

FACULTY VOICE

CCFT NEWS

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

OCTOBER 2008

CCFT President
Paul Harvell



President's Report: Proposed Budget Cuts

Paul Harvell, CCFT President

Wrapping up some old business: at the end of last year, we finished negotiating a "re-opener" on tenured faculty evaluations and due process in the complaint process. These changes to the contract need to be ratified by the membership to take effect. The CCFT council has recommended faculty ratify these changes. Look for ballots in faculty mailroom soon. Please vote.

Old business not wrapped up: compensation. Now with a state budget in place, we can return to looking at compensation. The problem is that even with some nice gains in the budget for Community Colleges (a very small

COLA and backfill for last year's property tax shortfall), the district may still argue that the college still has a deficit and cannot afford a pay raise. However, CCFT's position is that faculty salaries at Cabrillo are falling behind when compared to other community colleges, and we must find a way to stem the slippage and finally to reverse it. Doing so won't be easy, but aren't all schools facing the same budget constraints? CCFT is in the process of compiling clear and compelling documentation of salary comparison, and this information may be released late this semester or early in the spring. One of the issues we'll be carefully exam-

ining at is how other schools are dealing with the state budget.

But knowing what other schools are doing is not enough. The union needs a better understanding of Cabrillo's budget circumstances. That's why CCFT will create a budget study group. The purpose of this group is to better understand the budget, make recommendations on what might be possible for compensation, and to educate our membership as to our view of budgetary constraints, instead of merely passing along the district's view.

Beyond the budget and compensation, space planning continues.

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True Endorsement: Cabrillo Teachers and Staff Endorse Susan True

Debora Bone

The Cabrillo College Federation of Teachers (CCFT) and the Cabrillo Classified Employee Union (CCEU) met early in September with the three candidates for the Area III Trustee position on the Cabrillo College Governing Board. This seat on the Board represents the communities of Live Oak, Soquel and Capitola and will replace John Leopold who is currently a candidate for

the County Board of Supervisors.

All three candidates were invited to respond to a written questionnaire and then to a half hour each of oral questions about their background, experience and what they would bring to guide leadership of the college. Following separate procedures, both unions have endorsed Susan True as the best fit for the col-

lege. Susan is the only candidate who sought out the student leaders and has also received their endorsement.

While all three candidates had good qualities, Susan True stood out as the best fit for Cabrillo in a number of important ways. Susan has experience in the community non-profit sector with a strong emphasis on working collaboratively. She has worked on projects with Cabrillo faculty and

understands many issues facing students and families.

Susan is currently the Executive Director of First 5 Santa Cruz County, a funder of early childhood programs, and is a former director of CASA, an organization advocating for foster youth. She understands the social and economic diversity of the Live Oak-Soquel-Capitola district and is very committed to assuring access and success for underrepresented students.

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President's Report

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For me, the lasting aspect of this process is the process itself. We must consider how the college as a whole can best allocate and use those resources, and getting it right is critical. Though minor alterations will always take place, large changes — i.e. moving entire departments — are not feasible at this point. The process was specifically designed to be inclusive, with every department consulting the planner and no top down limitations imposed early. There have been multiple places for more input and reaction. In fact, the process is still running, with more chances to impact the final plan, and all initial input has been made public. We should not lose sight of these points.

On the downside, problems with space allocation have come in completing the feedback loop. Comments and ideas were taken in, but the return loop back to the college as a whole was only done through large town meetings. For most people, this is not sufficient. The feedback loop needs to be completed with responses directly linked to the input, not a broad, college wide, conclusion. People need to hear how their input was utilized or to hear why it was not.

Another priority for CCFT this semester is politics. A district board election for Area III is contested by three candidates. On September

15th, CCFT and CCEU co-hosted a forum of all three candidates to make an endorsement. It was a well attended and informative event. All candidates demonstrated important strengths they could bring to the Cabrillo Governing Board. After a good discussion, CCFT was able to settle on one candidate to endorse, Susan True. I thank all three candidates for their participation and thoughtful comments. If you want to hear from all three candidates, please attend the public forum in mid-October. It will be moderated by the League of Women Voters and will prove to be a great community event. Everyone, have a great year.

"We must consider how can the college as a whole best allocate and use those resources, and getting it right is critical"

Tentative Agreements Reached

Maya Bendotoff, CCFT Director

On the last day of the spring semester, CCFT and the District reached tentative agreement on two contract reopeners: due process for complaints filed against faculty members and off-cycle evaluation of regular (full-time tenured) faculty members.

Due Process Rights

While various policies—such as the "Student Rights and Responsibilities Handbook" and the Board Administrative Regulation 5040 on Sexual Harassment and Discrimination—apply to different types of complaints that may be filed against faculty members, none of the current policies clearly state when a faculty member will be informed that a complaint has been filed. Language providing for due process rights was actually taken out of the Board Administrative Regulation that applies to sexual harassment

and discrimination (AR 5040) without the involvement of CCFT about five years ago.

