



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

Build Your Future

SAN LUIS OBISPO COMMUNITY COLLEGE DISTRICT

TENTATIVE AGREEMENT

December 11, 2025

Pending CCFT Ratification and Board of Trustees Approval

The San Luis Obispo County Community College District and the Cuesta College Federation of Teachers have completed negotiations of Article 5 as related to faculty FLEX obligations. The following article sections will be amended as follows:

- 5.5.3 Regular (FT) faculty (instructional and service) will be responsible to meet their Flex obligation by participating in staff development activities (Flex activities) for the equivalent of eight (8) days of six (6) hours each of the 175 workdays in each academic year, pro-rated for any pre-retirement workload reduction or sabbatical leave.
- 5.5.4 Temporary, part-time faculty teaching full-term semester courses shall be required to participate in flex activities for the equivalent number of hours taught in one week (semester load percentage * 15 hours).
- 5.5.5 Temporary, part-time faculty shall not have flex obligations for courses that are shorter than full-term.
- 5.5.6 Flex activities must be performed at times when the faculty member is not scheduled for student contact (instruction or service), office hours, participation in the College governance process, or the performance of other contractually required activities. Flex obligations for the academic year may be met between July 1 through June 30.
- 5.5.7 Credit toward the flex requirement shall be granted for only those approved activities for which completion is verified. Pay for unattended or incomplete staff development obligations shall be subject to civil collection action.

ACCEPTED AND AGREED TO:

Dec 10, 2025

Greg Baxley, Ph.D.

Date

Lead Negotiator

CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909



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Todd Hampton

Dec 10, 2025

Todd Hampton, Ed.D.
Assistant Superintendent/Vice President, Administrative Services
SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

Date