

# FACULTY VOICE

CCFT NEWS

A UNION IS ONLY AS STRONG AS ITS MEMBERS ARE INFORMED AND ACTIVE

SEPTEMBER 2007

## President's Report: New Absence Forms

Paul Harvell, CCFT President



CCFT President  
Paul Harvell

Coming soon to an absence near you: a new absence report! Very shortly you should be seeing the new and improved Absence Report form. Distribution and training should take place within the next several weeks and you should be using them by October.

Why a new form? Though the contract language was clear and acceptable to both sides (district and union) the absence form itself didn't seem to always capture the spirit of the contract. Much of this is the result of trying to match up state law that talks about absences in terms of "days" and the way community college faculty do

their job, which is usually anything but a typical "day". In a valiant effort to mesh the two, the previous set of forms was created. We're now trying to take another step to see if we can achieve some consistency in terms of workload.

Using the previous form, 1 1/2 hours of lecture could result in a deduction of anywhere from 8 hours to, conceivably, as little as 1 hour. It depended upon what other scheduled assignments there were that day. Under the newer process, missing 1 1/2 hours of standard lecture will result in the same loss of sick leave no matter when you miss it or on which day. Thus, the new form represents a

more standardized reflection of workload. It also won't matter whether you're contract or adjunct. Thus, another benefit: both full and part time faculty will use the same form.

What else is CCFT up to? During this year, the union will be negotiating three areas. Salary / compensation package is up again, and we'll continue to explore ways to create a policy for a funding "formula." The second issue involves a discussion Distance Education. These discussions will not be about compensation, but instead will delve into

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## A New Semester, A Glaring Omission

Jefferson Hancock, editor

This is a very busy issue. First off, you'll get a chance to meet your new CCFT Officers: Paul Harvell, CCFT President; Eric Hoffman, Co-Vice-President; and Nancy Stucker, Treasurer. In addition, some contract changes you'll need to know about are mentioned on page 7. Finally, look for editorials from your colleagues on pages 2 and 3.

When I started as *Faculty Voice* editor, my predecessor, the illustrious Mr. Lönnberg, whose words grace this issue, warned me that I'd have to do a lot of arm twisting to get enough material to fill the space for the news. No trouble this time. Just after All College day, I received three member letters requesting a place in this month's voice.

Why? A lot of people, namely classified and adjunct employees, were left out of the "years of service" honors at this semester's All College Day. That omission stuck out like an aardvark at an ant party. The letters on pages 2 and 3 address the issue in a variety of ways.



Read letters from  
CCFT Members on  
pages 2 and 3

## Long Term Adjuncts Recognized Here!

*Allan Lönnberg, Anthropology*

I did not attend the All College Day assembly. That is one of the perks of being an adjunct—the ability to vanish “at will”. But I did hear some reports of what took place. I was delighted to hear that my former professoressa d’Italiano, Teresa Mohammed, was given the John Hurd Distinguished Teaching Award this year. Congratulazioni, Teresa! But I was astounded that adjuncts were not mentioned in the recognition of faculty members with terms of service of twenty years or more. I’m sure this was merely an oversight committed by busy administrators—such an omission would never intentionally occur! So, in recognition of those who were not mentioned, here is a list of adjunct faculty who have been in continuous service at Cabrillo for at least the last two decades:

