



Part-time Faculty Obligations, Current Contract and Proposed Contract Revisions

Presenters:

Marilyne Cleeves, CCFT Part-time Faculty Chairperson

June Beck, CCFT Communications Chairperson

Thursday, Aug. 12th, 1:00 p.m.

Room: 3312

Attendees

Name	Department
Norma Ortiz	ASCK & Business Ed
Cynthia Wilshusen	Business Education
Tracy Beck	Business Education
Tim Becher	Engineering & Technology
Alyssa Emerson	English
Nancy Hart	English
Patty Arnold	Fine Arts
Biz Steinbert	Human Development
Linda Mintz	Human Development
Caryn Coffman	Human Development - Nutrition
Andrea Terry	Language Communications
Christy French	Math
Pat Hughes	Math
R. Budgimas	Music
Allison Merzon	Physical Education
Brian Locher	Physical Education
Paul Schmitt	Physical Education
Christine Braun	Physical Sciences
Evelyn Stanford	Social Sciences
Jeanne Goodwell	Team Cuesta

This is an informal discussion for part-time faculty. The discussion included the following topics:

Current Resources – Mentor Programs

It is suggested that new part-timers contact their division chair to see if there is a mentor available in their discipline. Many Full and Part-time faculty members are willing to offer advice and help to new faculty. If your division has not assigned a mentor, please check to see if one is available.

Contract Obligations for Part-time Faculty

Article 5 – Work Hours, Work Year and Work load

Course Outlines, Course Proposals & Student Learning Outcomes (SLOs) Load Eligibility

In the discussion it was stressed how important it is for part-time faculty to recognize their responsibilities but not to an extent they are being taken advantage of. CCFT realizes SLOs are required for accreditation; however, part-timers should be compensated for the additional time they spend creating SLOs for their classes. This is an issue that will be discussed at length for the 2010-2011 school year.

Current Contract Proposals Benefitting part-time faculty

The part-time bumping rights MOU is in effect until the end of Fall 2011. CCFT has been informed of some areas on campus where the MOU has already been implemented; however, due to privacy issues we are unable to get an accurate count from human resources. We would like to know of any part-time faculty member that has been able to use the MOU for their benefit.

Effects of the Retirement Incentive for Part-time (RIP) Faculty

The main concern regarding the RIP plan is that full-time faculty that have retired and are still teaching part-time will have bumping rights to part-timers. The contract states that when a full-time faculty member retires he or she is rehired as a level 3 employee. This would mean they do not have rights over those part-time employees with level 2 status. The district is considering offering as part of the RIP package that if a full-time faculty member returns immediately after retirement, they can be considered level 2.

The group discussed at length the repercussions of this and any part-timer who takes a semester off. Once a part-timer takes a semester off from his or her regular schedule, they lose their level 2 status and reenter as a level 3 employee.

Unemployment Compensation During Summer & Holidays

If you do not have a summer or fall teaching assignment or another job, you may be entitled to unemployment benefits.

If you are teaching summer school, you may qualify for unemployment benefits in the periods before or after summer session. The results from a 1989 CFT legal challenge, the

landmark decision *Cervisi v. California Unemployment Insurance Appeals Board*. It held that temporary faculty (i.e., part-time) are eligible for unemployment benefits between terms because they do not have "reasonable assurance of reemployment" since future assignments are contingent upon enrollment, funding, or bumping by a full-time faculty member.

If you have work of some kind between terms, or your workload is reduced at any time, you may be eligible for partial unemployment if your salary is less than what you would receive from unemployment.

To apply for unemployment, go to **www.edd.ca.gov/unemployment**. If EDD denies your claim, contact your AFT local union to file a timely appeal.

If you get health benefits from the district and you lose your assignment, you are now entitled to nine months continued coverage under President Obama's stimulus package; the district must pay 65 percent of that amount. Previously, you had to pay the premiums yourself.

Part-time Faculty Positions for Union Representation

CCFT is currently seeking two positions for a part-time faculty; Liaison to the Council of Representatives and Part-time Faculty Representative for the Negotiating Team.