the impact of layoffs.

V. Negotiations related

- a. Composition factor for ESL courses. Some ESL courses with comp factor are being renamed/reconfigured. ESL has requested that the union make corresponding contract changes.

- i. Council gave approval to the negotiations team to negotiate these changes..

- b. Over-enrollment mistake: Some students had their courses over-enrolled significantly. In talking with the instructors, they felt it would be appropriate to get a large class factor for these courses as the best one-time solution.

- i. Council approved dealing with this situation as such.

VI. Proposal regarding “extra pay” assignments.

Handout distributed with proposal from the December 7 Council meeting regarding proposal for extra pay assignments or overload units. Proposal a response to the fact that adjunct faculty have already been hit extremely hard by budget cuts.

Points raised:

- a. Full-time faculty members accept overload units for various reasons; some are only slightly over a full load because their assignments don't add up to 30 units.
- b. Some full-time faculty won't be able to pay bills & mortgages without overload units.
- c. Some adjunct faculty members already struggle to pay bills; many have already had their incomes reduced significantly.
- d. Some departments allocate overload specifically for grants.
- e. It is time we respect adjunct faculty members and acknowledge the contributions they have already made to the budget cuts. Cutting those above 100% makes sense in light of the current situation.
- f. For many adjunct faculty members, their employment at Cabrillo is a primary source of income.
- g. May want to consider an exception for recency?
- h. Would apply only to those qualified to teach in a given area.
- i. Would apply to those

Handout is proposal up for discussion; it can help with education and engagement of our membership on this important issue. Further discussions to take place after reps have been able to seek input from our unit members.

VII. Upcoming Events/ Announcements

- a. March 4 Day of Action: David Lau reported that efforts are underway to organize various events for March 4 throughout the state. A general assembly will be held on Thursday, Feb. 11 to discuss possible campus events for March 4. General assemblies may be held every Thurs. up to March 4. David suggested an all day teach-in in the quad for March 4. Please attend the assemblies or contact him if you have particular ideas/energy to share.
- b. March 22: March in March: Community college supporters will rally in Sacramento to support funding for community colleges.
- c. Starting March 5 there will be a group of activists walking from Bakersfield to Sacramento to raise consciousness about the current cuts to education.
- d. Debora Bone, CCFT rep on the health benefits committee announced that SISC is offering a free health screening if enough people are interested. Seven people demonstrated interest.