Adkins, Donald	MUSIC	McLean, Kenneth (Peter)	ENG
Aldridge, Bonnie	ECE	Miller, Julie	ECE
Bowman, Janice	ALA	Oka, Rodney	CHEM
Britton, Bonnie	ART	Orland, Ted	PHOTO
Brown, Rhodna (Simoni)	STRK CTR	Pegoda, Joan	PE
Cantwell, Guy	MUSIC	Politis, Spiro	MATH
Carbone, Paolo	PE	Rohrs, Carl	ART
Card, Harry	ENG	Sendell, Carol	MED AST
Castro, Maria	ECE	Shuirman, Jacqueline	LIB SCI
Chovick, Elizabeth	MATH	Silverstein, Thomas	PE
D’Arcey, Pamela	BIO	Singer, Steve	HORT
Ensminger, Betty	COMMUNICATION	Stenovich, John	DEN HYG
Feldman, Laura	ESL	Stover, Paul (Andrew)	JOURN
Gunn, Julia	DEN HYG	Tarcher, Beth	ART
Jackson-Jones, Helen	DANCE	Tardieu, Catherine	PE
Jacobs, James	WELDING	Taylor-Croft, Marcia	TH ARTS
Jara, Helene	CG	Thorn, David	ENG
Jensen, Donald	MATH	Thronson, Larry	SIGN LANGUAGE
Johnson, Gene (Harold)	PE	Towle, Jeffrey	ENG
Jones, Jon Sydney	ENG	Trindade, Walter	MUSIC
Kaplan, Phil	PE	Van Buuren, Lambert	DANCE
Krupp, Delia	ART	Van Loon, Catherine	ACCTG
Lönnberg, Allan	ANTHRO	Van Loon, Philip	CG
Marshall, James	ECE	Van Wagenen, Robert	AERONAUTICS
Marshall, Robyn	FRENCH	Wilson, Steven	MUSIC
McGushin, Michael	MUSIC	Winings, Rita	ECE

## Letters to the Editor

### Just a Thought

All College Day was super! My appreciation and compliments go to the organizers. The room was filled with good energy. To see the ex-presidents on the stage was wonderful. What a way to connect with the past!



I was sitting in my seat appreciating, absorbing, cheering, and enjoying all this positive energy. It was a superb idea to do 'The Faculty Service Award' and to see those colleagues who have given so much to the students and the college. However, as I was overwhelmed with happiness seeing this, I was also overwhelmed with sadness.

Speaking of acres of diamonds, we have part-time professors who have similarly given a lot, and have served the students for many, many years. Pay equity negotiation is in the process. But "appreciation equity" should also be taken into consideration. The work is the same, the only difference is the title and the pay. I would like to suggest that the Faculty Service Award include our part-time colleagues as well.

—Zarmina Dastagir  
ESL

### Editor Emeritus: Turn Off, Tune In, Drop By



The memory is dim, but I can sometimes pluck it out of my mental galaxy at night, when the light pollution of daytime activity isn't bleaching it into invisibility. It looks like this: clusters of Cabrillo workers, faculty and staff are knotted together in animated conversation in the plaza, or spilling out of offices, or strolling around the campus. The intensity varies, from excited exchanges about some newly erupted controversy, or more quotidian—greetings and small talk. Together they comprise a collegial hum, a drone of discourse that today

seems just what it is: a distant memory. Of course, I exaggerate; such interactions occur today, but they are a pale simulacrum of what once was, but are now replaced by...the click of fingers on computer keyboards.

I can't tell you how many times I have entered the adjunct office in the 400 building, which I share with numerous colleagues. Aside from a welcoming grunt, the only sound I often hear resembles frantic cockroaches scrambling on a linoleum floor. OK, I'm exaggerating again. I can always get Dennis Etler to hold forth on some new hominid fossil, or Sandra Ricar

### Acutely Aware



I have never been so acutely aware of the class difference between adjuncts and full time instructors as I was on All College Day.

Early that morning while walking my dog, I ran into a fellow adjunct instructor who asked me if I was going to be receiving an award that morning.

I told him that I doubted it, that I thought somehow I would be forgotten, even though I've been teaching for more than 22 years, and possibly because I'm also a classified employee. He told me he had been teaching for 23 years.

When they began announcing the awards for teaching more than 20 years, the power point wasn't up yet, so there was a slight glimmer of hope. Since my last name is in the beginning of the alphabet, I could tell right away that I wasn't going to be recognized. I looked over and saw my friend sitting in the theatre with an expectant and happy look on his face. It was the first time I had ever seen him there. His last name is closer to the end of the alphabet. Then the power point went up on the screen and it was immediately obvious that only the full-timers were being recognized. I looked over to see how my fellow adjunct was taking it, and saw that his seat was now empty. I started to think about the part-timers whom I know that have been here for so long including Allan Lönnberg and Debra Spencer. I'm sure there are many more whom I know, but whose names I couldn't think of at that moment. It was a bittersweet moment.

