Executive Board

August 20, 2026

Adopted Minutes

Greg Baxley, President – P	Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair-P
Matthew Davis, 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 –P	Tom Patchell, Grievance Officer – P
Neil Higgins, Treasurer – P	

1. Approval of Agenda and minutes

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

Motion to approve 5-7-26 minutes made by Greg, 2nd by Jude, no objections, 1 abstention.

2. Senate Report (Erich)

- A faculty member sent an agenda item to Senate – he has lost money due to the 50% DE rule and cancellations for low enrolled classes.
- FT TT faculty, so this faculty is losing overload. FT don't have bumping rights for overload.
    - Language is that DE over 50% is not guaranteed, and district will insist on their right of assignment.
    - The way the policy is being interpreted is that faculty could not have more than 50% DE assignment, but that's not the language.
    - Exceptions are being made (e.g., demand, courses that are OEI badged).
- Courses are being cut for low enrollment before the semester starts.
    - We don't have a policy in CBA, some districts do.
    - Cancelling two weeks before seems too early.
    - It hasn't been universally enforced. Rationales may be given in other areas that we are not aware of.
    - Concern if there was a set policy, exceptions would not be allowed.
    - Communication can be improved about why exactly courses are being cancelled and deadlines for decisions. Chair and Dean should communicate about this.
- Is there a process for PT faculty serving on Senate committees to be compensated?
    - Email Erich, and he submits the information to Fiscal.
    - Erich to send notice to all PT faculty and CC Chairs.

3. CCFT Goals for 2026-27?

- Negotiation year
    - Faculty stipends for CCAP classes.
        - Faculty could keep notes about what work is involved in this to bring to negotiations.
    - More compensation for CMC instructors/hazard pay
- Building community on campus has been appreciated. Continue to build and sustain this.
- Communicate clearly and share information with faculty.
- Improve efficiency (in meetings, negotiations).

4. Negotiations update.
    a. See list of MOUs from 2025-2026 on next page

- Example MOUs attached. Most affect individual faculty such as evaluation deferrals.

    b. Negotiations survey (see attached for review/revisions)

- Are # 3-6 relevant anymore, or the question about final exams- we can strike questions.
    - Could we include a question to see what faculty think about finals week now it's in the schedule?
- 30 PT faculty signed up for extra office hours each semester.
- Question or interest in shortening the timeline for doing grades.
- Discussed ordering of questions and using a Likert scale.
    - Ranking list should not allow you to complete until you answer all previous questions.
    - Discussion of making language of the responses more concrete and objective.
- Parity – PT faculty don't earn as much as FT for unit load.
    - Pay per unit is some % of FT pay. We've been working on increasing the PT schedules so that it's closer.
    - Concern about messaging and want to avoid pitting FT against PT faculty.
    - Sciences- how to achieve more lab/lecture parity and what that would look like.
    - There is confusion about what parity means- it would help if we explain it.
        - Need to take into account fringe, FT service requirement, and PT office hour pay and some service opportunities (e.g., CCFT, Senate, hiring committees).

5. BOT election Area 4 (South County)

- AG – Pete Sysak and Antonia Herrera are running. Fundraiser meet and greet for Antonia on Sat 8/22 Nipomo- Galadriel and Greg to attend.
- We haven't collected private contact information from our membership. Not allowed to use Cuesta email addresses to campaign for candidates.
- We could send a message to members to collect contact information and an option to sign "I consent to receiving email/text from CCFT".
- Bylaws -COPE Committee would recommend candidate to EB for endorsement. Then we can use funds for the candidate.
- Greg has invited Antonia to CoR and provided her with questionnaire to get more information.

6. CCFT meeting times for fall 2026

- Senate is meeting on 2nd and 4th this semester.
    a. 1st and 3rd or by week of semester? We agreed to hold meetings on these dates.
    b. 3:30 OK? Agreed on this time.

