

CCFT



Unionews

Cuesta College Federation of Teachers

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Quote of the Month: *Only that day dawns to which we are awake. There is more day to dawn. The Sun is but a morning star.* -H.D. Thoreau

S T R E N G T H

CCFT welcomes the following faculty who have recently joined our family. We await the rest of you who have not yet joined us in our fight for a better workplace:

Caryn Coffman
Rob Isakson
Mark Mitchell
Jill Pierce

Temporary Human Development
Temporary Engineering and Technology
Temporary Physical Sciences
Temporary Human Development

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AFT Backs Davis and Bustamante in the Recall Election

How can the AFT back two candidates you ask? Calling the recall "an abuse of the democratic process," the California Federation of Teachers' State Council voted in opposition of the recall effort against Governor Gray Davis. If the effort to stop the recall fails, CFT agreed to support Lieutenant Governor Cruz Bustamante on the second half of the ballot as "an insurance policy" as Senior Vice President Marty Hittleman put it. Hittleman went on to say, "This is the exact opposite of what the ballot initiative and recall effort were meant to be." Be sure you get out and vote.

Information taken from www.cft.org/councils/ccc/news/norecallcftclf.html

Mending a Broken Process

The Budget Accountability Act is on track to qualify for the March 2004 ballot. For those of us who are tired of political gridlock when it comes to our state's annual budget, supporting the Accountability Act might be a good idea. The Budget Accountability act seeks to hold the Governor and Legislature accountable for the yearly budget's on time passage. What's the motivation for them (the Governor and Legislature)? If the budget is not passed on time, the Governor and Legislature will forfeit their salaries, car allowances, and per diem expenses until the budget is passed and signed into law. We Californians currently have no way of holding the Legislature accountable for on time passage of the budget. For example, a budget has not met the Constitutional June 15th deadline since 1986. California, Rhode Island, and Arkansas are the only states that require a two-thirds vote for passage of a new budget. Most other states only require a 55% vote for passage in order to combat a tyranny by the minority situation. The Budget Accountability Act changes California's two-thirds rule to the standard 55%. Maybe we really can put a stop to partisan traffic jams. CFT fully supports the Budget Accountability Act and has instituted a call for action. Consider joining this movement and supporting the effort to hold our elected leaders accountable for our budgets.

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Fear Factor **By Marilyn Rossa**

Look around you. Your colleagues are afraid. The war in Iraq, the recall election, the state of education, the state of the economy—we are all afraid; it doesn't matter what side you're on.

It's happening here at Cuesta, too. At first, I couldn't quite pinpoint it, but faculty were anxious, angry, suspicious. They were asking questions:

Will I lose my step and column?

How will I survive the increased insurance premiums?

Why is the district so interested in how I spend my unrestricted personal leave time?

Will I lose my job if the budget gets any worse?

Did the administration create the new evaluation forms to prevent me from getting tenure?

These questions are not made up. They reflect such fear, real and imagined, fear of loss—loss of dollars, of dignity, of liberty.

Faculty need to know that CCFT will press on and is committed to work toward keeping the anti-labor beasts at bay—whatever shape they may take. You're not alone out there. So, relax, just a little. And look around you. Maybe in the midst of the sometimes startling chaos and absurdity that surround us, you can help a colleague to be just a bit less afraid.

NEGOTIATIONS

Impasse: CCFT declared impasse last week for the 2003-04 negotiations reopeners. PERB just responded and determined that indeed we are at impasse--yet again. This has become an annual event. A mediator will be contacting us shortly. The Federation was not willing to budge on freezing step and column and agreeing to a fluctuating part-time faculty salary schedule, and the district was not willing to budge on our only proposal--a 1.5% salary increase (which is equal to the percentage the state paid out in growth this year). So it goes.