CCFT has been in discussion with the District for some time as to how to address this issue. In our negotiations last year, CCFT and the District teams decided that the best place to add due process protection for complaints is to Article 5, currently titled "Nondiscrimination." The proposed new title for the article is "Discrimination Prohibited by Law and Process for Other Complaints."

The due process aspect is covered in two separate sections. The first deals with discrimination prohibited by law, for which the college has campus-wide policies and regulations (BP and AR 5040) and must follow state and national laws. Here we have added that the District will "provide faculty due process of law against irresponsible or false accusation in accordance with

District policy and state law. The unit member has the right to request representation prior to and during any meeting."

CCFT and the District have also agreed, in a Side Letter of Agreement, to revise the District regulation regarding sexual harassment and discrimination over the course of the 2008-09 academic year. The intent here is to add back in clear due process protections, and all shared governance groups on campus will be included in this revision.

The second section of proposed Article 5 (5.2) states that for formal written allegations that do NOT involve prohibited discrimination or harassment (non AR 5040 complaints), the unit member will be provided a copy of the formal complaint and related materials.

Off-cycle Evaluation for Tenured Faculty

While CCFT wanted to address due process rights for faculty, the District had asked for a mechanism to deal with the problems that arise with tenured faculty members between regularly scheduled evaluations. For example, an administrator might receive numerous student complaints about tenured faculty member. If those complaints come the year after the faculty member has been evaluated, under the current contract, the administrator would not be able to evaluate the faculty member's performance for another 2 years.

Thus, the District requested, and the CCFT agreed, to add a mechanism to address a significant, compelling and new or escalating issue that arises during the period between regularly scheduled evaluations.

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Hello. I'm Michael McCarthy, Your New Adjunct Committee Chair

My interest in unions formally started when I was in graduate school at the University of Washington, where I supported the successful start of a union for graduate students. My previous motivation for the union at UW is the same as that for which I have for the CCFT; which is security of our positions, a fair wage, and academic freedom.

I have happily taught chemistry at Cabrillo since 2005 and continue to enjoy the

task of introducing students to this fascinating area of science. I used to make the trek over Highway 17 from Palo Alto until last year when I made the move over to Santa Cruz. Needless to say, this made my week much less stressful and I love living this close to the ocean and the Santa Cruz Mountains.

Of course, I have other employment since I am an adjunct trying to pay the rent. I work as a professional mountain guide and instruc-

tor for a company called Mountain Adventure Seminars teaching avalanche education as well as rock climbing, backcountry skiing and mountaineering skills. Mountaineering has always been a part of my life having grown up in the middle of the Cascade Range in central Washington State. I just wish the Sierra was as close now as the Cascades were to me then.

You might consider me the adventurous type. Some of



my past "adventures" include working on a commercial crab boat in the Bering Sea and the Sea of Okhotsk in Russia, traveling solo throughout the Middle East, India and South East Asia, working as a professional ski patroller, and climbing and skiing numerous peaks from Alaska in the north down to the third highest mountain in North America, Pico de Orizaba in Mexico. Most recently, I have been mountain biking and learning one of the hardest sports ever invented... surfing! All of this keeps me quite busy, but I am grateful for my consistent schedule at Cabrillo where I can utilize my formal education and try and pass along what I know about the natural world. Finally, I hope to be able to utilize my leadership skills and enthusiasm for fair working conditions in order to bolster the position of our union members.

Tentative Agreement

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In order to initiate an off-cycle evaluation in accordance with the proposed language, the appropriate administrator must:

- 1) inform the faculty member by written notice of her/his concerns and the reasons therefore;
- 2) schedule a meeting with the faculty member to discuss these concerns and opportunities for improvement within 10 days of receipt of the notice;

- 3) if the issue has not been resolved, the administrator must provide the appropriate VP with a copy of the written notice containing the concern. The appropriate VP would then meet with a committee of 3 CCFT officers, who would meet to review the case. If the appropriate VP and the CCFT agree, then an off-cycle evaluation would be initiated.

Note that a process already exists for off-cycle evaluations of adjunct faculty members (17.8.3), and there are frequent evaluations of contract/probationary faculty members (17.4.1).

Ballots will soon be sent out to all CCFT members for ratification of these proposed changes (actual text of changes to be included with ballots and posted on the website). The CCFT Council recommends a YES vote. Please contact a CCFT representative (listed on the back of the newsletter) if you have any questions.

Shuffleboard: Changes at CCFT, Congrats to Stucker and Fabbri

This semester presents CCFT with a number changes in its executive board membership. Two staunch part-timer advocates, Vicki Fabbri and Nancy Stucker, were hired as contract, tenure track faculty. Congratulations to both. Since Vicki is now a full-time faculty member, CCFT needed an adjunct faculty member to serve as co-VP of the union. Thankfully, former part-time committee chair John Govsky stepped up and agreed to serve as VP. This left a vacancy in the part-time committee, which was quickly filled by chemistry instructor Michael McCarthy. Finally, Allan Lönnerberg has agreed to serve as CCFT's historian, taking Michelle Rivard's place. On the right you'll find a list of the new officers.

