

FACULTY VOICE

CCFT NEWS

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

OCTOBER, 2007



CCFT President
Paul Harvell

President's Report: Support Prop 92

Paul Harvell, CCFT President

Proposition 92, the CCI. A number and some initials that you need to know, to be fluent in, and to be actively supporting.

On the February 5th election ballot will be Proposition 92, the Community College Initiative (CCI). This initiative will bring significant positive changes to the community college system. And the initiative needs your support. Support in informing others about the important benefits of the CCI. Support in the form of a monetary donation to promote the initiative.

I will spend some words below describing some of details about the initiative for the uninitiated; however, I

don't want to spend time explaining the importance of this initiative or of community colleges. That should be self evident. This is a proposition written by us, for us. Getting the initiative on the February ballot has been a several year process supported by the greater CC community. Though I don't need to spend time or space explaining the importance to you, you do need to spend some time explaining the proposition to friends, family, and neighbors. Don't wait for someone to ask you about it. Check with people. Do they know about the proposition? Do they know what the proposition will do? The election could be close, and the

CTA (California Teachers Association, which does represent some community colleges) is taking an active position *against* the initiative. They even signed the published position against the initiative. Two of their complaints are that community colleges have no accountability on spending and that our per unit student fees are already some of the lowest in the country (can you believe a teachers' organization is saying this?).

Advertising will help spread the word, and that means money. The initiative needs your financial support. Community colleges across the state have already donated tens of thousands of dollars.

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One Faculty

Michael Mangin, CCFT Membership Chair

As you know, the central role of CCFT is to represent the various interests of Cabrillo's faculty in negotiations and on the many governance committees of the college. Our local association was formed in the mid-1980s because most of the faculty felt that our best chance to improve compensation and working conditions would be through a united faculty speaking with one voice.

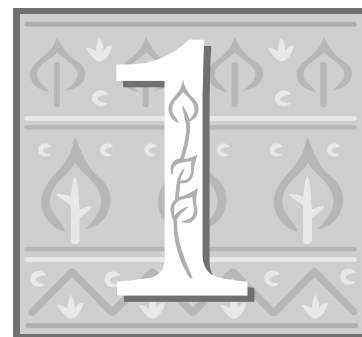
We were fortunate to have far-sighted and effective leadership and policies at the creation of CCFT, including the conscious decision to form one union that would represent the interests of both adjunct and contract faculty. We continue to benefit from the hard work, selfless dedication, and wisdom of our past leaders.

In the last 20+ years negotiations have yielded a

contract which, as Diane Putnam of the English Department pointed out in an all-college email last month, has given us a chance to build a decent life while doing work that many of us feel is socially, politically, and personally meaningful.

More than that, we have fostered a community of collegial interests with the college administration that

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One Faculty

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keeps the doors of communication open and usually seeks to solve problems in a way that respects the interests of faculty members. I am extraordinarily proud of the work that CCFT has undertaken to represent the interests of individual faculty members in the grievance and negotiations processes, more often than not with positive results. I think we all should be proud too.

So it is with mixed reactions that I read emails like the ones we received at the beginning of this semester, expressing dissatisfaction with the latest contract and with the leadership of CCFT. On the one hand, I tend to get a bit defensive when CCFT is accused of engaging in a "shell game" with its members' dues. I think that our current system, practiced at most community colleges, to have every faculty member pay the exact same percentage of their income as union dues is the most equitable and fair system that could be devised.

On the other hand, I welcome Arturo's assertion that faculty rightly have an expectation that our compensation package ought to always, at a minimum, keep up with state-funded COLA increases. We need to be forceful in expressing that position. I have also been appreciative that Vera has come to CCFT Council meetings in the past to articulate her

views of how the union ought to prioritize its bargaining positions. Both of these individuals have been key leaders in CCFT in the past, so their recent criticisms merit serious reflection.

That reflection has been going on for a while now, and, as your Membership Chair, I must say that we who have been in CCFT leadership could do a better job of reaching out to all members of the faculty to make them feel that their voice matters. It's a daunting task, given the diverse interests of so many instructors at the college, but it is one we must try to take on.

It should start with a simple truth: We are one faculty.

We are committed to some core principles: equal pay for equal work, respect for the professionalism of all of our colleagues, sustaining a learning environment that serves the needs of our students, and democratic processes of decision-making.

