



Council of Representatives Meeting Agenda

February 26, 2026, 3-5 p.m.

Adopted Meeting Minutes

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

Agenda

1. Approval of agenda

Motion to approve agenda made by Jude, 2nd by Roland, no objections.

2. Approval of [January 29th minutes](#)

Motion to approve 1-29 minutes made by Jude, 2nd by Michele, no objections, 1 abstention.

3. Negotiations update (Baxley)

- a. Still pending 2/27 meeting with the district:
 - i. Appendix G/Article 7 (eval timelines)
 - ii. Renew MOU for PT evaluators

Items will be discussed at meeting tomorrow.

- b. Remove early tenure option in 1st semester (ITRC recommendation)?

- Recommendation from ITRC to remove pressure from peer committees and first year faculty who don't have a lot of experience at Cuesta. Greg checked with two eligible faculty who did not pursue early tenure at end of first semester.
- ITRC= Institutional Tenure and Review Committee
- Question about whether early tenure would apply if you have worked at Cuesta a long time already.
- It's not an option for the faculty; it's an option for the Division Tenure Committee.
- To get early tenure, faculty need to get "exceed standards" but administration seems to favor "meet standards" right now. The difference between the two ratings needs to be clearer.

- Directive of not giving faculty excel rating. Admin should not be dictating to faculty how they should be rating faculty on evaluation committees.
- There are criteria to be eligible for early tenure. Faculty can only get early tenure in the 1st year, 2nd year, or 4th year. CBA 7.17.1.6
- District doesn't have strong preference about this item.
- Support removing early tenure after 1 year CoR vote: 11 YES, 2 NO, 2 abstentions
- We discussed at last meeting that not allowing tenure after 1st semester gives students more opportunity to evaluate instructors.
 - For some faculty it could be after 10-20 years of teaching if they have been PT for long time, so there would be evidence of evaluations.
 - It was stated that not allowing early tenure after 1st semester would benefit other faculty because they would have more experience with the tenure process at Cuesta.
 - Maybe it could be differentiated if they worked here/had extensive experience at Cuesta.
 - Now with PT faculty rating PT faculty, it might be more difficult to use those evaluations for tenure.
 - Greg has enough information to propose to the district to take out 1 year option but retain 2nd year option.
- Other negotiation topics: Job descriptions, power outages/emergency planning, work experience faculty (option to progress on salary schedule)

4. Tech Resource for Faculty (Rock)

- Instructors were expressing frustration that they weren't aware of the tech resources.
- Jude compiled and reviewed a document (see attached).
- Cynthia suggested the Canvas Teacher Community as the best place to keep up to date.
- Cynthia welcomed including link to Canvas on the CCFT website and agreed to be featured in the Newsletter.
- Gemini and Google Notebook LM (Language Model) is available to all faculty and students if you log in with your Cuesta Google account with your Cuesta username@my.cuesta.edu

5. Division and Union Issues or Concerns

a. Lecture and Lab Parity (McConnico/Shellhorn)

- Biology feels it's important. All faculty are teaching labs and they feel it is unfair. Doesn't affect all faculty. Division wants to keep it in conversation for negotiations/a top priority. Lab is often more work than lecture with a lot of additional responsibilities.
- Greg has worked with faculty at another college reviewing lab rates across all colleges. He shared spreadsheet.
- Cuesta is at 83.3% Lab vs. lecture, state average is 82%, we are 5% under intensive lab rate.

b. Institutional support, specifically regarding mental health (Halliday)

Seeking what avenues can be taken to aid in student success when students may be in crisis. Specifically, asking for greater transparent and early communication from student support services to prepare for accommodations, clear protocols for urgent situations, establish consistent follow-through and support practices, and opportunities for faculty training in preparation.

- More tools are needed to help students (e.g., some who can't do homework). AHC has program for students with special needs that allows an aide to go to certain classes with accommodations. Nothing specifically like that at Cuesta.

- Suggest filing a student incident report to describe what you are experiencing. This will activate process – STAR Signal. Some reported slow turnaround time/inconsistent. We could bring that up in Senate about inconsistencies.
 - Access STAR Signal through MyCuesta- Campus wide applications tab, Cuesta Connect, and search students name in the search bar.
 - Couldn't find document that walks faculty through how to do this. There is a flex recording link with a demo.
- In K-12, students are assigned an aide. At Cuesta they are expected to self-advocate, but that transition is difficult.
- Greg requested information about services provided at AHC so he can advocate for them at Cuesta.

c. Self-serve, on-site reprographics (Shellhorn)

Frequent printer/copier breakages or down-service has impacted instructional capabilities. There used to be on-campus self-service machines. Without this service, because of outsourced reprographics jobs, unexpected machine issues impact instruction. Contractually not obligated to have materials prepared and sent to reprographics 48 hours in advance, we should have access to machines we can print to and copy at in our reprographics in 3100.

- Would like self-service machines for faculty use- PDC or in Campus Graphics room.
- Anyone who wants this should put it on their yearly unit plans.
- Greg can inquire, but requesting this through unit plans might be the best route.

d. Other

- STRS- faculty wanted more information about how that was calculated when closer to retirement. Greg to reach out to STRS contact.
- EEO Training- concern how lengthy it is (at least 4 hours), need to make separate Canvas account. It seemed cumbersome, and online option was supposed to be more accessible.
- Could consider stipend for PT and FT faculty or revise the training or offer an in person 2 hour training.
- We might have a hard time getting faculty to be on committees.
- RSS Consulting did the training- we have been dissatisfied with them in the past, and we may need to reconsider using them as a consulting group.
 - Normally would take to VP HR, but 2 HR staff on leave right now, so they are overwhelmed, but Greg to bring it up when there is more stability.
 - 2nd climate survey to occur next year.

Standing Reports

Please feel free to add text below your item if you have a report to give.

1. Treasurer Update (Higgins)

CCFT Banking balances

Total \$330,957, Saving \$292,133, Checking \$32,496, COPE \$6,328 (BOT \$2,326)

Total CCFT Members 254 - Part Time 140 Full Time 114

17 New members in 2025-26

2. Grievance Officer Update (Patchell)

Currently there is a Title IX investigation involving four faculty against an administrator and a staff member. We have made it through the first round of legal interviews, and it looks like there will be

at least one more round. There are two other Title IX investigations pending involving student complaints against faculty, which will involve interview prep and more interviews. I have also fielded some questions about scheduling and seniority. It's been busy!

Side note from Greg: The most serious student complaints against faculty are often those that involve alleged physical contact. Our advice is simple: don't touch students.



3. Part-Time Faculty Committee Update (Highhouse)

→ Needed to be rescheduled to March 12th and plans to do hyflex

4. COPE Update (Highhouse)

→ No report

- Co-Chairs have two-year terms. Jude is completing Roland's term. She is up for election this semester. We can have an additional Co-Chair.
- There will be an election for VP and Treasurer if there are multiple candidates.
- TAs need to be ratified. Information will be sent out by Elections Committee.
- CCFT appointee for Strategic Planning Meeting needed. PT can get \$599 stipend. Check with divisions.

Next Council of Representatives Meeting: ~~Off-cycle March 19, 2026~~