Council of Representatives Meeting

Adopted Meeting Minutes

September 24, 2026, 3:30-5 p.m.

Meeting via Zoom

Child Development, Education & Ethnic Studies (2) Debi Ikenador-P Michele Gordon Johnson-A	**Movement & Health Sciences (3)** Elisabeth DeSwart- P Greg Enloe- A	**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-A
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-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, Galadriel Bree Highhouse, Matthew Davis, Kale Wages

1. Approval of agenda (JR)

Motion to approve agenda made by Marie-Luise, 2nd by Jude, no objections.

2. Approval of August 27 minutes (JR)

Motion to approve 8-27 minutes made by Marie-Luise, 2nd by Debi, no objections.

3. Safety: (JS and GB)
   a. Chief of Police and Brian McAlister (Director of Facilities) confirmed that all doors have been tested and emergency lock buttons work, but notifying Public Safety is not a feature. Faculty should call them as needed: at 3-911 (805) 546-3911
   b. Lot 5 lighting - The timer has been adjusted, so the lights come on earlier. Lot near 2200-2500 buildings, all external lights are working. Contact Brian McAlister directly if you have identified other dark spots.
   c. Color-coded safety alert system in classrooms/offices? - Contact Chief of Police or Director of Facilities. Greg can pass on the request for a campus wide check.

4. Non-Cuesta E-Mail List signup (GB)

Encourage members in your division to complete this. It would be helpful for communicating about political issues, especially BOT. If faculty are on leave, their Cuesta email may be deactivated.

4. 2026-27 CCFT Budget:(NH)
   a. No dues months – Our balance is slightly reduced because of the no-dues months. We will have 4 no dues months this year (August, December, January, May).
   b. Present and approve budget – The budget was approved by EB last Thursday. Neil shared it with committee. Money comes in via dues or interest from savings account. Biggest expenditures are paying AFT/CFT and faculty stipends. Legal fees can fluctuate but recently spending has been low. We are spending some money on membership events to promote membership and provide social opportunities.

5. Negotiations:(GB)
   a. Negotiations priority survey results

- Results were sent to faculty last week. There were 182 responses in total - 58% FT and 42% PT. We are required to seek opinions from nonmembers.
- Two items were tied for highest ranking: retirement health benefits and salary and fringe increases. The next two highest rated items were PT/FT overload parity and salary increase.
- Greg sent responses to the open-ended questions via email last week.
- Greg drafted some reopeners for negotiation. These are parts of the CBA we would like to open and send to BOT for approval before we can start bargaining.
  - Article 2: composition of bargaining unit (assistant coaches and possibly GED instructors). Job description would need to be developed.
  - Article 4 and Appendices B1-B10
    - Salary (including stipends)
    - Adjustment to pay for faulty participation in dual enrollment (increase hours, add travel to site)
    - CPL Coordinator - Academic Senate
    - ITRC Chair stipend
    - Extension of PT faculty office hour MOU
  - Article 5:
    - Adjustments for faculty teaching at CMC
    - Lab loading
    - Committee/governance activities
    - Level 2 assignment rights (FT who retire are rehired at Level 3, asked to be Level 2).
  - Article 6:
    - Sabbatical leave (Senate asked for increase to 2.0 FTE per year)
    - Parental leave up to 16 from 12 months
  - Article 7: minor updates to evaluation timelines and processes
  - Article 11: adjustments related to Gov 2.0 if necessary
  - Appendix B-10, long term sub revision
  - PD funding- last year we got a budget of $10,000 per year for programming. If there was a desire to increase it, it would probably be through Senate. Limitation of $500, we need to look to other areas such as dean.

6. Announcements:(JS)
   a. CCFTea Tuesday Sept 29, 12:30-1:15 pm, room 2601 – Open to all faculty.
   b. Movie Night Palm Theater, SLO, Wednesday Nov 4, 7 pm - for members and one guest, movie is Black Bag- popcorn and drink included.
   c. STRS Workshop Friday Dec 4 , 9:00 to 11:00 am, 11:30 am to 1 pm (PT)- First two hours for all faculty, then 1.5 hours specific to PT faculty. Possibly provide food TBD. CALSTRS manages retirement plan that may be of interest.

7. Social Committee interest (GBH)
   a. Interest in upcoming social event: axe and knife throwing at A-Town Chop Shop
   - It would be nice to have event in North County.
   - A-Town Chop Shop owner needs some information (team building or company celebration), food, times, and extent of activity. Galadriel to send out a survey to see how many people are interested.
   - Check bylaws to see if we could add Social Committee Chair.

8. District 4 BOT: Endorsement Antonia Herrera(GB)
   - The vote was unanimous to endorse Antonia for BOT: 18 yes, 1 abstention out of 22 ballots sent out.
   - You can contact Greg or go to her website to find out ways to help. CCFT donated $3000 from our COPE fund.
   - Lucia Mar has sent our endorsement to their members, and we will include their endorsement in our newsletter.
   - If you know people in South County, encourage them to consider the candidates.
   - In SBCC there have been no raises for faculty since 2023. It's important for us to have trustees that represent our interests.

9. Division and Union Issues or Concerns(JR)
   - Student had seizure in class, which highlighted fact that faculty are poorly trained for emergencies. Can we get training in what to do in an emergency and possibly involve nursing students? May be a Senate matter.
   - Proposals are being accepted for flex activities. It would be good to come from Wellness or Safety Committee. We have had first aid in the past.
   - Elisabeth DeSwart part of Wellness Committee. They don't usually do PD, but she can add it to their next meeting agenda.
   - First aid, CPR, or emergency response. Heather will approach faculty to see what their thoughts are about EMS and Nursing program collaboration on flex proposal.
   - Waitlist changes- came up at last CoR meeting.
     - Students on multiple waitlists for same course (different CRNs). Contacted Admin and records who stated that there were no new changes in the process in the system.
     - This is a Senate issue. Senate developed policies for waitlists. Erich Tucker is aware of the issue. Concerns need to be brought to the Senate by senators.
   - Mary-Luise can bring it up; Jen can present it as a public comment.
   - College catalog states policy that students can be only on one waitlist at one time.

Standing Reports

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

1. Treasurer Update (Higgins)
    a. Bank Account Figures – Total $320,700, Savings $304,777, Checking $9,350, COPE $4,002
    b. The EB approved the 2026-27 CCFT Budget on 11/17/26, it included 4 months of No Dues.
2. Grievance Officer Update (Patchell)-
    - Making progress in the LVN case involving 4 faculty, lawyer is involved. A letter was sent to district this week asking for resolution. Timelines were not communicated.
    - NCC- kinesiology locker was entered by facilities who went through faculty belongings.
    - Faculty off-cycle evaluation is being investigated.
    - Monday afternoons set for grievance committee meetings. They will support and monitor ongoing grievances. Purpose is to find and train new grievance officers.
3. Part-Time Faculty Committee Update (Highhouse) -Putting out call for PT committee. Las semester, we did it but not a lot of people participated. Trying to drum up more interest.
4. COPE Update (Highhouse)- Teachers union at Lucia Mar made recommendations for schoolboard. She contacted other school districts and is waiting to hear back from them. You can reach out to Galadriel for information about candidates in district that you are in.

Next Council of Representatives Meeting: October 22