

Cerritos College Faculty Federation (CCFF)  
Public Executive Board Meeting Agenda  
(Tuesday) February 18, 2025  
11:00 am to 12:30 pm

Zoom link:

<https://us02web.zoom.us/j/87148352167?pwd=jGoN9sALonk1bgoHrIZhWHNQeZ9Pqf.1>

E-board: Lynn Wang, April Bracamontes, Henrietta Hurtado, Lisa Blod, MiaSarah Walsh, Cynthia Lavariere, Mariam Youssef, & Christian Teeter.

Guests: Anna DeMichele, Will Mittendorf, Mary Ellen Brady, Ralph Casas, Mia Glionna, Ilva Marianni, Debra Moore, & Angela Nagao.

1. Call to Order – 11:03am
2. Adoption of Agenda
  - a. Motion to approve by April Bracamontes. Seconded by Cynthia Lavariere.
  - b. Abstained: None
  - c. Opposed: None
  - d. Motion approved.
3. Action Item(s)
  - a. Consideration of approval of 02/03/25 minutes
    - i. Motion to approve by April Bracamontes. Seconded by Mariam Youssef.
    - ii. Abstained: None
    - iii. Opposed: None
    - iv. Motion approved.
  - b. Consideration of approval CFT Convention 2025 Travel
    - i. Discussion: Cost includes mileage, hotel (for 3 persons), and awards dinner (for 2 persons) to total \$1,950.
      1. Question (Mary Ellen Brady): Voucher included?
      2. Answer: Costs covered due to convention. Awards dinner is extra.
      3. Question (Henrietta Hurtado): What about parking?
      4. Answer: Parking is assumed in total
    - ii. Discussion (Christian Teeter): Valuable opportunity for membership. Generally favorable budget circumstances. Important investment in membership and professional development of them.
    - iii. Motion to approve by Christian Teeter. Seconded by April Bracamontes.
    - iv. Yeses: 7
    - v. Abstained: 1
    - vi. Opposed: 0
    - vii. Motion approved.
  - c. Consideration of approval Annual Membership Function at Golf N Stuff
    - i. Discussion: Proposal includes golf, arcade, pizza, ice cream, and soda (50pp) to total \$1,332.50, not to exceed \$1,500.
      1. Question (Henrietta Hurtado): Adult beverages?
      2. Answer: Unsure.

- ii. Motion to approve event not to exceed \$1,500 for approximately 50 people, with the potential for another meeting to be able to increase the budget depending on RSVP-number by Christian Teeter. Seconded by April Bracamontes.
- iii. Yeses: 7
- iv. Abstained: 1
- v. Opposed: 0
- vi. Motion approved.

#### 4. Reports

##### a. Elections Committee

- i. Election Timeline (Ralph Casas): Notify faculty of upcoming elections this week, call for nominations 02/25-03/06, candidates' acceptance 03/07-03/13, candidates' statements due 03/13, candidates' rule meeting 03/13, candidates' forum 04/07, eboard election 04/14-04/21, and results announced 04/22.
  - 1. Yolanda Mosley, Ralph Casas, Anna DeMichele, Yang Allen, Cynthia Alexander, and Ilva Mariani.
  - 2. Received and filed; no approval necessary per Union eboard