I'm sure that we were pleased that our friends were being recognized and that they would have wished for us to be included, but we were hurt. I choose to think the oversight wasn't on purpose. I just wish we were in the radar of the people whose idea this was.

—Helene Simkin Jara  
Counseling and Guidance

on a sizzling British mystery. But then, the gravitational pull of cyberspace nudges us—because I'm certainly no exception—back into silent orbit.

So, I have a suggestion. Let's offer up one day a week to be computer free. Not a Friday or a weekend, but one of our working days. Having a pc free day would force us, at the very least, to pick up the phone to converse with a real voice at the other end of the line, or might even impel us to get out of our command modules, stretch and walk to another location to make a personal visit. Isn't that what we tell our kids, if we have them, to do?

Turn off the playstation and go outside and play! To conclude, I turn to a once well-known sage of the last mid-century and paraphrase: "Turn off, tune in, and drop by"!



## Absence Forms

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matters of assignments and contact hours. If you have ideas, please forward them to your union council representatives. The last issue being negotiated this year is a complaint process (what happens if someone files a complaint against a faculty

member) and any overlap that has with evaluation. The district wants the ability to react in a timely fashion, using the evaluation process, if a serious problem does arise as a result of a complaint. Obviously, a lot of good discussion remains.

Have any other thoughts about issues that union should concern itself with? Please talk with your council representatives. I have a few ideas, and that's where I'll be taking those – to the union council.

## The New Co-Vice President Positions

*Eric Hoffmann, CCFT Co-Vice President*

Last year, the union asked the membership to split the job of CCFT vice president into two positions, and you voted to approve. I'm one of your new co-vice presidents, and Vicki Fabbri, adjunct in Communications Studies, is the other. I've been working at Cabrillo since 1986; I'm currently the Program Coordinator for the Children's Center. In the Union, I have been a HASS division Council representative and the faculty grievance officer.

The Co vice-presidents are

elected for three year terms. While the VP jobs have very few duties assigned to it in the by-laws, over the years the vice president has taken on greater responsibility for the time consuming tasks of contract development and negotiation. Creating two VP positions allows the union to complete these important responsibilities without placing impossible time demands on one person. The Council also wanted one VP who was an adjunct faculty and would take

leadership on adjunct issues. The co-vice presidents will be the liaisons for CCFT representatives on college committees, run CCFT elections, and meet regularly with Cabrillo administrators to discuss current union related issues.

This semester, as we prepare for Spring negotiations, we will be developing proposals on salary, distance and online learning policies, and the handling of complaints against faculty. If you have ideas or would like to participate, contact me at x5093.



*Eric Hoffmann  
CCFT Co-VP*

## Treasurer's Report

*Nancy Stucker, CCFT Treasurer*



Greetings from your new CCFT Treasurer. I have been at Cabrillo for 13 years and have served as a BELA Division rep on the CCFT Council for two years. I am taking over the reins from Dave Reynolds who served as Treasurer last year. Many thanks go to Dave for his stewardship of CCFT finances, and to Cathy Van Loon, our esteemed accountant, for her continuing hard work behind the scenes.

To give you a brief update, CCFT is beginning the fiscal year in good shape, having met last year's budget goals. We now have a legal reserve of \$10,000, money set aside to support our members should the need arise.

In case you are new to the College, or missed last spring's election, two changes were approved by

the membership and made effective in June 2007:

- 1) dues are now 1.02% of gross salary, reduced from 1.12%, and
- 2) dues are collected year round, including summer and winter sessions

The dues collected in summer and winter will offset the 0.10 reduction in the percentage of gross salary deducted for dues. In addition, we negotiated an increase in the reassigned time provided by the District to CCFT (from .8FTE to 1 FTE), which also reduces our expenditures.

Looking to the future, the overall dues collected should rise each year as CCFT negotiates increases in compensation, and assuming there are more

people moving up the salary scale than retiring. However, the dues our state and national unions (CFT and AFT) charge us also increase every year. We must determine annually if our deduction percentage will cover our increased expenses. Happily this year we were able to lower our own dues and still pay the increased dues owed to CFT and AFT. We hope that this balance will continue, but as Dave told us last year, there is always the possibility that our percentage will have to change in the future.

