



Executive Board Meeting

May 8, 2025

Adopted Minutes

Greg Baxley, President – P	Galadriel Bree Highhouse, PT Faculty Committee & COPE Chair- P
Heather Tucker, Vice President – P	Roland Finger, CoR Co-chair-P
Amy Kayser, Secretary/Communications Chair-P	Jennifer Shellhorn, CoR Co-Chair -P
Alex Kahane, Academic Senate President –P	Tom Patchell, Grievance Officer - P
Neil Higgins, Treasurer – P	

1. Approval of Agenda and minutes

Motion to approve the modified agenda made by Jen, 2nd by Heather, no objections.

Motion to approve 4-17-2025 minutes made by Greg, 2nd by Jen, no objections.

2. Negotiations (Greg)

a. Job descriptions

- Greg hasn't received any feedback and will send reminder to CoR and give deadline of Monday 5/12.
- A link to document will be added.

b. DSPS

- Proposal has been submitted to district, no response yet.

c. AB 1111

- Curriculum co-chairs submitted a revised proposal. Greg revised it and sent it to district.
- BOT approved the contract with no discussion at the last meeting 5/7/25.
- CCFT report- Greg thanked the board for approving the contract and expressed thanks for supporting work of PT faculty, and he thanked HR staff. Discussed issues with administration related to online teaching loads and described that admin has misinterpreted the language. Admin attempted to enforce TA prior to the BOT approval. Discussed that admin is gambling with our enrollment, making dramatic shift in scheduling and it might not be the best time right now. He will send follow up email. Jason hasn't responded to Greg's email regarding this.
- Syllabus copies were requested to compare with success measures and Alex and Greg emailed Jason and haven't heard back.
- Interim deans- language in CBA in article 5 flex requirements for PT faculty with short-term courses is confusing.
 - Concern if it's a short-term class, faculty would have less time to do the flex.
 - This part of contract will be revisited with the 16-week calendar.
 - SBCC doesn't require flex for short-term classes.

3. Reinstating Mike Mogull as VP and summer coverage

Heather has served as VP and negotiations this semester. Mike intends to return in fall. Mike has volunteered to serve as CCFT point person over summer. We typically offer a stipend for that over the summer.

Motion to appoint Mike in that position in the summer, 2nd by Galadriel, no objections.

4. EMP (Jen)

- Last week's goal setting meeting Tu/Wed, 4 groups worked together on prompts and data. They set 4 goals and then objectives to accomplish that goal.

- Jen reached out to Meghan and asked for an update. She said they are waiting for CBT to give information in the fall.
- The forum was cancelled, and it wasn't communicated. No communication about the 8 hours of work last week. Jen would like to communicate some of this out. Heather will reach out to CBT.
- They prioritized objectives, and one of them related to climate. The priorities are supposed to be implemented in the first year. A summary or FAQ would be a better way to end the academic year. Alex can reach out to Jill about this.
- Schedule of these meetings were not built for faculty participation.

5. All-Member meeting (Greg)

Tomorrow – 12 people have confirmed, pizza for lunch. It will be casual discussion.

6. Statement protecting DEI at Cuesta

- Two people have asked if CCFT will sponsor a statement to protect DEI at Cuesta. Challenge to get administration to do it. Reluctant to have anything in the media.
- Statewide academic senate- a commitment to DEI was adopted.
- Senate is more about Academic Freedom and doesn't want government to overstep. Doesn't specifically specify DEI. Call for Constructive Engagement- Jill supports this.
- [ASCC resolution affirming DEI](#).
- Last week college presidents were summoned because of protests on campus. Jeff Armstrong was one of them.
- We can support DEI without using those terms. Statement about the meaning of the terms and why we support it. That would show we have the courage to do something. We are here to support all of our students (all college community) and make them feel welcome and valued regardless of their backgrounds. Would like to handle that in fall since we are at the end of the semester.
- Neil shared possible language:
 - **Focusing on Equality and Fairness:** I believe in creating opportunities for everyone to thrive. I support building an environment where all individuals are treated fairly and respectfully. My goal is to foster a culture where everyone feels valued and empowered.
 - **Emphasizing Community and Collaboration:** I'm committed to building a community that respects and uplifts all members. I advocate for creating spaces where everyone's perspectives are heard and appreciated. I support efforts that ensure every voice has a platform.
 - **Highlighting Representation and Opportunity:** I believe that everyone should have equal access to opportunities, regardless of their background. I support initiatives that help make workplaces more representative of the communities they serve. I am passionate about ensuring that everyone has the chance to succeed.
 - **Focusing on Inclusiveness:** It's important to create environments where everyone feels welcomed and valued. I'm committed to making sure that all people from all walks of life feel included. I stand for practices that build unity and mutual respect.

