Council of Representatives Meeting

Adopted Meeting Minutes

August 27, 2026, 3:30-5 p.m.

Meeting via Zoom

Child Development, Education & Ethnic Studies (2) Debi Ikenador-A Michele Gordon Johnson-P	**Movement & Health Sciences (3)** Elisabeth DeSwart- P Greg Enloe- P	**Earth, Engineering, and Physical Sciences (2)** Jennifer Shellhorn-P
Biological Sciences (2) Laurie McConnico-P Marie-Luise Goeritz -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 – A	**Student Development & Success (2)** Amy Kayser-P Jessica Mihelic-P
Skilled Trades & Technology (3) VACANT	**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-A	**Workforce Development (1)** VACANT
Fine Arts (2) Leah Halliday-P Brittany Mojo-P	**Performing Arts (2)** Idona Cabrinha-P	**Non-Voting Members** Greg Baxley, Galadriel Bree Highhouse, Matthew Davis, Antonia Herrera (guest)

- Approval of agenda

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

- Approval of April 23rd minutes

Motion to approve to approve 4/23 minutes made by Jude, 2nd by Jen, no objections.

- Future CoR days/times – see Doodle Poll

- Discussion about whether a Doodle Poll was needed to find best meeting time.
- Concluded that 3:30-5:00pm seemed to work well and we will stay with 4th Thursday of the month.
- November is the one month that wouldn't work due to Thanksgiving. We can move the meeting to the 3rd week (conflicts with EB) November 19th, or we could have an All Member Meeting instead. TBD

- Meet and greet Antonia Herrera

- Candidate for District 4 Board of Trustees (AG, Nipomo, Oceano) attended to introduce herself. She is running against incumbent Pete Sysak. She's seeking endorsement of CCFT.
  - She went to Cal Poly and has lived locally since early 70s, 22 years living in Nipomo.
  - BA in Organizational Behavior. MA in Organizational Management.
  - Long history with Cuesta.
    - On Cuesta Foundation in the past, fundraising for NCC.
    - Had Leadership programs held at Cuesta when Grace Mitchell was president.

Q: Tell us about your experience on other boards or foundations

- Started 4 different nonprofit organizations
- 12 years building community center in Oceano, president during that time.
- In management for 14 years – probation department.
- Fundraising for NCC leadership team. Started the local community foundation, focused on fundraising.

- History of budgeting, understanding HR component and operations
- 5-year plan for city of Salinas in addressing youth gang violence.

Q: What was your experience like at Cal Poly and how that might relate BOT

- 18 when she came to Cal Poly. Parents were field workers, and her English wasn't that good. She was a US citizen but had lived in Mexico for a long time.
- She was told to meet with counselor during orientation. Counselor told her she wasn't college material and should go work in the fields.
- She went to Dr. Sanchez/multicultural center who told her she could go home or do something to change system. He mentored her, connecting her to the support she needed to succeed. For her it's a personal issue- she fought for it and wants to create systemic change.
- Both daughters went to Cuesta.
- Ahe wants to match education to local needs of businesses.

Q: Have you had any union member experience?

- Her parents were union members as field workers. She saw the struggles and benefits of that movement (Cesar Chavez)- program for children of field workers.
- As employee, part of union at county. Then moved up to HR, part of admin for county.
    - Met with union on monthly basis and wanted to address issues right away and make sure employees were treated fairly.
    - Participated in negotiations on both sides.

Whatever support or feedback is welcomed. Greg has her contact information.

Motion to move item #8 to item #5 made by Jen, 2nd by Roland, no objections.

- District 4 BOT Candidate

- The COPE committee would send recommendation to EB, then we would decide to endorse and decide on amount of money.
- We refer to Council to get broader representation and because COPE committee isn't very large.
- Sysak has history of posting racially insensitive materials on social media.
    - In 2022 election, he was invited to CoR but didn't respond.
    - Sysak hasn't treated women well during BOT meetings.
- In spirit of fairness, we should invite him – several reps supported this.
    - Greg can give a timeline to respond, and if he doesn't respond we can have an electronic vote.
- Antonia reached out to CCFT to ask for our endorsement, but Sysak has not.
    - We can let Antonia know that we are going to do this and give her an answer next week.
- We have $7,000 in our COPE account, $2500 designated to BOT. Greg recommends donating $2,500 at least. We have flexibility in how to spend it.
- 3 potential open seats in two years. We bring in $200/month for COPE when we collect dues, approx. 1400 for the fiscal year for COPE, BOT is 20%. We can only endorse local candidates.
- https://www.fppc.ca.gov/learn/campaign-rules/contribution-limits-city-and-county-candidates/
- In the past, we have donated 2500 or 3000 for BOT. 3,000 to Adrienne Garcia-Specht and in 2020, $4,000 to Mary Strobridge.

Motion to endorse the candidate for $3,000 for this election made by Jen, 2nd by Roland, no objections.

- Safety
    a. Extra lights in parking Lot 5 (are there more?)

