



Executive Board

February 5, 2026

Adopted Minutes

Greg Baxley, President – P	Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair-P
Mike Mogull, Vice President – P	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 Jen, 2nd by Jude, no objections.

Motion to approve 12-4-25 minutes made by Greg, 2nd by Jude, no objections.

2. Senate Report (Erich) – no report

3. Negotiations update

still working on Article 7 and Appendix G, Evaluation timelines

Greg is ready to send off remaining TAs to district team to finalize them.

remove 1st year early tenure option?

- BOT meeting 2/4 – they approved 2nd year early tenure, and one faculty member chose not to get early tenure after one semester.
- BOT had small reception for newly tenured faculty and gave certificates.
- It seems practical for someone who is on a tenure committee to have gone through the process.
- Greg to check with Biology before proposing to remove 1st year early tenure option to district.

4. Canvas peer and manager evaluation process (Greg)

- Greg has asked if district wants to work on developing guidelines for people reviewing Canvas.
 - Limit what dean and faculty can review to make it comparable to F2F evaluation.
- If teaching F2F, faculty don't need to share Canvas course.
- If faculty are hesitant to invoke their contractual rights, they can contact Greg, Mike, or Tom.
- Possible ideas/suggested options:
 - Faculty could make sandbox Canvas shell and copy what they want reviewed.
 - Print student assessments and feedback.
 - Dean and faculty member could meet (Zoom or F2F) and review specific materials chosen by the instructor together. Faculty could print content or do a screen recording.

5. Union meetings

Make 3/19 meeting 1.5 hr COR and 0.5 hr EB?

Move 2026-27 meetings to Friday am? (fewer classes)

Move 2026-27 meetings to Wednesday pm? (Senate and union president need 1st W at 4 pm open for BOT)

- In fall, 3-hour lab blocks run from 1:30-4:35 in 16 week calendar. May be difficult to schedule CCFT meetings.
- Greg goes to BOT meetings Wed and CCFT Thursday afternoons.
- We could poll reps and EB to find best meeting times.
 - A lot of PT faculty don't know their schedules semester to semester
- We could possibly have union meeting during college hour.

- Options: Wednesday afternoon, Friday morning, 4:45 on Thursday.
 - We can think of ways to make the meetings more efficient.
 - We could shorten meeting with standing reports.
 - We could make division concerns electronic.
- Bring topic to CoR to talk about it.

6. Technology tools (Jude)

- Jude spoke with Cynthia and Michelle. There is already place that has tech info for faculty.
 - Office of Instruction <https://www.cuesta.edu/about/college-resources/Information-technology/tips-how-to-materials/>
 - Canvas teacher community - <https://cuesta.instructure.com/courses/108>
- We could put links on CCFT website or we could create LibGuide.
 - LibGuides are managed by library using a standardized format.
- Cynthia's Canvas community is probably more current. We could have a flex workshop that highlights it. Could rename it *Available Tools*.
 - Newsletter could include these tools, spotlighting Cynthia and the tools available.
 - Get the word out about resources available and where to find them.
 - Dept. chairs and assistants could promote the tools as a reminder to faculty in their areas.
 - Greg will send message to faculty for CCFT announcing opportunity to be on hiring committee and can mention tech tools.
 - Tech and Web committee – Jude to contact them for ideas.

7. Spring election (Greg)

- Amy to send email to elections committee for officer election - Treasurer, VP, PT Chair and TAs to ratify.
- Jude's position is up for election this spring at CoR. Invite interest at next CoR meeting, then conduct vote at the following meeting.

8. Treasurer (Neil)

Rolling approval for summer/winter stipends

Stipend list

Year over year info

- Checking \$45,845, COPE \$6,328, BOT \$2, 326, Savings \$291,769, total \$346,268
- Neil reviewed document showing assets and yearly expenses from 2021-2025, net worth has increased slightly.
- Documented money spent on legal fees from 2014 to 2026.
 - One big case in 2018 cost a lot. Since that time, legal expenses have really been reduced thanks to work of grievance officer.
- Neil shared mid-year report and reviewed income and expenditures. We have \$13,000 extra. No dues in August and December. Overall, the amount of money we are bringing in based on dues is higher due to salary increases (we charge a percentage of salary)
- Niel to present financial update at next CoR meeting.
- Stipend information:
 - EB President, Treasurer, and Grievance received \$4,000 summer stipend.
 - Winter break President and Treasurer received \$1,000 (yearly approval required).
 - PT CoR, PT Co-Chair, PT EB Comm Rep, COPE Chair receive \$599/semester.
 - As needed PT hiring committee and elections committee \$599/hiring or election.
 - Interested in including FT faculty in stipend for CoR Co-chair stipend
 - Add grievance officer stipend during winter break as needed
 - Secretary for PT Committee, goal is 1 meeting/month, will hold first meeting next week as get to know you.

Motion to make stipend available to CoR Co-Chair to full-time as well as part-time faculty made by Jen, 2nd by Jude, no objections.

Motion to add Cope Chair semester stipend of \$599 made by Jen, 2nd by Jude, no objections, 1 abstention.

Motion to add a grievance officer/chair winter break stipend at a variable rate made by Jen and 2nd by Jude, no objection.

Motion to award 2025-2026 winter break stipend of \$1,000 each to president and treasurer and make it regular stipend made by Amy, 2nd by Galadriel, no objections, 2 abstentions.

9. PT faculty discussion (Galadriel)

- Galadriel will send out reminder to have PT faculty meet next Thursday to have in person and Zoom option. Topic of meeting is get to know you and establish goals of the group.
- She wants constructive focus, improve relationships. PT and FT faculty are all invited.

10. COPE (Galadriel)

- Social functions and people are campaigning. Wants to get information about local candidates.
- Suggesting a CFT sponsored town hall for candidates closer to elections in November. Offer voice to both sides. Allow them to talk and have Q & A. We could sponsor it but could be for all faculty.
- Opening it up for suggestions and concerns.

11. Grievance Officer updates (Tom)

- Ongoing investigation in division that involves 4 faculty members, 1 classified staff - filed a title 9 complaint against admin (hostile workplace, aggression) with HR., prep for interviews and interview processes. Article 3 and article 7 violations.
- Two anonymous student accusations of title 9 sexual harassment against faculty
 - Faculty members were confronted and had keys and laptops taken away. They are put on paid lead.
 - Contact David right away- aggressive to put people on paid leave just based on complaint.
 - District needs to investigate anonymous complaints.

Next EB meeting: Feb 19, 2026. Next COR meeting: Feb 26, 2026

Parking lot: Catastrophic Leave Bank ADA accessibility and mandated DE training, DE certification Article 5.10 –compensation, FSA review additional Health care plans,