



Executive Board

April 16, 2026 **May 7, 2026**

Adopted Minutes

Greg Baxley, President – P	Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair-A
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 – A
Neil Higgins, Treasurer – P	

1. Approval of Agenda and minutes

Motion to amend agenda to correct May 7 date and approve amended agenda made by Jude and 2nd by Jen, no objections.

Motion to approve 4-2 minutes by Greg and 2nd by Jen, no objections.

2. Senate Report (Erich) – no report

3. Negotiations update

WEXP faculty step placement (District offered 1 step instead of 2-3)

- Workforce Experience faculty were paid on a per student basis until fall 2025, so they weren't loaded for courses like other faculty. They requested to reevaluate their step placement.
 - Greg reviewed their timecards from past 10 years and hours they met with students and tried to equate that to units. It seemed equivalent to 2 steps for 1 faculty and 3 steps for the other faculty.
 - Submitted this information to district who confirmed the data. District offered one step advancement for the faculty.
 - CCFT attorney and district have stated that it wasn't an error, not in violation of CBA.
 - Result was not as much as they had hoped for, but it was something.
- Recent MOUs
 - Peer evaluator extension previously agreed on
 - Pay for faculty working on accreditation and governance reorganization during summer
 - Deferred CCAP dual enrollment evaluation
 - Faculty received extra money for developing materials for blind students.
 - Interim Chair for Tech starting in summer because of retirement
 - Summer appointments for Assistant Directors in Nursing
 - NCC job description and changing timeline for applications

4. Minimum wage rules in CA, social media posts regarding lawsuits (Greg)

See next page for more info

- Issue is whether employees are being paid at least minimum wage for the hours they are required to work.
 - PT faculty are paid for classroom hours only. Language isn't included for preparation, grading, meeting with students.
 - Those hours are expected but not explicit, so it could be viewed that PT faculty are working some duties for less than minimum wage.

- CA labor rule says it's not OK.
 - Social media posts have advertisement for law firm consortium to recruit members who would be suing our district.
 - Two lawsuits were recently dismissed through technical issue (we weren't one of the districts), they are expected to be refiled. Another lawsuit in Sacramento is pending.
 - David Conway, our attorney, hosted a CFT live to discuss this matter.
 - He gave background on case at Long Beach, what locals could expect from districts.
 - He was surprised some districts hadn't approached unions to negotiate. Feels district should be more proactive about this.
 - David suggested that locals take position of neutrality- not encouraging or discouraging PT faculty join the class action suit. Personal decision for them.
 - We can provide resources. David's office is unequipped to represent faculty in this way.
 - Long Beach is a very large class action law firm.
 - Individual faculty at Long Beach initiated the lawsuit.
 - District legal team doesn't believe we are in violation. Greg requested that legal team look at this again.
 - If you know anyone who is considering joining the lawsuit, let Greg know so we can be aware that our district will be involved.
 - Greg can include information he has been given. CFT documents and one from CTA.
 - Greg to draft a statement to share with EB.
 - PT pay for short term courses- banner (PT and FT overload)
 - Faculty who teach part of term course e.g., 8-week, 12-week were previously paid equally over semester. Now, it will be divided according to the length of the course.
 - How will it affect health benefits and unemployment? Things haven't been worked out CCFT needs to discuss with HR to explain to instructors.
 - Labor law indicates that you must be paid within 30 days of when you complete work. Changed in Banner for fall 2026 but hasn't been communicated out.
 - Greg to ask Jill about this, the insurance issue and citation to labor law and ruling so he can include message to faculty and make a separate announcement.
5. Class cancellation due to low enrollment. Review of case.
See next page for more info
- FT faculty contacted Tom and Mike. Dean cancelled low enrolled class (down to 1 student), and faculty wanted CCFT to review this decision and district cancellation policy.
 - Class was part of overload for FT.
 - Originally full-term class that was then made late start in attempt to boost enrollment.
 - Class wasn't required for degree, student didn't need units for financial aid, and student didn't seem disappointed.
 - EB has reviewed it and discussed:
 - This is not a negotiated point in the contract.
 - District has a lot of latitude in terms of cancellation (size of class, site, degree applicability, need courses for transfer/financial aid).
 - If we forced the district into policy it wouldn't be able to see nuances required in some situations and could backfire.

