



# Council of Representatives

## Adopted Meeting Minutes

January 29, 2026, 3-5 p.m.

<b>Child Development, Education &amp; Ethnic Studies (2)</b> Debi Ikenador-P Michele Gordon Johnson-A	<b>Movement &amp; Health Sciences (2)</b> Elisabeth DeSwart- P Greg Enloe- A	<b>Earth, Engineering, and Physical Sciences (2)</b> Jennifer Shellhorn-P
<b>Biological Sciences (2)</b> Laurie McConnico-P Lisa Schicker -P	<b>Languages &amp; Communications (2)</b> Anne Schreiber-P	<b>Social Sciences (3)</b> Fionnuala Butler-P Victor Krulikowski-A
<b>Business Education (2)</b> Neil Higgins-P Katharine Kinsman-A	<b>Library/Learning Resources (1)</b> Carina Love – A	<b>Student Development &amp; Success (2)</b> Amy Kayser-P Laura Harris-A
<b>Skilled Trades &amp; Technology (3)</b> David Fernandez-P	<b>Mathematics (2)</b> Shelby Burnett-P Robert Schwennicke-P	<b>Student Success and Support Programs (2)</b> Heidi Webber-A
<b>English (2)</b> Roland Finger-P Jude Rock- P	<b>Nursing/Allied Health (3)</b> Heather Tucker-P	<b>Workforce Development (1)</b> VACANT
<b>Fine Arts (2)</b> Leah Halliday-P Douglas Highland-A	<b>Performing Arts (2)</b> Idona Cabrinha-P	<b>Non-Voting Members</b> Greg Baxley, Katy Dittmer, Mike Mogull

1. Approval of agenda

**Motion** to amend agenda #4- CCFT stipends and move grievance update to #3 made by Neil, 2<sup>nd</sup> by Fionnuala, no objections

**Motion** to approve amended agenda made by Jude, 2<sup>nd</sup> by Neil, no objections.

2. Approval of November 20<sup>th</sup> minutes

**Motion** to approve 11-20-25 minutes made by Shelby, 2<sup>nd</sup> by Jude, no objections.

3. Proposal from ITRC to modify Article 7 (Evaluations); would remove the 1st year early tenure possibility (Baxley)

- Currently faculty are eligible for early tenure, but are we interested in altering our CBA so that faculty couldn't get tenure after only one year. We could still allow early tenure after 2<sup>nd</sup> year.
  - Issue of getting tenure first 16 eeks at Cuesta. Main concern is that faculty wouldn't have enough experience with the tenure process. They then need to evaluate, advise, and mentor other faculty without that experience.
  - It also gives more opportunity to observe and get feedback from students.
- Evaluation section is currently open, so we could make changes. Otherwise, we'd need to wait until next year.
- Greg asks for reps to gather feedback from faculty at division meetings and get that information to him soon, so that we have time to get TAs signed.



#### 4. Grievance office update (Tom)

- Investigations are currently going on in two different divisions. There are several meetings with lawyers coming up.
- 3-4 people have expressed interest in being on grievance committee.

#### 5. Treasurer Update (Higgins)

##### a. Prorated PT-CoR CCFT PT stipend Stipends

- Financially, we are doing well. No dues December. Currently we have total \$332,187; Savings \$291,769 earning interest; Checking \$20,984; COPE \$6,171 of which \$2,364 is BOT.
- 2 trustees terms end this year: Patrick Mullan and Pete Sysak.
- 3 new CCFT members this semester so far; 255 total members currently
- PT stipends paid by CCFT- if PT CoR reps make majority of meetings, they receive full stipend amount. If not, they receive nothing.
  - Neil recommends changing stipend to prorated amount of \$599 per meeting each semester depending on attendance.
  - EB voted to prorate stipends for reps who missed half meetings last semester.
- PT members serve on hiring committees for FT TT faculty. Propose \$300 compensation.
  - District wide hiring committees – PT get \$599 stipend.
  - This year 6-7 FTTT positions. It could be a lot of money if we have many retirements in future.
  - Could we lump EEO training with other payment training. Keenan requires them, so district compensates PT faculty for that. EEO is only required for optional work. They may be less willing.
  - Could stipend for hiring committee be a negotiation point for the next round? Probably more leverage on EEO training. We could bring it to negotiations next year. It would reduce burden on CCFT. Propose to pursue with district first.
- PT stipend of \$250 for doing peer evaluations runs through this spring, work on rewriting the MOU so we can extend it through to next year.
- How would faculty find out about stipends? This could be on the website- if you are PT and serve on CoR, you can receive \$599 prorated stipend per semester. Amy to add information to the website.

**Motion** to change how stipend for PT CoR reps are paid. \$599 stipend to be prorated depending on # of meetings rep attends made by Jude, 2<sup>nd</sup> by Debi, no objections.

#### 6. Negotiations Update (Baxley)

- Wrapping up negotiations related to conversion to 16-week semester
  - FT faculty will get \$1,500 stipend and PT get prorated amount based on load- compensation for converting courses to 16 week semester.
  - Flex requirement reduced from 60 to 48 hours per year. PT will have 1 hour/1 hour teaching for full term classes, and 0 flex for short term classes.
- Still working on the 16-week calendar for evaluation timeline in article 7 and appendix G- almost complete.