Over the last twenty years, as the college has grown and many of us have little daily (or social) contact with each other, it has become possible for individual faculty to become disconnected from both CCFT as an institution and the people who have been its leaders in the last few years. This year we want to try to reopen some of those lines of

communication. It's easy to be inspired from the kind of spirit that we have all witnessed in our sister union, the CCEU. (I suggested pink shirts for us, but was recently voted down.) We would like, once again, to be the kind of faculty association that 100 percent of Cabrillo's faculty can be proud of. And proud to be a member of. And even if we cannot reach the goal of uniting all faculty as active members of CCFT, we want all faculty members to know that we will listen to your suggestions.

We will, over the next several months, engage in an effort to reach out to every member of the Cabrillo faculty. We will try to speak with every one of you, mostly to listen to your concerns and, whenever possible, to answer your questions and ensure that your voice is heard in CCFT's governance process.

We want CCFT to continue to be an important force in creating a better Cabrillo College. With the contributions, talents, creativity, and commitment of our diverse faculty, we cannot fail to make this a better place. It starts with us – one faculty, one college. (Look for the buttons in the spring!)

CCFT works to assure continued Mental Health Benefits

Debora Bone, Grievance Officer

CCFT learned this fall that, unbeknownst to the District, Health Net had changed the mental health benefits for the "High Plan." Happily, after a number of emails, phone messages and conversations, the District was able to work with our insurance provider, SISC, to re-instate the previous level of coverage.

Effective October 1, 2007 through September 30, 2008, the Managed Health Network (MHN) mental health benefit for those on the Health Net High plan will return to a \$10 copay with unlimited visits. If you have used the MHN benefit since July 1, 2007 and have paid the higher copay of \$30, the District will reimburse the difference of \$20 per visit.

In order to request a reimbursement, please provide a copy of your Explanation of Benefit Payment form (EOB) from MHN that outlines the services that you had rendered and reflects the \$30 copay for each visit, to Susan Torres in the Human Resources Department.

If you have any questions, please contact Susan Torres at extension 6182 or via email at sutorres@cabrillo.edu.

President's Report: Prop 92

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Cabrillo has barely done anything during the passage part of the process (we did help get the proposition on the ballot, but that's only half the trip), and our fair share is over thirty-thousand dollars. CCFT has kicked off a fund raising effort. Many instructors will be contacted personally to make a donation. Get your checkbooks out. If you don't hear from a CCFT council member directly, please forward us a check.

Some basic info: What will the CCI do? First, the CCI will tie the funding of community colleges to the number of young adults (our target population) as oppose to the number kids in the K-12 system (kindergarten through twelfth grade). If the number of young adults grows at a faster rate

than the number kids in elementary and high schools, then community college funding will match the number of student we have, not the number of student K-12 has. Of course, the reverse could also be true. In either case, the educational systems, either K-12 or community colleges, will receive the funds based on their own students. How does that not make sense?

The second thing the CCI does is properly define and describe the governance process. It recognizes the state governing board as the main governing body and adds two more positions to that board, one instructor and one staff employee. This also keeps local boards in control of their school districts. Since Califor-

nia community colleges grew out of the K-12 system, they've never been properly defined in the state constitution. This proposition fills that missing whole.

The last thing the CCI does is to reduce student fees to \$15 per unit (from \$20 which the CTA seems to feel is already too low) and allows that fee to increase at a well defined maximum rate (tied to the growth of personal income in the state). You all know what lower fees mean: our poorest students can take more classes.

What will the CCI *not* do? It will not raise taxes. It will not reduce funding to K-12.

Don't stand on the sidelines on this one. Your voice. Your money. Prop 92 needs both.

**Write checks to
CALIFORNIANS
FOR COMMUNITY
COLLEGES**

**and send to the
CCFT mailbox.**

The CCFT COPE Committee will track Cabrillo faculty contributions and forward them to the campaign.

Community College Initiative Campaign Visits Cabrillo

On Monday, September 24, the Community College Initiative Back-to-School Campaign made its way to Cabrillo's Watsonville Center. There, on the front steps, Cabrillo College trustees, students, faculty and other supporters held a press conference to announce local support for the California Community College Initiative, which will appear on the February 5, 2008 statewide ballot as Proposition 92. This important ballot measure gives more students a chance to go to college by lowering community college fees and limiting future fee increases. It also ensures that the community college system receives adequate and sta-

ble funding. Participants at the festivities included CCFT President Paul Harvell, CCEU President Stephanie Stainback, Cabrillo College President Brian King, Cabrillo College Board Members Rachel Spencer, Rebecca Garcia, and Al Smith, and Watsonville Mayor Manuel Quintero Bersamin.