I look forward to serving as your Treasurer and invite you to contact me if you have any questions.



*Nancy Stucker,  
CCFT Treasurer*





## Flex Week Fun and Council Meeting

*Jefferson Hancock, editor*

As usual good food drew good crowds for this semester's CCFT Flex activities. The part time breakfast was a down home country breakfast of bacon, sausage, eggs, and hash browns. The more health conscious could find fresh fruit and yoghurt. At the meeting, breakfasters received information about contract changes for adjunct faculty and were pleased to find out they their pro-rata pay would move from 61 to 63 percent of full time salary. Further, a staff development fund has been established, so adjunct faculty can now apply for funding to attend conferences. Finally, Joseph Schultz has agreed to cater a dinner for adjunct faculty on Sunday, October 14, so save the date, part-timers. A nominal fee may be charged to cover expenses.

At Wednesday's CCFT Lunch, guests were treated to yet another delicious Mexican meal arranged by our own Maya Bendotoff with food brought in from De La Colmena in Watsonville. Lunch included tamales,

enchiladas, salad, rice, and beans. During the luncheon, CFT treasurer Dennis Smith advocated for the Community College Initiative on the February ballot. The proposed legislation seeks to lower community college fees, revise proposition 98 funding, and give the community college system a place in the California's constitution. Since there is only one other initiative on the February, supporters expect the initiative to do well, but don't see it as a sure winner. It still needs our support.

Shortly after 1:00, the CCFT Council convened at the behest of our new president Paul Harvell. He began by summarizing dues changes, salary increases, and contract re-openers. Because CCFT is now collecting dues for summer and winter sessions, dues year-round have decreased by 9 percent (from 1.12% of gross to 1.02% of gross). Meanwhile, faculty have received a 1.2% pay increase. Increases will show up in August paychecks for adjunct

and in October or November for contract faculty.

Contract re-openers revolve around three areas: distance education, the evaluation process, and the salary formula.

Near the end of the council meeting a few representatives raised concerns about changes to the health plan. The district has agreed to fund the lowest level HMO with Health Net, but co-pays have gone up for the plan, and certain outpatient surgical procedures will now require a \$250.00 co-pay. Emergency room and urgent care fees have gone up as well. Be sure to check with your health plan to see what's covered and what's not before deciding on a procedure or paying a visit.

Finally, be on the lookout for newer, simpler absence report forms. The forms will be easier to fill out and were designed to create more equitable deductions of sick leave.

"Joseph Schultz has agreed to cater a dinner for adjunct faculty on Sunday, October 14, so save the date."

## What is Re-employment Preference and How Do I Get It?

*Debora Bone, Grievance Officer*

**Reemployment preference**, formerly known as "assignment preference," is a partial, yet valuable form of job protection for adjunct faculty. Defined in Article 16.8 of the CCFT Contract, reemployment preference is established when a part-time faculty member has completed eight semesters of "**Cabrillo College Service Credit**." Adjunct faculty members earn Cabrillo service credit by completing one or more assignments in an academic discipline during one semester.

The District Human Resources Office maintains a **Length of Service List** that identifies the first date of paid temporary academic employment for each unit member. Newly retired full time faculty may begin to establish reemployment preference in the same manner as part time faculty. These lists are available from HR, the Division Offices, or from CCFT.

Once established, adjunct faculty members with reemployment preference shall be offered **an assignment**

before an adjunct member without reemployment preference, provided he/she is qualified for the assignment. If there are more adjunct faculty members with reemployment preference than available assignments, the contract specifies (Article 16.8.4) that assignments be offered first to the faculty members with the most seniority according to the Length of Service List and in accordance with Article 16.4.

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Once established, adjunct faculty members with reemployment preference shall be offered **an assignment** before an adjunct member without reemployment preference.

## Classified Information

### Brand Spankin' New: CCEU

Stephanie Stainback, CCEU President

I am thrilled and honored to be the first elected representative for a brand new union – the Cabrillo Classified Employee Union, CCEU.