6. CCFT meeting times for fall 2026

Senate will be sticking to 2nd and 4th week.

- 1st and 3rd Thursday at 3:15.
- Cancel meetings if we can handle business items at other times. Standing reports improve efficiency at meetings, continue this practice.

7. Elections committee, ½ stipend if no ballots go out.

We wanted to vote on this moving forward but honor the current amount for this semester as agreed.

Motion that EC members will receive full stipend amount if ballots go out and there's an election. If ballots don't go out, they will receive ½ the amount of stipend effective fall 2026 made by Jen, 2nd by Jude, no objections.

8. Treasurer (Neil)

Bank account: Overall \$385, 140.32, Savings \$312, 863.81, Checking \$62, 965.76, COPE \$6,798.75 of which BOT is \$2, 512

- Susan Kline completed audit. Neil would like to send that document out to EB and discuss it at the next meeting. Three suggestions to improve internal controls.
 - Institute bill pay, which is more like having two signatures on checks.
 - Transfer money from checking to interest bearing account should have a form like expenses to have approval and record.
 - Evaluate money in interest bearing account in money market periodically to see if there are ways to earn higher interest like CD.
- Investigate having additional no dues month. Our account is historically high. We are doing no dues months 3 times this year.

9. PT faculty discussion (Galadriel) – no report**10. COPE (Galadriel) – no report****11. Grievance Officer updates (Tom)**

- Student complaint against faculty member looks positive and to be resolved.
- The other student complaint resolved because PT faculty retired.
- 4 faculty complaint against dean under title 9 is continuing.
 - TT faculty resigned this week and cited actions of administrator as one reason.
- Class cancellation issue discussed in agenda item #5.

Next EB meeting: Aug 20, 2026. Next COR meeting: Aug 27, 2026

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

Notes attached to agenda: Social media focused on PT faculty and minimum wage class action suits:

A number of faculty have recently reported seeing advertisements or announcements about class action lawsuits related to minimum wage laws in their social media. The suits are based on recent changes in California labor rules about minimum wages. I'll try to summarize from what I have learned:

1. A few years ago, some faculty at Long Beach City College filed suit against their district. This was not initiated by the local union or CFT. The suit claimed that PT faculty at LBCC were not paid for work outside of the classroom and the district thus violated recent CA labor rulings.
2. The labor rules in question are for non-salaried employees. The rulings indicate that an employee must be paid at least minimum wage for each hour worked. This means that a company would be out of compliance if they paid an employee to work one hour at \$100 but then required them to work another hour with no pay, even though the average is well above minimum wage.
3. The tricky part for PT faculty is determining what work is included in the pay per class. This has been the crux of the issue that was decided in favor of the LBCC faculty. Their settlement resulted in a few years of backpay and an increase in hourly compensation (still much lower than ours). There is also new contract language that changed their scope of work to be compliant with labor rulings
4. To become more compliant, a CBA can be structured so faculty are paid by unit rather than per hour. The duties in teaching per unit would be teaching, grading, prep, etc.
5. Our attorney has reviewed our CBA and his opinion is that our district is potentially in violation. He maintains that most districts probably should request to bargain to avoid accumulating any further liability for back pay.
6. Dr. Stearns indicated to me privately that their legal team has determined we probably are not in violation. Dr. Hampton asked me about this subsequently and I suggested that their legal team review a 2nd time.

Class cancellation.

A FT faculty reported to their chair that their enrollment had dropped to 2 students. One student had stopped participating, the other one did not always attend class. The dean cancelled the class and the district was investigating a refund for the affected student. The faculty member had overload and was still above 100% after the cancellation. They have asked CCFT for a "formal review" of the matter and have asked for the guidelines the Office of Instruction uses for cancelling classes after the start of term.