Single Payer Insurance Buyout: Just yesterday, September 30, the district gave us the final figures the single payers will receive in the buyout this year, 2003-04. You might recall that in August I told you that there were 75 single payers, and 27 part-time single payers. You might also recall that we said we expected those figures to change. They changed even more dramatically than we had hoped. Many previous single payer faculty added dependents/partners to their plan. So, the base for full-time single payers is now 51 (not 75). And the base for part-time single payers is now 11 (not 27). What that means in dollars is this: full-time single payers will get \$672 (not \$423) for 2003-04; part-time single payers will get \$336 (not \$211). For many faculty, that amounts to an approximate 1%, one-year pay raise or more than the equivalent of an additional month's fringe payment. For 2004-05, it will be even better: \$885 for full-time single payers and \$442 for part-time single payers. And that may improve as well if some current single payers add dependents/partners. The payments are to be made once each semester, on the last working day of October 2003 and the last working day of January 2004 for this academic year. We're smiling; we hope you are, too.

Personal Leave: We're pleased to say that we think the district's questioning of how faculty use their unrestricted leave time has come to an end--for now. Management has cancelled the meetings scheduled with faculty to discuss their leave days. We think that management now knows that if they wish to approach this issue, it must be reopened. Remember, you must adhere to the contract (Articles 6.8.6-6.9), but other than that, the administrator's signature should be a rubber stamp.

16-week Academic Calendar: CCFT and the District are close to agreeing on an MOU about how we will proceed on researching the feasibility of switching to a condensed academic calendar. The guidelines will include a pilot and evaluation of such a calendar.

The Recall: The CCFT Executive Board has donated \$253 (\$1.00 per member) from our COPE fund to the No on Recall campaign. Although you may not be a Davis fan, he has helped community colleges, one of the largest benefits being the \$57 million earmarked last year (\$50 million this year) toward part-time pro-rata pay. And even though Bustamante has run a terrible campaign and contributed to the recent debate debacle, if you were able to get past his demeanor to his words, he was the only candidate to emphasize the needs of the community colleges.

The recent Gallup Poll was obviously faulty, especially in how it estimated Republican voter turnout. Three recent internal polls have shown the recall succeeding by 51%, 53%, or %55 respectively, and they show Schwarzenegger ahead of Busatmante by 10 percentage points (35% to 25%). It is an uphill battle. We believe our greatest hope for education and for California is to Vote No on the Recall and Vote Yes on Bustamante. Tell your friends. It may not be too late.

Part-time Corner

by Dan Croxall, PT Chair

Let me start by saying thank you to Jill Schubert who did a wonderful job as the PT chair last year. I only hope I can fill these big shoes adequately. I will be available at any time to discuss issues of concern with part-time faculty members; please let me know what's on your mind.

Let's get together this year. We face unique concerns in this horrible fiscal environment, and our solidarity is needed now more than ever. With even more possible budget cuts looming, we need to do whatever we can to be heard. Remember our motto "Strength Through Unity." If you know any faculty member who is not in the union, ask them to join in order to promote our collective voice.

Though we have come a long way in terms of part-time equity, we still have a ways to go. The following numbers should shock you and motivate you to get involved in our struggle. This information comes from the State Chancellor's Office official website and the Allan Hancock Part-Time Faculty Association. It can be found at www.cccco.edu, and it is all for Fall 2002, the most recent period for which these statistics are available.

There are approximately 39,000 part-time instructors in the California Community College System, an increase of 1,100 over Fall 2001.

There are 17,400 full-time faculty, a decrease of more than 300 from Fall 2001. This means there are approximately 21,600, or 124% more part-time instructors in the California Community Colleges.

The average part-time instructor's pay statewide is \$51.04 per hour.

The average full-time instructor's pay statewide is \$131.60 per hour.

The difference in pay between the average full-time instructor and the average part-time instructor is \$80.56 an hour.

Here's how we stand locally: The average part-time instructor at Cuesta College is paid \$53.35 per hour, Santa Barbara--\$49.14 per hour, Ventura--\$55.76 per hour, Allan Hancock--\$36.39 per hour

We still have room for improvement in our struggle for part-time equity. Please join us this year and help to make Cuesta the leader in part-time equity.

For those of you who missed the flex presentation about the new evaluation forms, here are the main points:

Peer Evaluations of Instructional Faculty By Hedy Carra

There is now a tool for Distance Education courses

There's a new ranking system; you no longer need to think in terms of "grading" your colleagues, but will use the terms Excels, Meets Standards, Needs Improvement, or Unsatisfactory ...