The Community College Initiative is supported by a broad coalition of community college leaders, advocates, local trustees and students – including the California Federation of Teachers, the Community College League of California, the Faculty Association of California Community Colleges, the Califor-

nia School Employees Association and the Los Angeles College Faculty Guild.

Californians for Improving Community Colleges is a coalition of educators and community college organizations with major funding by the California Federation of Teachers Prop/Ballot committee, the Los Angeles College Faculty Guild and the Faculty Association of California Community Colleges.



The Big Kahuna speaks at the Watsonville Center Prop 92 Kickoff Event

**For more information, contact
www.CaliforniansForCommunityColleges.org
or
www.faccc.org**

Part-Timer Feast

Jefferson Hancock, editor



Sunday, October 14.

What a nice day. That's all I could say to myself as I crawled my car through the winding paths of the Delaveaga Golf Course to the Stroke Center for the first ever part time luncheon, hosted by the illustrious Joseph Schultz of India Joze and Culinary Arts Department fame. Having forgotten the time, I arrived fashionably late and heard the echoing voice of a distant microphone spreading itself across the warm afternoon. "Perfect weather" I thought to myself as I walked through the parking lot and looked out over Monterey Bay.

Apparently, I was later than I thought. The buffet was lined up just outside the Center, with Joseph's familiar car backed up and opened, fiery wok sizzling away. Not realizing the Joseph would be fattening us up all afternoon, I snatched a plate quickly and greedily filled it. I grabbed some sticky rice to start with, scraping it from the bottom of the wok because the crunchy kind is the best. Then I threw on some of the braised beef dish and topped it off with a bit of salad and spicy hot dressing followed by seared leeks. Finally I snatched couple of tasty fried spicy calamari.

Despite my late arrival, I was warmly greeted and saw many familiar faces. Hugs and handshakes and smiles from colleagues — part-time and full time — pleasantly interrupted me as I trudged across the deck with my heaping plate of food.

"Did I miss much?" I asked John Govsky, chair of the Part-Time committee. "Not at all. Just a few opening remarks," he said above the wafting music of a Chilean guitarist who strummed pleasantly and quietly serenaded the crowd of about fifty in the background.

As I ate, I chatted for a time with the folks at my table, had a few more glasses of tea, and found my plate was finished, so I went back for seconds. John suggested that I try the mushrooms but warned me that they were hot. He was right. I needed a lot of sweet jasmine iced-tea to wash down the lava laden fungi, but they were so delicious I had to go for seconds and thirds. And the tea was a delightful chaser. I couldn't get enough of it.

Upon my return, an informal presentation began. Emcee, Communications Studies Instructor, and CCFT Co-V.P. Vicki Fabbri made a few announcements and took a show of hands for those who had worked at

Cabrillo for 5, 10, 15, or 20 or more years. The largest group was the latter, so they all went up to the center of the deck and had their pictures taken. Then, several folks — Julie Edwards, Julie Miller, Helene Jara, Debora Bone, and Rob Edwards among others — spoke about the role of part-timers in CCFT's history, and their importance to Cabrillo.

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Joseph Schultz cooks up a storm



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Paving the Path Towards Equity

Maya Bendottoff, CCFT Director



The week of October 29-November 2 many higher education campuses across the US, Canada, and Mexico will recognize Campus Equity Week, a week of action to call attention to the unfair working conditions faced by part-time/adjunct faculty members and to acknowledge the multitude of talents, expertise, and skills they bring to their classrooms.

At Cabrillo, our Part-Time Committee recognized and honored our faculty members at a luncheon held on October 14. Huge thanks to Joseph Schultz and the Part-Time Committee for volunteering their time and talents to honor fellow colleagues. Thanks also to all of you who took the time to join us.

Fortunately, we have made significant gains for adjunct faculty over the last number of years. In the 2000-2001 academic year, the maximum amount per unit for an adjunct/overload unit was \$1,000. That was when the "salary cap" was at step four of column six of the adjunct salary schedule, so part-timers in the higher cells of the schedule were earning 46% of what their FT counterparts earned. This means that a part-timer with a Masters degree plus 60 units and 20

years of experience earned the proportionate amount of a \$30,000 salary in 2000-2001 (a part-timer with a 50% load earned \$15,000). The current maximum for an adjunct/overload unit is \$1,720; this is now based on 63% of the FT schedule, an increase of 172% since 2000-2001.

The progress in removing the salary cap was made over several years (2001-2005). The modest increases in pro rata have been made more recently—first from 60-61% in the fall of 2006 and then from 61%-63% in the fall of this year.