Whatever happened to SEIU, one might ask? The short version is that our group felt that SEIU seemed to be lacking in democratic instincts, and to be just a touch heavy-handed in their actions. Can you imagine how some of us might chafe a bit at feeling the need to be obedient to parental oversight? Anyway, CCEU wanted to have a chance to create a culture with different values.

We held an advisory election, and 83% of our 262 members voted. 81% of those who voted advised us to decertify SEIU and to form our own independent union.

We became a non-profit labor union. We collect our own dues, and hired our own labor consultant. Now we're able to focus more on issues that directly affect our members. This is not at all a repudiation of organized labor, simply a model of organized labor that operates by means of pragmatic collectivism - which we deeply believe in.

I'd like to mention several issues currently of interest to the classified nation:

As you have already heard, our enrollment statistics currently

show that we are up over 8% in our headcount thus far this semester, compared to the fall 2006 semester at the same juncture. It's early, but this is a great sign.

The 2006 Cabrillo Fact Book indicates that enrollment is projected to increase by at least 2%-3% per year over the next 9 years – which could result in an increase from 15,000 to approximately 18,000 total students. We are a healthy and financially stable organization. Our goals as a classified staff are to participate fully in the planning process, to assist the college in being flexible reacting to anticipated growth, and to continue to find ways to provide quality service to students.

Now we subscribe to the "build it and they will come" model of decision-making when it comes to baseball fields, but not so much for planning how to staff new college facilities. It'll be great to have new buildings. But there is no money from the state for staffing those buildings. As a result, the new Student Activities Center will be opening with insufficient staff, unless our students decide to contribute money for a receptionist.



And it would be lovely to have a plan detailing the staffing needs for the new facilities yet to come. Hopefully this plan would specify the role that classified staff will play in serving students in the new buildings. And in a perfect world, perhaps we could propose a plan based upon actual need, rather than available funding.

CCEU is currently involved in our first ever negotiations with the District for salary and benefits. Our ranking for average classified salary, when compared to the other 72 community college districts in California, has dropped from 29th to 41st in the past year alone. Our salaries are now in the bottom half of the community college system. Our confidential employees are ranked at the bottom of their salary comparisons. And I don't need to tell you about the cost of living in Santa Cruz County. This combination leads to exactly what we are experiencing now – trouble recruiting and retaining quality employees. We understand that

"CCEU is currently involved in our first ever negotiations with the District for salary and benefits."

it's in our best interest to keep Cabrillo financially sound. But a necessary part of keeping the college healthy is having a healthy classified staff, one that feels appreciated, respected, and rewarded for the good work that they do. The basis for maintaining a stable college support staff is created by providing a living wage.

Starting a new union is a lot of work, and it hasn't been easy. We welcome CCFT's support for the Classified Nation and the CCEU.

### Reemployment Preference

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The criteria used to make assignments are listed in Article 16.4. These include: availability, evaluations, length of service, reemployment preference, continuing comparable assignment, educational preparation, and "maintenance of continuity and quality of educational programs." This last criterion is the one most often subject to interpretation. From a CCFT perspective, the continuity and quality of programs

is maintained primarily through the faculty evaluation process. Issues regarding the quality of teaching should be handled through the evaluation process, not the assignment process. Articles 17.6.8-10 and 17.8 address the re-evaluation of adjunct faculty.

CCFT is aware that departments juggle many factors in making appropriate assignments. A successful schedule of classes must

meet student demand for courses, maintain full loads for contract faculty, and offer available assignments to part-time faculty, while respecting reemployment preference. CCFT encourages contract faculty, and especially Program Chairs, to familiarize themselves with the contract provisions for reemployment preference, so they can be advocates for part-time faculty rights.

Adjunct faculty with questions or concerns about reemployment preference should contact CCFT at  
464-2238  
or  
[ccft@ccftcabrillo.org](mailto:ccft@ccftcabrillo.org)

## New Contract Agreement: Salary Increase, Retirement Incentive, and Improvements to Health Benefits Eligibility for Adjunct Unit Members

CCFT and the District ratified a new contract at the end of the spring semester which will be in effect through June 30, 2010. Highlights of the entire contract agreement have been emailed to all faculty on the District list serve and are available online at [ccftcabrillo.org](http://ccftcabrillo.org). Important changes include the salary increase and improvement in pro rata pay for adjunct and overload units, a retirement incentive, and improved access to a District-paid benefits stipend for adjunct unit members.