- Compensation increase for next year: COLA + 1.3% for FT and COLA + 2.2% for PT and COLA + 1.5% for fringe and extra 1% for FT and PT if we hit 7800 FTES.
- District wanted to change nature of ESL program. They dropped that request and then asked to increase base hours from 15- 18 hours/week. CCFT asked for data to support this request but was not given any. This week, district withdrew their request to change the ESL program and increase the base weekly assigned hours and will go forward with hiring FT-TT in ESL.
- Huge win for CCFT- shows the power of being part of the union. ESL department grateful to be part of the union and for all the support!

#### 7. Running list of Cuesta-provided tech resources (Rock)

- In November we discussed Google Forms and other tech items (Adobe Acrobat, Google Suite, Gemini). Expectations- part of working conditions.
- Jude to reach out to Michelle Hopper and online committee/Cynthia to see what we have already and see if CCFT needs a taskforce (e.g., to produce documents about tools).
- Canvas now has a scan option for submitting assignments.
- Update over winter break- browser on lecture stations open on Cuesta homepage. Every new tab goes to Cuesta homepage. Locked/chrome browser, and admin can set up and restrict certain features. They can monitor activity. It would be helpful if we had ability to customize this.

#### 8. Job Descriptions feedback from Senate (Baxley) – attached documents

*Much of the feedback was to include language about regular and substantive feedback, inclusion, and equity in the Knowledge of and Ability To sections. A request was made to include ensuring that all instructional materials were ADA compliant for online accessibility be added to Essential Functions. Please be prepared to weigh in on adding this to Essential Functions.*

- Feedback on Senate – one suggestion was to add language under essential function- *all course materials must be accessible according to new standards.*
  - Hesitant to accept that feedback without COR input.
  - If we put this in the essential function, it opens up faculty to being accountable for that.
  - We should be compensated for making it accessible, or the institution should give us software to help do this.
  - PPT, all videos with images need audio descriptions of what you are showing on the video in addition to captions.
  - The federal regulations apply to the institution not individuals. Institution responsibility to provide what is necessary.
  - It puts disproportionate amount of work on some faculty over others.
- CoR- does not support adding this language to faculty job description.

#### 9. Limiting access to Canvas shells during evaluations (Rock)



- In online evaluations, evaluator has universal access to course. Wanted update about progress on limiting this.
- Need to work out agreement with district regarding boundaries what faculty and admin can look at in evaluations.
- Maybe it could be separate Canvas space like self-maintained file.

#### 10. Meetings for Spring 2026 Semester (Shellhorn/Rock)

*February 26<sup>th</sup>, April 23<sup>rd</sup>. March 26<sup>th</sup>, the 4<sup>th</sup> Thursday is during spring break. Request for input on cancelling or an off cycle on the 3<sup>rd</sup> Thursday, March 19<sup>th</sup>.*

- Do we want to cancel March 26<sup>th</sup> meeting (falls during spring break) or schedule off cycle meeting?
- We will probably have all faculty forum to talk about the TAs this spring.

**Motion** to have off-cycle meeting in March with option to cancel made by Jude, 2<sup>nd</sup> by Heather, 1 objection due to meeting conflict.

#### 11. ~~Grievance Officer Update (Patchett)~~ MOVED to 4

#### 12. Division and Union Issues or Concerns?

- ASL interpreters in class are very loaded with classes. Is there anything we can do to help them get support? Greg can talk to Jill about that but it's more an academic and professional matter.
- They are classified staff and outside our bargaining unit. Heather will talk to Erich about this.
- Erich had question about the fact that each cluster seems to have own rules on how to manage emergency situations. Discrepancy across clusters on how these are handled e.g. power outages.
  - Greg will talk to Jill about college wide policy/guidance what to do in situations like that. Deans may not have guidance themselves.
  - Classified had filed grievance about a power outage issue.
- Support for meeting with dean and peer committee during evaluations.
- Governance 2.0- consider CCFT representatives on committees might want to have input in the restructuring process. Greg can reach out to Alex or Kelli who represented us in that group.

#### 13. Part-Time Faculty Committee Update (Highhouse)

*The first Part-Time Faculty Committee meeting is scheduled for February 12<sup>th</sup>. Open to both part-time and full-time faculty to attend. Details to be decided at the first meeting.*

#### 14. COPE Update (Highhouse)

*No items to report at this time.*

- Do we want space for standing reports so if people can't be there, we could add it?
- We could have written report included as start to shorten meeting, make it easier for minutes.
- Senate agenda- has link in Sharepoint, but concern- we may have information we don't want admin to have access to.
- Better to use personal Google Doc folder/personal email.



- Discussion about retirement benefits and how they are calculated with STRS. STRS rep has come and presented- Greg to contact STRS rep for information. The way FT vs. PT is calculated is different.

Next Council of Representatives Meeting: February 26, 2026