Executive Board

September 17, 2026

Adopted Minutes

Greg Baxley, President – P	Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair-P
Matthew Davis, Vice President –A	Jude Rock, CoR Co-chair - P
Amy Kayser, Secretary/Communications Chair-P	Jennifer Shellhorn, CoR Co-Chair - P
Erich Tucker, Academic Senate President –A	Tom Patchell, Grievance Officer - P
Neil Higgins, Treasurer – P	

1. Approval of Agenda and minutes

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

Motion to approve 8-20-26 minutes made by Greg, 2nd by Jude, no objections.

2. Senate Report (Erich) – no report

3. Negotiations survey results and discussion

182 responses were received.

- Retirement healthcare benefits and salary and fringe benefits were the top two priorities.
- PT faculty office hours were ranked as very important.
- Changing due date for grades so we can end early in December was supported by most.
- Greg sent out responses to questions on the survey.
- Retirement benefits
  - Offered at other districts, but it's expensive and they are trying to chip away at them.
  - CBAs at other colleges- different tiers of retiree health.
  - Type of retirement program for health care was discussed at opening day meeting- account called health retirement account HRA- employer-only contribution. It must apply to all people in that employment category. The district could potentially put the current $10K retirement bonus into the HRA instead, and faculty could get a bigger benefit because it's not taxable.
  - It will be extremely difficult to bargain for PT faculty retirement benefits. Other districts don't offer this. [further reflection: getting FT benefits 1st could open the door for PT benefits later]
- Greg reviewed salary chart for FT overload and PT salary. Our salaries are higher than most other colleges with full lab/lecture parity.
- Colleges that have lab/lecture parity have lower pay overall (with a few outliers like LA and South Orange)
- Negotiations team: Greg, Heather Tucker, Matthew Davis, Jen, Mike Mogull
  - Reached out to CCAP and CMC coordinators for input
- November will be first negotiation, challenge getting responses from district team.

4. BOT election Area 4 (South County)

- Antonia's campaign is ramping up. Doing a walk, phone bank, yard/road signs.
- Endorsed by CA Labor Council, CFT, and CCFT.
- We sent out $3,000 to her. Antonia was grateful for our support.

5. CCFT movie night fall 2026

- Sent to CoR first, but not many responses. Opened it to membership.
- 38 responses. Best night Wed 11/4
- The Black Bag spy thriller 1st and A Real Pain was 2nd.
- Suggestions for other activities: ax throwing, BBQ, paint night

  - Galadriel to investigate ax throwing place in Atascadero
- Other ideas included pizza in a park, food truck, paint or craft night (Jen to investigate for spring)
- Can we have a Social Chair in EB? To be discussed at CoR and check bylaws if it's allowed.
- VP area- maybe he could organize a group to handle social events.

6. Adding assistant coaches to the faculty bargaining unit

- Greg was asked if assistant coaches could be added to bargaining unit.
  - They are not represented anywhere. Mike Kinter was assistant coach and was told last week he couldn't act as a coach.
  - Retired faculty can't hold positions that could be considered classified because of an STRS issue.
  - They would have to be evaluated. Right now, they aren't evaluated. It would be an extra level of professional responsibility to the college.
  - Greg reached out to CFT folks. Several of them have added assistant coaches to unit MOU.
  - One drawback would be they would need to meet the MQ for coach (AA degree and 6 years of experience). We could have more members, but then a small, specialized group with their own needs. It might be a stipend instead of increasing hourly rate.
  - Benefit to district- assistant coaches could be considered instructional and help with the 50% rule i.e., state law states 50% of expenses must be spent on instructional categories (primarily faculty wages and benefits).
  - Noncredit faculty other than ESL are not represented e.g., GED faculty. Amy to discuss possibility with GED faculty.
  - Greg to get more feedback from assistant coaches.

7. CCFTea Tuesday Sept 29 at 12:30, 2601- During College Hour, Jen to make a flyer.

8. Fall Newsletter (Amy)

- Meet the new VP
- Thank you to Mike Mogull for his service
- BOT Candidate Antonia Herrera
- Negotiations survey responses
- Upcoming social events
- CCFT wins this year:
  - Stipend bonus for 16-week calendar conversion
  - 6.6 FT, 7.5% PT raise
  - Fringe increased
  - FT TT ESL faculty at parity- first in 20 years.
  - 4 no dues months
  - Formation of PT and Grievance Committee

9. Treasurer (Neil)

- CCFT Banking Figures: Total: $320,700 Savings $304,777, Checking $9,350, COPE $4,002, BOT $2,570
- In past, we have put out a call to faculty to contribute to COPE funds if we want to contribute more to candidates.
- Neil reviewed the proposed budget, discussed whether to have 3 or 4 dues-free months
  - No dues started because we are nonprofit and having $300,000 is a lot of money. We are getting paid more, so dues have increased. We don't want to be holding onto people's money.
  - One issue is that faculty must pay dues to become a member. They check if they are a member by looking at their pay stubs.
  - Discussed charging $1 instead of no dues. Neil to check with payroll about feasibility.

Motion to have 4 no dues (or $1 if possible) months (Aug, Dec, Jan, May) for this academic year made by Greg and 2nd by Jen, no objections.

10. PT faculty discussion (Galadriel) – PT Committee will start up again.

11. COPE (Galadriel)

- Do we want to consider making other endorsements?
- People can send Galadriel information about candidates that support education.
- We have supported Dawn Addis in the past.
- Paso Robles teachers' union- they want us to share their endorsements and they will share ours. They are members of CFT. Greg to check and get information for newsletter.
- Galadriel to reach out to other local school districts to see who they are endorsing.

12. Grievance Officer updates (Tom)

- LVN case
    - faculty assistant director wanted to resign but is not, two tenure-track faculty already resigned.
    - The way HR treats people involved in investigations is inhuman. HR hasn't communicated to them in about a year. Tom talked with lawyer about getting case moving. They don't know if executive dean will return.
- Faculty member with extreme complaints turned out to be false. Sibling of student who filed complaint dropped the class.
- Library- hours being cut. Admin not getting back to us.
- Greg asked for ways to improve campus climate. If you have ideas - send to Greg.
- Making presence more known to students during campus hours. Galadriel polled students- they seemed interested in learning about CCFT.

Next EB meeting: ~~Oct 1, 2026~~ October 15. Next COR meeting: Sept 24, 2026

Parking lot: Catastrophic Leave Bank, FSA review