##### b. Negotiations/Contract Development Committee

- i. Reopener (April Bracamontes): Evaluation tool (Article 16), and (Article 13) part-time assignment, rehire, and academic freedom. Went to senate re: the content of the evaluation tool and academic freedom and showed the districts past proposal. Some discussion on the evaluation tool and language that was relinquished by the district. In process of establishing a negotiations committee for the reopener. MOU for Los Padrinos: teaching online to be compensated for changes (\$1000). Restricted the program to only be on ground if necessary. Option to teach to adult-side via "broadcasting" instead of in person, due to classroom not being available.
- ii. Discussion (Mary Ellen Brady): The scale should be changed to include something above "satisfactory." Potential for "meets or exceeds expectations."
- iii. Discussion (Ilva Mariani): Concern with current administration and DEI.
- iv. Answer (April Bracamontes): Changes with administration will wait and see what takes place. The tool is not going to be prescriptive and will keep it broad, but does include current title V language.
- v. Discussion (Mary Ellen Brady): Los Padrinos and exit strategy for students?
- vi. Answer (April Bracamontes): Have opted to stay open. No plans to close. Not long term facility; understand needs of students is more fluid there hence push for online classes. Classes are also offered in 9 week format.
- vii. Discussion (Debra Moore): Students are not generally able to log into things there. Variety of complications. Encourage faculty to plan accordingly.
- viii. Question (MiaSarah Walsh): Could a faculty tap into both forms of compensation for teaching in person and online?

- ix. Answer: Yes
- c. Grievance Committee
  - i. Update (Mariam Youssef): Get in touch with me if you have a grievance, think you may have a grievance, know someone who has a grievance, or may need a rep. Theme: Salary and pay/ encourage part timers to check paystubs.
- d. Membership Committee
  - i. Update (Lisa Blod): Spring Membership Mondays/ on campus presence beginning 02/24. Will be sending out a flyer soon with dates and locations.
- e. Communication/Public Relations Committee
  - i. Update (Henrietta Hurtado): Final requests to forward to her by the end of the week.
- f. Finance Committee
  - i. Financial Review update (Christian Teeter): Committee has met and completed a thorough review.
  - ii. Annual Budget Report Call (Christian Teeter): Provide a brief report of financial operations through December. Will be a positive number by the end of the fiscal year. Dues are above \$37,000; significant increase. Trending conservatively with salaries. No major expenses. Largest expense to support the election. Revenues are trending well. Fall 2023 began shared certificates of deposit, earning over \$1,000 each month.
  - iii. Question (Mary Ellen Brady): How did that do for us in terms of the election?
  - iv. Answer (Lynn Wang): Money was donated for board of trustees.
- g. COPE
- h. President's Report
  - i. Annual Membership Meeting: 03/21/25
    - 1. In the morning will host typical business meeting. Amendments to bylaws or constitutional changes. Budget update. Modality wise: zoom/ recorded.
  - ii. PTHC Update
    - 1. District received approximately 100 applications from part time faculty. Not all are eligible. Enrolled roughly 80+ faculty. A handful that might be eligible for multi-district part time faculty. Effective 02/1; notified by HR re: their policy and membership information. Still able to achieve 40% threshold to enroll in March if their assignment begins in 9weekB session. SERP: District will be using current salary schedule. If you meet eligibility for early retiree, you have access to CalPERS, you don't receive COBRA paperwork.
    - 2. Question (Mary Ellen Brady): Enroll any time?
    - 3. Answer: No, they cannot. Enroll when they reach 40% load. 31 days from point at which 40% is achieved, or "life qualifying event." We want to enroll folks if they are eligible.

iii. Bylaws and Constitution Proposal Update

1. Sent out email reminding folks for opportunity to give proposals.  
Will need to review on 03/03 to e-board.

5. Items from the Floor

- a. [CFT Convention San Diego, 03/14-03/16](#)
  - b. [How to Land a FT position workshop, part 2, 02/28/25](#)
  - c. [Golf N Stuff RSVP, 03/21/25 4-6pm](#)
  - d. [Coffee and Conversation with FACCC, 04/15/25](#)
  - e. Discussion (Angela Nagao): Concern about payment schedule for overload assignment. Did not receive payment. Engaged in research to determine why. Discovered that my assignment was not being identified appropriately. Harm incurred due to lack of a process. I would advocate and request our union pursue this with the district. For Faculty to be given their assignment and to also determine which assignments are to become their overload assignment at least 3-4 weeks before the semester.
  - f. Answer (April Bracamontes): Hear the concern and will work to find a solution.
6. Adjournment: 12:32pm