### Salary increases

For 2007-08 all faculty will receive a 1.2% increase; this is in addition to a .8% increase added at the end of last year, for a total increase of 2% over the amount you received in 2006-07. In addition the pro rata for adjunct and overload units increases to 63%. Full-time unit members will also receive a \$150 bonus to offset health benefits costs (in lieu of a vision plan).

#### Implementation of increases:

All faculty should have received retro payment for .8% of 2006-07 gross in August 2007 as well as an ongoing increase of .8%. The additional 1.2% increase will be implemented for adjunct and overload pay units in August (this increase also includes the increase to 63% pro rata).

Full-time faculty members will receive the additional 1.2% in October, at which time they will also receive retro pay for the 1.2% for August and September AND the vision stipend of \$150.

The retro amounts should appear on your pay stub as a separate line item.

All of the salary schedules can be found online at [ccftcabrillo.org](http://ccftcabrillo.org).

### Retirement incentive

Article 18.7 provides a retirement incentive program for 2008-09. In order to participate in the program, the regular faculty member must be age 55 or older, retiring into the STRS retirement system, have 15 years or more of service credit in the District according to the provisions of Article 18.3 and **must submit a letter to the Human Resources Department between May 15, 2008 and September 15, 2008 providing a retirement date during the summer of 2009**. The retiring faculty meeting these provisions will receive the following compensation:

15 years of service to less than 20 years of service in the District: \$10,000 total, \$5,000 to be paid in July 2009 and \$5,000 in August 2009.

20 years or more of service: \$15,000 total, \$7,500 to be paid in July 2009 and \$7,500 to be paid in August 2009.

The District will hold a STRS retirement forum in the spring of 2008. If you would like to get a jump-start on figuring out if this option works best for you, you can use the retirement calculator on the STRS website ([www.strs.ca.gov](http://www.strs.ca.gov)), call STRS at 1-800-228-5453, or set up an appointment with a local STRS counselor (476-7140).

### Changes in health benefits eligibility for adjunct faculty members

Summer and winter sessions now count towards establishing initial eligibility.

Adjunct unit members become eligible for a District-paid benefits stipend after working 15-18 units (a 50-60% load) for two academic years.

In addition, part-time faculty members will not be penalized if their class is cancelled (14.4.2). **If a unit member drops below the 15 teaching unit requirement per academic year needed to maintain eligibility due to a class cancellation after the beginning of the term, the unit member will not lose eligibility for District-paid benefits. Unit members must communicate this information to the Human Resources Department.**

If you have questions about the new contract, please contact your CCFT representative or call the CCFT office (464-2238).

## Fall Calendar . . . save the dates!

### *Council Meetings*

*October 15*

*November 19*

*December 10*

*Mondays from 2:30-4:30*

*In 1804, Sesnon House*

### *Executive Board*

*October 8*

*November 5*

*December 3*

*Mondays from 2:30-4:30*

*in 1824, Sesnon House*

### *Part Time Committee*

*October 11*

*October 25*

*November 29*

*Thursdays from 12:30-2:00*

*at The Farm*

# CABRILLO COLLEGE FEDERATION OF TEACHERS



Phone: 831-464-2238  
 Fax: 831-464-2283  
 E-mail: [ccft@ccftcabrillo.org](mailto:ccft@ccftcabrillo.org)  
<http://ccftcabrillo.org>  
 Director: Maya Bendotoff