Access to health benefits has also improved. In 2001, less than 15% of part-time faculty members were eligible for a health benefits stipend. This year, about 25% of our part-timers are eligible.

Progress has been made. Some say too much progress, others say too little. I think everybody agrees in the principle of equal pay for equal work, but not all agree that we should make this progress if we do not have more additional state money coming in. CCFT has surveyed the faculty on this issue, and a majority do believe that we need to continue to make progress, even if we have

to make it in modest increments as we balance various interests with little funding.

In any case, there is always something that you can do.

- 1) Honor and respect your part-time colleagues. Notice when they put in extra time and energy. Invite them to participate in discussions. Even though they are not paid to attend most meetings, they like to know that they are invited and that their input is valued.
- 2) Help advocate for part-time faculty members. This can be done in a variety of ways, from participation on the Part-Time Committee to advocating for state funding and legislation to helping put together new materials and resources for PT colleagues.
- 3) Support the Community College Initiative. The Community College Initiative would provide additional funding to the community college system when we are growing. This funding would provide a much needed resource and allow the negotiations team to make more significant progress on the main money items: salary, equity, and health benefits.
- 4) Imagine. Imagine this to be a college where there are a multitude of full-time faculty members to run and develop programs. Where your part-time colleagues are

paid almost the same amount that you are—or, dare I say—even the same amount (pro rata). Where part-timers are actually paid to participate in campus governance meetings such as the faculty senate and SLOs. Wouldn't you and your program benefit? Wouldn't the students benefit?

There is always something that we can do to improve a situation of such gross inequity. In honor of Campus Equity week, in honor of your part-time colleagues at Cabrillo and across the nation, take a moment to think about what you can do. Together we are strong.

CFT to support legislation changing the 60% law to 67%

On September 29, 2007 the CFT State Council passed a resolution from the CFT Part-time Committee calling for CFT to sponsor legislation to change the 60% Law within the California Ed. Code to 67%. This possible change in the law would allow part-time faculty to teach 67% of a full-time faculty member's load within a district's community colleges. Moving the allowable load to 67% means that part-time instructors who have 5-unit classes will be able to teach two classes at the same college without exceeding their maximum. CFT will now look for a legislator to carry this bill forward during the 2008 legislative session. Once this is accomplished, the language will be written and a bill number adopted.

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Thoughts on . . . The College Master Plan

Eric Hoffman, CCFT Co-Vice-President

The College is in the process of creating a new Master Plan. The last one was done for 2004-07, with a one year extension added for 07-08. (If you're interested in seeing the current plan, see www.cabrillo.edu/publications/masterplan.) Recently, the College Planning Council (CPC) discussed a draft of the goals to be included in the new Master Plan. They are:

1. Increase outreach to underserved students and enhance enrollment
2. Improve teaching and student services excellence
3. Develop the "Pathways to Prosperity" – occupational and technical education
4. Improve the governance structure
5. Foster relationships with the community

Many of you participated in the "visioning café" and other meetings to come up with these goals. Once they are finalized, what is the next step? There will be a

task force for each goal to develop specific objectives, measures, and strategies. People will be assigned to make sure the objectives are met. Funding will, perhaps, be identified for the action plans. This kind of process can result in a useful tool for guiding our future development—or it can produce one more layer of shelf paper in a very large closet somewhere. (They say one of those new buildings on lower campus will be a theater, but so far it looks like a giant file drawer to me.)

Organizations show their real goals by how they allocate resources—time, money, space, and people. I hope the task forces make sure these goals are reflected in the various funding formulas we use here. I'm particularly interested in seeing how they impact the staff prioritization process. Will departments get points for fostering relationships with the community or reaching out to underserved populations?

How about in the formulas used to determine program chair compensation? Will the goals be used to help decide the issues of space allocation and staffing that have accompanied our recent building binge? I'll know the College is taking the Master Plan goals seriously when we use them to think through these kinds of details. A lot of staff energy and commitment goes into producing a Master Plan. We should make sure the Plan's goals are part of the conversation whenever the College makes decisions about how to divide up its resources. CCFT and the Faculty Senate are the faculty voices in these decisions. If you would like to take part on one of the task forces that will oversee implementation of the Master Plan, talk to Paul Harvell or one of the other CCFT officers.

"Organizations show their real goals by how they allocate resources--time, money, space, and people."

Classified Information

CCEU Update – Tail End of Dog

Stephanie Stainback, CCEU President

The Cabrillo Classified Employee Union is in the midst of negotiations for wages and benefits this year. Changes to the medical benefits were implemented by the District without buy-in or agreement from CCEU this year, so we are very intent upon improving salary instead.

