



Council Meeting Date: Wednesday, November 16, 2011 2:30-4:00 pm

Minutes

<p><u>Officers:</u></p> <p>X Ken Guttman, President X John Fincher, Vice President X John Fincher, Past President</p>	<p>X Paul Swatzel, Treasurer X Gailynn White, Secretary X Bruce Langford, Chief Negotiator X Patricia Lawrence, Senate Liaison</p>
<p><u>Representatives:</u></p> <p>Fine Arts X Matt Jackson Behavioral Sciences X Andrew Kim Biology (vacant) Business/CSIS X Bruce Grossman Cosmetology X Sue Bautista Counseling X Justina Rivad.. Foreign Language X Anna McGarry Health Sciences Cliff Hadsell</p> <p><u>At-Large Representatives:</u></p> <p>X Terry Miles John Vaughan</p>	<p>Language Arts X Anna McGarry Mathematics X Steve Odrich Performing Arts (vacant) Kinesiology X Steve Hartman Physical Science X Terry Miles X Badieh Farahani Social Science X Chris Styles Transportation Tech Bruce Stoner Library X Sarah Basler</p> <p><u>Negotiating Team:</u> X Brian Waddington Claudia Pohl</p> <p><u>Members:</u></p>

Minutes

1. Call to order- 2:30 Ken Guttman
2. Approval of minutes – Steve Hartman motioned and Steve Odrich seconded.
3. President’s Report-Ken Guttman
 - a. Member CTA/CCA Retirement Issues – Ken reported that our retirements are safe contrary to what we may hear in the media.
 - b. Winter and Spring Conference – CCFA can pay for anyone to go to conference. Ken would like everyone to go to the Spring conference in Palm Desert. Maybe we could turn that into our retreat. It’s the last weekend in April. John Fincher asks that we register in a timely manner. There was discussion about what should be done about people who register and then decide at the last minute not to attend.

- i. John Fincher made a motion that anyone who cancels at the last minute they should show “good reason” and must be presented to members of the executive board in order to be reimbursed. Steve Odrich seconded. Motion was passed.
- c. SLO’s – Ken stated that the Academic Senate approved the idea of posting SLO’s on all Syllabi last spring. CCFA had nothing to do with this. It was suggested that we might want to file a grievance before this becomes a “past practice” issue that can be enforced in the future. Ken and Bruce stated that they will let it be known that CCFA is not happy about this directive. CCA says this is not a requirement for accreditation just a recommendation.

4. PAC and Elections

a. Elections and Accomplishments in 2011

- i. PAC Committee – we have it organized now.
- ii. PAC Fund – all is in order – Ken thanked Paul and John along with everyone involved for getting the legal help we needed. We are ready to “hit the ground running” next time.
- iii. Relationship between association and management team is better than ever. Thanks to Bruce.
- iv. We are financially solvent
- v. Stable negotiation team – Ken thanked them
- vi. Ken proposed that we may restructure the grievance chair position. It would make more sense to have chief negotiator or someone on the team to be the grievance chair since they are the most familiar with the contract.
- vii. JoAnne Montogemary and Sue Keith both won the elections. John Fincher stated that Bruce Carter reported in his statements that we were spending money on a candidate and tried to use this information in a negative way. He proposed that we not report dollar amount until the election is over. It is public information and people can find it if they wish. Ken stated that he was asked by a Clarion reporter about our expenditure and he confirmed. Patricia Lawrence stated that Academic Senate reported that she gave them the information about the dollar amount and she wants it to be known that she did not tell them how much was being spent. It has been reported inaccurately in the Senate minutes.

- b. 50% Compliance – audit has been conducted and Robert Samis is trying to obtain report for us. There should be a meeting in December and results should be in by then.

5. Negotiations Report – Bruce Langford

- a. Sick leave reports came out by email – please check to be sure they are correct
- b. Negotiations team as tentatively agreed on 11 of the 19 articles. There are five issues we are currently working on:
 - i. Compensation
 - ii. Counseling
 - iii. Right of Assignment – time line – bumping rights
 - iv. Dept. Chairs – Team needs some help and input from faculty. The administration wants to know what we think we can gain from having department chairs that we don’t already have. Directors are now doing the jobs that department chairs use to do. So what will we gain? The

question was asked as to what constitutes a department? The contract bears no resemblance to what we think of as a department.

- v. A discussion followed as to the idea of having people voice their opinions via an email. Decided to email all faculty and ask them how important this issue is to them.
- vi. John Fincher moved to keep statistics from the minutes, seconded by Steve Hartman. Motion passed.
- vii. Hiring – We have met 75/25 obligation. We are only school in the state to have met that number. Our Faculty obligation number is now 160. We will have to hire 10 new faculty. We must hire 8 to stay even, but we need about 10 to cover replacements.
- viii. Reassigned time – 15 to 20 positions for faculty that are reassigned positions. They have never been negotiated and now we are hoping to have some oversight. The team will be meeting throughout the winter intersession. They may be soliciting our opinions during this time.

6. New Business –

- a. Next Meeting Jan. 18th at 2:30 – Open meeting – not official.

7. Reports –

- a. Vice President – None
- b. Treasurer Report – Proposed budget – we have to spend more money so we increased in areas like retirement dinner, gifts, conferences, travel, etc. Paul discussed chargeable vs non chargeable in the budget.
- c. Secretaries report - none
- d. Senate Liaison – none
- e. Committee Reports –
 - i. Contract – Given
 - ii. Grievance – none
 - iii. CCFA Website – John will update
 - iv. Political Action - None
 - v. Social – Cynthia Cross will finalize end of year party. We will send Christmas Cards to administration.

8. Announcements

- a. Library will be open Dec 10 before finals from 9 a.m. to 3 p.m.

9. Adjournment 4:00 p.m.