7. CCFT community events this term
    a. CCFTea – end of September unless someone can organize logistics- Neil and Matthew willing to help.
    b. Movie night – Other ideas- hosting outdoor movie night with lawn chairs. How to get more people to show up?
    Galadriel has access to server that has current movies and could project onto big screen.
    c. Other ideas?

Senate did Bocce ball. Activity together could be bonding experience such as paintball and paint nights. We could have CCFT event during break time during College Hour.

- Students don't know about CCFT (we could tie it to a student/public activity)
- We could collaborate with CCCUE.
- Faculty showcases across campus

8. Treasurer (Neil)

- CCFT Funds: Total $335,170; Savings $314,438; Checking, $11,150; COPE $7,002 of which BOT is $2,571
- 3 no dues months- August and September, possibly add another.
- Neil created a form to approve transfers. Will be transferring 10K back to checking to cover AFT/CFT dues for August. President, VP, or Secretary can sign approval. Matthew needs to be set up for signatures- Community West Bank by the airport. There is also a branch in Paso.

9. PT faculty discussion (Galadriel)

- Unemployment was difficult this summer. Applications were being nitpicked.
- Faculty can share resources with library to provide to students.

10. COPE (Galadriel)

- If you have information about candidates that would support education, CFT or CCFT, send email list to Galadriel.
- Date for PT committee meetings. Low turn out last time, not sure what dates would work. Will send out mass email to PT to get idea of what they would like addressed in the meetings.
- Paso Robles school district is CFT affiliated. They're interested in having a cooperative relationship with us. Endorsed by companion organization.
- AFT sent out list of candidates - mainly South County.

11. Grievance Officer updates (Tom)

- Investigation in LVN, still going on with dean. Two TT faculty resigned during this investigation. One reason was because of the way they were treated by administration.
    - Lawyer has put another extension on it. Tom to talk with David about whether this is allowed.
    - Dean tried to micromanage grading, process of instruction, and their syllabus.
- Last semester faculty members were accused of touching students inappropriately. One resigned, the other one was without evidence. Faculty was escorted off campus and was on unpaid leave for a semester despite this. He is now back, but the way district treats faculty involved in investigation is concerning.
- Library issues continue- new director has had problems, blurring lines between librarians and techs and students. Inappropriate behaviors and comments. Three librarians have approached Tom about this. Greg contacted HR about a list of items that need to be resolved.
- Forming grievance committee now and working out times to meet. It would be useful if someone on the committee wants to specialize in accommodation requests.
- AI- efforts instructors make to enforce or uphold academic integrity.
    - Young high school students taking summer classes- rampant problem. Better communication with HS counselors about what these classes entail.
    - AI is Academic Senate matter.