This is one of those years where we are puzzled and a bit discouraged by the negotiations process. A 1% raise for all classified employees would cost the District \$122,000 this year. That is very modest indeed. Yet we have watched the District augment the base budget by \$250,000 with "extra" money, augment \$2,000,000 worth of

one-time requests with "extra" money, augment the college's reserve fund by \$500,000, and allocate the expenditure of approximately \$600,000 for new faculty positions. These are all worthy expenditures. But each decision made paints us into a smaller and smaller corner, where the amount of money available to be negotiated for is perhaps too small to make negotiations meaningful this year. It seems to make the entire process seem like a game, where the end result was pre-determined long ago.

And isn't it a basic business premise that one's "fixed operating" costs (such as the cost

of labor) are established before "extras" are committed to? In any event, the dog has wagged her tail, and we are hanging onto the hair at the very end of that tail for dear life right now.



Steph Stainback and friend

"A 1% raise for all classified employees would cost the District \$122,000 this year."

Part-Timer Luncheon

Continued from page 4

To finish up, we had a scrumptious dessert of cantaloupe, dough balls and chocolate fondue and the afternoon wound down. At last, Joseph packed up his van, and on the way out to my car, I thanked him and his crew for donating their time and resources for this delicious afternoon. He said, "It was my pleasure Jeff. I'm really glad you liked it."

At that point, staring out over the glorious blue Pacific and the sylvan golf course, I was overcome with a feeling of quiet happiness. It didn't just come from having a full belly.

It came from having a full heart, too. I felt welcomed. I felt appreciated. I felt honored for my work as a teacher at Cabrillo. In my sixteen years as a part-timer, I've not felt that before. So, to the folks who put this event together — Vicki Fabbri,

John Govsky, Maya Bendotoff, et al – thank you for all your hard work. And to Joseph Schultz, thank you, not just for cooking up a feast, but for *appreciating* part-timers.

It sure was a nice day.



Joseph Schultz (right) welcomes part-timer diners, as John Govsky (left) looks on.

The 20 year club , left to right:

Rhonda Martyn, Robyn Marshall, Donna Brough, Allan Lonnberg, Julie Miller, Helene Jara, Maria Castro, and Shelley Skye (front)

CCFT Contract Development Meetings

- * **Monday, October 22 from 1:30-3:30 pm in room 312– complaints/evaluation issues**
- * **Thursday, November 8 from 1:30-3:30 pm in room 510– salary formula**
- * **Tuesday, November 27 from 2:00-4:00 pm in room 312 – distance education**

Fall Calendar . . . save the dates!

Council Meetings

November 19

December 10

Mondays from 2:30-4:30

In 1804, Seson House

Executive Board

November 5

December 3

Mondays from 2:30-4:30

in 1824, Seson House

Part Time Committee

November 29

*Thursday 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
<http://ccftcabrillo.org>
 Director: Maya Bendotoff

CCFT REPRESENTATION ON CABRILLO COLLEGE COMMITTEES

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

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 |
| | Nancy Stucker |
| | Elissa Wagner |
| Counseling | Francisco Ponce |
| | Barbara Schultz-Perez |
| HASS | Enrique Buelna |
| | Michelle Chao |
| | Matt Escover |
| | Michael Pebworth |
| Health Services/ Library | Sylvia Winder |
| HWPEA | Debora Bone |
| | Jan Hiley |
| | Beth McKinnon |
| | Joanne Wylie |
| Instructional Development | Jefferson Hancock |
| NAS | Damian Alcaraz |
| | Joe Jordan |
| | Jim Griffin |
| | Denise Lim |
| | Alex Taurke |
| VAPA | John Govsky |
| | Sarah Albertson |
| | Michele Rivard |
| Watsonville | Julie Hanks Tera Martin |

Cabrillo Welcomes Junior Professor

Please welcome a new member to the CCFT family, Derek Decelle. He arrived a week early, on July 29, 2007. Derek is the son of proud parents Sara and Dave Decelle. Sara teaches in the math department and has been an active member of the CCFT Council. She tells us that she rode her bike four miles on the day she started labor (Wow!), and she'll be returning to work soon to do a cybersession this fall and online classes in the spring. Sara is happy that adjunct faculty can request classes, since teaching online will allow her to spend more quality time at home with her new bundle of fun. Derek Decelle weighed in at 7 pounds 4 ounces and was 21 inches long. Isn't he cute?



Junior Professor Derek Decelle lectures on the quadratic formula.