## CCFT REPRESENTATION ON CABRILLO COLLEGE COMMITTEES

COMMITTEE	CCFT REP(S)	PHONE	EMAIL
Benefits Committee	Debora Bone	425-0622	<a href="mailto:debone@cabrillo.edu">debone@cabrillo.edu</a>
	Olivia Hand	479-6282	<a href="mailto:olhand@cabrillo.edu">olhand@cabrillo.edu</a>
College Planning Council	Paul Harvell	477-5218	<a href="mailto:pahravell@cabrillo.edu">pahravell@cabrillo.edu</a>
	Alex Taurke	x6320	<a href="mailto:altaurke@cabrillo.edu">altaurke@cabrillo.edu</a>
Distance Learning	John Govsky	466-3269	<a href="mailto:john@teacherjohn.com">john@teacherjohn.com</a>
	Nancy Stucker (alt.)	x1404	
Facilities Planning Advisory	Rob Edwards	x6294	<a href="mailto:redwards@cabrillo.edu">redwards@cabrillo.edu</a>
Faculty and Staff Diversity Advisory	Michele Chao	x3502	<a href="mailto:michao@cabrillo.edu">michao@cabrillo.edu</a>
	Barbara Schultz Perez	x6244	<a href="mailto:baschult@cabrillo.edu">baschult@cabrillo.edu</a>
Meritorious Service	Zarina Dastagir	x6398	<a href="mailto:zadatag@cabrillo.edu">zadatag@cabrillo.edu</a>
Sabbatical Leave Review	Eric Carter	x6490	<a href="mailto:ercarter@cabrillo.edu">ercarter@cabrillo.edu</a>
	Marcie Wald	X6272	<a href="mailto:mawald@cabrillo.edu">mawald@cabrillo.edu</a>
	Mary Ellen Sullivan	x6315	<a href="mailto:masulliv@cabrillo.edu">masulliv@cabrillo.edu</a>
Safety Committee	Noreen Romero	477-5217	<a href="mailto:noromero@cabrillo.edu">noromero@cabrillo.edu</a>
	Matt Escover (alt.)	x1614	
Sexual Harassment	Marcy Wald	x6225	<a href="mailto:mawald@cabrillo.edu">mawald@cabrillo.edu</a>
Staff Development Advisory	Vicki Fabbri	x5788	<a href="mailto:shflores@cabrillo.edu">shflores@cabrillo.edu</a>
	Shirley Flores-Muñoz	477-3579	<a href="mailto:jagriffi@cabrillo.edu">jagriffi@cabrillo.edu</a>
Technology	Charlotte Jensen	x6438	<a href="mailto:chjensen@cabrillo.edu">chjensen@cabrillo.edu</a>
	John Govsky (Alt)	466-3269	<a href="mailto:john@teacherjohn.com">john@teacherjohn.com</a>

### Learn to C.O.P.E.

C.O.P.E. is the Committee on Political Education. It's causes are supported through *voluntary* deduction by those of us who see a valuable connection between labor and politics.

### Two Good Reasons For Giving To C.O.P.E.

**1. The Community College Initiative.** This will be on the ballot in the February election. The measure seeks to equalize community college funding, lower student fees, and give California Community Colleges greater autonomy.

**2. Governing Board Elections.** A number of Governing Board seats will be up for election soon. One member who is especially supportive of Cabrillo is rumored not to be returning, and in the most recent election a couple of members did face challenges.

Throw a few extra bucks into the C.O.P.E. kitty if you can.

For details, contact:

Bill Stamos at 477-5191 ([bistamos@cabrillo.edu](mailto:bistamos@cabrillo.edu))

or

Julie Hanks at 479-6442 ([juhanks@cabrillo.edu](mailto:juhanks@cabrillo.edu))

### ELECTED OFFICERS

President	Paul Harvell
Vice Presidents	Vicki Shook-Fabbri Eric Hoffman
Historian	Michele Rivard
Treasurer	Nancy Stucker
Membership Chair	Michael Mangin

### APPOINTED CHAIRS

Chief Negotiator	Paul Harvell
Adjunct Committee Chair	John Govsky
Grievance Officer	Debora Bone
Newsletter Editor	Jefferson Hancock
COPE Co-Chairs	Julie Hanks & Bill Stamos

### DIVISION REPRESENTATIVES

BELA	Meredith Babbe
	Robyn Marshall
	Diane Putnam
	Nancy Stucker
	Elissa Wagner
Counseling	Francisco Ponce
	Barbara Schultz-Perez
HASS	Enrique Buelna
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