Next EB meeting: ~~Sept 3~~, Sept. 17 2026. Next COR meeting: Aug 27, 2026

Parking lot: Catastrophic Leave Bank, FSA review

438 CCFT AppendixJDSPSStudentContact MOU	✓	8/28/2025 5:50 PM
439 CCFT Flex_Activities_2025-26 MOU	✓	9/21/2025 9:02 AM
440 CCFT AB1111_CommonCourseNumbering MOU 2025-26 - signed	✓	5/15/2025 2:34 PM
441 CCFT_MOU_ADRN_Staley_25-27_resent_	✓	6/18/2025 5:40 PM
442 CCFT MOU Ruppert Trevor Fall 2025 Evaluation	✓	9/21/2025 9:01 AM
443 CCFT_MOU_FTTEMP Bio faculty _FA25 - signed	✓	8/4/2025 8:25 AM
444 David Fernandez Defer Evaluation MOU-June 2026 Retirement	✓	9/8/2025 12:50 PM
445 PT Fac Office Hours MOU 070125 Above 5_-Sept 2025	✓	9/22/2025 3:16 PM
446 Appendix F to H 25-27 MOU CBA Sept 2025 - signed	✓	9/22/2025 3:18 PM
447 MOU Haley TT Evaluation Deferral MOU	✓	9/25/2025 7:19 PM
448 Cluster 3 and 4 Defer Evaluations MOU - New Dean Hires F25 - signed	✓	9/17/2025 5:07 PM
449 CCFT MOU_NAH_Contracts_2025	✓	10/1/2025 11:41 AM
450 CCFT MOU_Curtis_Lisa_Evaluation_2025	✓	10/1/2025 11:42 AM
451 CCFT EMT Director MOU - 25-26 _ HT - signed	✓	12/15/2025 12:42 PM
452 CCFT Lillian Burns_Phlebotomy Program Director_MOU_Spring 2026 - signed	✓	12/15/2025 12:42 PM
453 CCFT Paramedic Director MOU - 25-26_MS-Rev 011326 - signed	✓	1/14/2026 6:57 AM
454 CCFT_MOU_ADLVN_Wages_SP26 - signed	✓	1/13/2026 1:29 PM
455 CCFT_MOU_FT-TEMP_Wages_SP26 - signed	✓	1/16/2026 2:21 PM
456 CCFT_MOU_FT-TEMP_Enloe_SP26 - signed	✓	1/21/2026 12:16 PM
457 CCFT MOU TT Evaluation Deferral Sheen SP26	✓	1/27/2026 8:06 AM
458 CCFT MOU Marini FT Evaluation deferral	✓	1/28/2026 2:30 PM

Continued...

459 CCFT MOU Glass TT Evaluation Timeline Alteration	✓	1/28/2026 2:30 PM
460 CCFT MOU valle FT Evaluation Deferral - signed	✓	2/2/2026 2:01 PM
461 CCFT MOU Okerblom TT Evaluation Timeline Alteration	✓	2/4/2026 1:10 PM
462 CCFT_MOU_ActingDirRN__Staley SP2026	✓	3/2/2026 8:16 AM
463 CCFT Acting Asst Director RN MOU_Lidoff Sp 26	✓	3/2/2026 8:17 AM
464 CCFT MOU PT faculty peer evaluators extension - signed	✓	5/6/2026 7:48 AM
465 CCFT MOU Ernie Martin CCAP evaluation deferral - signed	✓	5/6/2026 7:48 AM
466 CCFT MOU Summer Compensation District assigned work Gov 2 and accreditation- signed	✓	5/6/2026 7:48 AM
467 CCFT MOU-Len Dev of Spec Instructional Materials - signed	✓	5/6/2026 7:46 AM
468 CCFT MOU Summer Compensation district assigned work for Tucker SUM26 - signed	✓	5/7/2026 4:10 PM
469 CCFT MOU REVISED Summer Compensation district assigned work for Staley SUM26 - signed	✓	6/1/2026 1:16 PM
469 CCFT MOU Summer Compensation district assigned work for Staley SUM26 - signed	✓	5/18/2026 10:33 AM
470 CCFT MOU NCC Coordinator job description and timeline - signed	✓	5/12/2026 2:13 PM
471 CCFT MOU Schwennicke_SUM26-S27 - signed	✓	5/11/2026 11:56 AM
472 CCFT MOU Garza Level 2 - signed	✓	5/20/2026 8:21 PM
473 CCFT MOU LVN Asst Director and Summer Compensation Wages 2026-2027 - signed	✓	5/28/2026 12:37 PM
473 CCFT MOU REVISED LVN Asst Director and Summer Compensation Wages 2026-2027 - signed	✓	6/1/2026 1:16 PM
474 CCFT Paramedic Director MOU - 26-27 - signed	✓	5/27/2026 5:03 PM
475 CCFT MOU Sanchez Level 2 - signed	✓	6/30/2026 12:48 PM
476 CCFT MOU H Tucker EMT Director 26-27 revised - signed	✓	7/30/2026 2:17 PM