Peer Evaluations of Service Faculty

For Divisions in which there is a manager and not a division chair (such as, Library, Counseling, and DSPTS): A division that does not have a division chair will have a faculty member who is designated by the manager to act as the manager's designee. The designee will act as a division chair in the management of the evaluation process.

Section II on the peer evaluation form, "Responsibilities to the Discipline And Division Service Area" is always to be completed by a faculty member.

Service faculty are required to have a minimum of 15 student evaluations completed by the fourteenth week of the semester.

Student evaluations are to be overseen by the faculty member's committee chair.

Student evaluations are never to be administered or handed out by the faculty member being evaluated.

Student Evaluations

Students will use a new scantron with the evaluation items preprinted on them.

Students are given space for written responses to just two questions.

Evaluators should encourage students to take the time to write. Most of the faculty at the presentation said they think the most valuable information on student evaluations comes from written comments

Everything you need to know to conduct and receive a fair evaluation is in the CCFT/District contract.

7.1 - 7.11: the basics 7.14 - 7.20: the tenure process

The contract is available at ccft.org with links to the new evaluation forms.

CCFT Student Scholarships

By Mark Tomes

The Cuesta College Federation of Teachers sponsors two Cuesta College student scholarships; the CCFT Lenore Erikson Scholarship and the CCFT Katy Tomes Memorial Scholarship. Each scholarship award is \$500. CCFT contributes \$1000 annually to each of the scholarship funds, plus anyone can donate any amount to the scholarship funds independently.

Both of the scholarships are awarded through the Cuesta College Financial Aid office scholarship procedures. The funds themselves are managed by the Cuesta College Foundation.

The Lenore Erikson Scholarship was set up to honor emeritus instructor Lenore Erikson, a long-time Cuesta College philosophy and religion instructor and strong supporter of the campus faculty union (Lenny served as a well-respected Grievance Officer). Scholarship recipients must be successful students with experience or interest in one or more of the following: philosophy, world religions, the social sciences, workers' rights, social justice, the labor movement, or student leadership.

The Katy Tomes Memorial Scholarship was formed to honor and remember Katy Tomes, a dedicated Cuesta College basic skills instructor (and strong union supporter) who also ran the Academic Support (Learning Skills) Lab for 10 years. She passed away in June 2003 after giving her heart and skills to many Cuesta College basic skills, re-entry, and ESL students. Recipients of this scholarship must be successful students who are enrolled in at least one of the various basic skills (Academic Support or Learning Skills) courses.

The Financial Aid office awards an average of two to four \$500 scholarships every year from each of the scholarship accounts, depending on the amount of funds in each account. Students who receive the scholarships represent the variety of academic and career goals of all Cuesta College students, including working towards becoming teachers, architects, social workers, business managers, etc. Letters from the various scholarship recipients reflect the need for such scholarships, citing the use of funds for tuition, child care, books and supplies, rent, and other necessities of life while being a student.

To make a donation to either of the scholarship funds, simply write a check payable to the name of the scholarship and mail it to the Cuesta College Foundation office. The CCFT Executive Board, and more importantly, the students of Cuesta College, will appreciate it very much.

Newsletter Announcements

We are hoping to include a faculty profile section in each of the following UnioNews. If you know of a faculty member who you'd like to see in the newsletter, please contact the UnioNews editor.

If any faculty member wishes to contribute an article or commentary to the UnioNews, you are more than welcome to do so. Please contact the UnioNews editor.

Editor's Comments

As we thrust ourselves into another year with new faces and new challenges, it is important for all of us to remember what unity means. We are one faculty with one common goal: to educate our students to the best of our ability. Though we may have our differences at times, we are a family of educators who give ourselves and our expertise to our students. With each new faculty member comes a new "in-law" so to speak. Be sure to notice a new faculty member when he or she walks by. Say hi and introduce yourself. Above all, please remember to remind yourself and each other of the importance of the job you do for our wonderful students. Questions? Comments? Contact Dan Croxall, @ dcroxall@cuesta.edu

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