- Bio has safety concerns for students and faculty for those leaving in the science area after evening classes.
- 2200 building- area in front and on the side is dark, and students park far away.
    b. Non-operational panic/emergency buttons in 2600
- Active Shooter training on Flex- the panic buttons don't do anything. Please let people know.
- Recommend downloading the Cuesta Alert app.
- Auto locking the door doesn't work easily. You need to lock from the outside.
- Greg to contact the Police Chief on safety items.

- Negotiations

- Greg shared draft of survey for faculty. Based on former survey with updates from EB feedback.
- Item included about when grades are due which would allow us to start later.
- We are required to solicit input from nonmembers, not just CCFT members.
    a. Negotiations priority survey
    Lab/lecture parity
- The work of lab seems the same or more than lecture. Rate we have is 83.3% (18 hours lab = 15 lecture). It's common for CCC to have lower lab rate. 9 districts have full parity out of 72. Full parity often in multi college, larger community districts (e.g., Santa Ana/Mount Sac).
- We are average right now. You can voice this as a priority when the survey is sent. It's challenging to give movement on issue because those who don't teach lab aren't affected.
- Greg and colleague at other college have looked through CBAs of all 72 colleges and published the numbers/Google Docs that show the lab/lecture rates across the system.
    b. Non-class B campus vehicles
    - It would be good to have a vehicle that doesn't require special license for field trips. Advocate having access to non-class B vehicles. Huge burden in getting one of those licenses.
    - Problem for Bio. Athletics have access through Enterprise.
        c. HRA- health retirement account to set up for retirees only. Requires district to contribute. Triple tax advantages: contributions tax fee, growth tax free, use for health costs tax free. Currently district gives $10,000 to retirees which is taxable. This way would save some money that could be spent on healthcare.
        d. Stipends for CCAP faculty- Current stiped is insufficient given how much CCAP brings to the college for planning and coordination. Admin solicits more CCAP supervision, and it' a workload issue.
        e. Stipends for CMC faculty -Safety concerns- biological hazards. Now it's a flat stipend that works out to be about 45 min coming and going. Doesn't take into consideration all the things you have to deal with when you are inside. It should be increased.
        f. Extra compensation should be over 20 minutes.

    - It would be helpful for faculty to give specifics about CCAP and CMC what work is involved to bring to negotiations. Talk about these items at the divisions.

- Oct/November- start negotiation. Send that information to Greg.

    g. PT Faculty extra office hours still available – Greg emailed VP, no response whether there are still funds available. District decided to award us what we asked for. In spring we went over what they budgeted. Not sure if they will allow anyone to participate at this point.

h. Remind PT faculty serving on Senate committees to notify ASP Erich Tucker
   a. Email Erich with the committee you serve on
   b. CC the chair of that committee

- PT who serve on Senate committees – email Erich and CC the VP Ryan Lowenstein and CC the Chair of the committee you are serving on.
- If you did not receive a stipend last year, email Erich.

i. 50% DE Load

- This has been interpreted in different ways. FT are taking on a lot of F2F classes because that's what the district has pushed for.
- F2F classes are getting cut, which affects the paychecks. Faculty wanted them not to cancel F2F classes. If the district is pushing it, they should allow them to run.
- Request that union get clarity about this rule and how it's disproportionately affected certain faculty members and certain divisions.
- Uniformity and consistency- policy needs to be standardized and clear.
- Language: loads above 50% are not guaranteed. Make exceptions for DE courses that are OEI badged.
- 16 week, 12 week, 8 week, 4 week classes are options for class lengths.
- Concerned about coming up with policy- nuances in building schedule. If we try to get district to adhere to a strict policy, it might lead to more cancellations instead of fewer.
- District has right of assignment and right to manage course efficiency, so we can't negotiate this. We can ask for more clarity.

j. Division and Union Issues or Concerns

- Faculty member noticed they had the same student on a waitlist on multiple courses. Greg can check with Admin and Records. Check on how students are notified that a space is open from a waitlist.
- Is there a rule if you teach a class in person and you are sick- can you move it to Zoom?
  - We don't have policy. District wants us to take sick leave when we get sick. They don't want us to work if we are sick.
  - Admin also concerned about students being forced into a Zoom class if they aren't prepared.

Standing Reports

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

1. Treasurer Update (Higgins)

- We have had 3 new members join CCFT in August. There are No Dues in August, meaning CCFT members will not have any dues deducted from the Aug. 31st paycheck.
- Banking figures as of Aug. 27th: Total $335,170, Savings $314,438, Checking $11,160, COPE $7,002 of which $2571 is for Board of Trustees (BOT) elections only.
- Next month we will review the 2026-27 CCFT Budget
- CCFT Net Worth (Total Bank Balance) over last 3 years
  July 2024 $263,158
  July 2025 $321,044
  July 2026 $333,722

2. Grievance Officer Update (Patchell) – no report

3. Part-Time Faculty Committee Update (Highhouse)

- If PT faculty have issues on unemployment, contact Galadriel. This summer was difficult in terms of getting unemployment compensation.
- If PT are interested in the PT committee, reach out to her.

4. COPE Update (Highhouse)

Next Council of Representatives Meeting: To be determined given results of the 16-week calendar meeting/day discussion and any subsequent changes.