7. Treasurer report (Neil)

a. Switch to Community West Bank

- Neil is waiting on Mike to send his information. Working on changing banks. Funds are good.
- Current balance: Checking 176,216, COPE 5094, BOT 1813, savings 130,116, total 313,000.
- No dues May, so we will see a drop in balance in June. Summer months we tend to stay flat.
- We are not required to do an audit, but Neil is asking if EB wants an audit done. He could give the checkbooks, access to Quicken, etc. In the past, we paid \$1,000 for this work.
- We have a periodic audit requirement of every two years.
 - It's his first year, and he might want review to be transparent
 - Often happens in summer or fall
 - If Susan is available now (maybe not available to do it next year).

Motion to have off-cycle audit authorizing \$1,000 be paid to Susan made by Greg, 2nd by Jen, no objections.

After motion, the following was discussed:

- This will NOT reset our two-year audit. We will still need to do it next year.
- We could do an internal review. Neil doesn't necessarily recommend it but wanted to bring it up for discussion.
- EB discussed this would likely not provide useful information.

Motion to negate the previous motion and not have an independent audit this semester and revisit in the fall made by Greg, 2nd by Tom, no objections.

- Stipends- CoR PT will all be \$599, and he will get them done before the semester ends.

8. PT faculty discussion (Galadriel)

- A few CMC instructors wanted to discuss option of getting hazard pay. They get an extra 20 minutes in and out, usually takes longer. One instructor requested 1.5 class credits instead of 1 class credit.
 - Helpful for negotiations team to get a written document of other things required to teach at CMC.
 - Biological hazards
 - We won't be able to bring it up until the next contract.
 - If we can find money through Rising Scholars, we could have an MOU.
- End of semester- unemployment Zoom meeting during finals week. She will vary the times and days. Request for information of steps e.g., verification of ID.

9. COPE (Galadriel)

10. Senate Report (Alex)

- Sabbatical leave committee would like a prompt that addresses equity.
 - Equity should be infused in everything we do but need to determine how it would be used in the ranking.
 - How is it aligned with Cuesta's values in support of equity and inclusion?
 - Not for applications submitted this fall.
 - This could make it disingenuous. Some topics may not relate e.g., science
- Faculty coordinator credit for prior learning. Need in fall- Senate may request CCFT negotiate for this position.
- After BOT meeting- question about online loading. The language is that more than 50% online load is not guaranteed, but it has been interpreted as a 50% cap.

11. Grievance Officer updates (Tom)

- Evaluation in Social Sciences
 - New tenure-track evaluating veteran PT. Wrote it without seeing the self-evaluation, didn't follow timeline. Using a document created in Social Sciences that had standards for evaluation but are not part of contractual evaluation process.
 - First time they had evaluated anyone. We don't train people to evaluate faculty.
 - This was resolved after various meetings.
 - CCFT should design and host a flex session about evaluations like a panel, create a training. Do at a new faculty lunch.
- Student complaint against faculty. Long meeting with lawyer. Things not on the original complaint came up in the investigation interview. Faculty was asked for grades and dates on assignments (against FERPA and Tom said he wouldn't disclose anything.)
- Appeal Heather and Tom worked on with faculty subjected to VPI comments at Senate- BOT unanimously denied the appeal.
- A lot of calls and questions about 50% online load. Misinformation about this.
- Students not going through the complaint process. They don't talk to the instructor first – they go to chair or dean. Issac Valdez has been getting student complaints instead of going to instructor. Wonders if staff are misdirecting students. Leads to more miscommunication.
- Forgot to request embedded tutor and miscommunication about this.
 - Recommend talking with Mason find out what's going on.

- Student should get paid, lost paperwork.
 - Alex offered to be pulled in.
- Provide a stipend for Jen for participating on the Education Master Plan as CCFT appointee. College wide work, PT faculty union appointee.

Motion to award Jen a stipend of \$599 made by Roland, 2nd by Tom, no objections.

Next EB meeting: Aug 21, 2025 Next COR meeting: Aug 28, 2025

Parking lot: Catastrophic Leave Bank ADA accessibility and mandated DE training, DE certification Article 5.10 –compensation, Compensation for mandatory training, Can Legacy faculty be required to take DE training and compensation? FSA review Rotation for PT serving on district hiring committees. additional Health care plans,