Vice-Presidents:

Eric Hoffman
John Govsky

Membership Chair:

Vicki Fabbri

Adjunct Committee Chair:

Michael McCarthy

Grievance Officer:

Michael Mangin

Historian:

Allan Lönnerberg

Increase Your Pay with Salary Class Advancement

Maya Bendottoff, CCFT Director



In these tight budget times, one way to increase your pay is to work towards and apply for salary class (column) advancement. Only one advancement in salary class may be achieved per year, and the unit member requesting a chance must submit all final documentation to HR no later than November 1 of the year in which the salary class change is requested. Two types of advancement (2 & 3 below) must be pre-approved by committees that meet once a semester; the deadline for this semester is Oct. 3.

There are three categories of salary class advancement:

- 1) for upper division coursework earned subsequent to attainment of a Master's Degree;
- 2) for lower division coursework related to a unit member's assignment, and
- 3) for activities other than college courses (alternative credit).

Each has a distinct process outlined in Article 13 of the contract.

1) Upper division coursework from an accredited institution is the most straightforward: all units earned subsequent to attainment of a Master's Degree in a regularly accredited college or university are automatically approved upon the submital and receipt of completion. Relevant degrees, transcripts, and documents must be submitted to HR by November 1 if you would like them to apply to your 2008-09 salary. Contract section: 13.5.1.

2) Lower division coursework must first be approved by a committee of the Vice President of Instruction, one CCFT rep, and one Faculty Senate rep. Lower division work in the discipline in which you were hired, and in accordance with the minimum qualifications for that discipline, is not appropriate for salary advancement. In general, technological skills and language acquisition that will enhance one's teaching or administration of their faculty duties are most relevant to this section. For other skills, you must demonstrate that the skills are as broad-based and compelling as technological and language skills.

The intent of this section of the contract (13.5.1.1.3) is to recognize professional development that is relevant to the faculty assignment, not personal enrichment (from "Instructional Highlights," Renee Kilmer, September, 2008).

To have coursework applied to your 2008-09 salary, you must apply in writing to the VPI by Oct. 3 or have had your coursework approved in the spring of 2008; formal approval must be forwarded to HR by November 1. Use the Salary Advancement Form available on the P drive under

P:\Instruction_PUBLIC\Salary Advancement.

3) Alternative credit for activities other than college courses must be approved by the Sabbatical Leave Review Board. Forty-eight hours of work in the following activities is equivalent to one unit of credit on the salary schedule:

♦ **Occupational/Technical Development:** A faculty member observes, studies, evaluates, or works on a special area in her/his field, or trains with a mentor in his/her field including continuing education courses and related projects. The faculty member must demonstrate that such work

is related to the person's assignment and is not available through college credit (section 13.5.2.3.1).

♦ **Publications, Performances, Exhibits, or Demonstrations:** The work must give evidence of the instructor's professional growth and must enhance or augment an instructor's professional growth and must enhance or augment an instructor's knowledge and understanding in subjects (section 13.5.2.3.2).

To have coursework applied to your 2008-09 salary, you must apply in writing to the VPI by Oct. 3 or have had your coursework approved in the spring of 2008; formal approval must be forwarded to HR by November 1. Submit a proposal electronically to the Office of Instruction for consideration by the Sabbatical Leave Review Board. The SLRB will evaluate the proposal and either approve or reject it. Use the Alternative Credit form available on the P drive under

P:\Instruction_PUBLIC\Sabbaticals and Alternative Credit.



True Endorsement

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An engaged parent and volunteer, Susan has been active in the Soquel High Music Foundation and Humanities Academy.

She has served as a member of the board of directors of the California CASA Association, and in her current position, has

the experience of managing an annual multi-million dollar budget. Her leadership style includes a commitment to data-driven decision-making and to assuring that those affected by decisions have an opportunity to express their perspectives. Her interactive style makes her very approachable and responsive.

The Trustees of Cabrillo College play a vital role in guiding policy and managing resources for the college. Her communication and team-building skills would make her an asset to the Board in its work to preserve and enhance the many strengths of the college. In response to the unions' questions, Susan showed a genuine interest in learning the Cabrillo

"culture" of shared governance, along with the statutory meanings of AB 1725. She would be a great team member and a champion for the college. CCFT and CCEU are pleased to jointly endorse Susan True's candidacy and encourage the community to support her as the next Area III Trustee.

Faculty Profile: Karen Groppi

In most of our issues, the *Faculty Voice* tries to take note of individual members and their accomplishments. This issue's interview features Karen Groppi, Engineering Instructor.

About Karen Groppi

Favorite place: Outside

Favorite food: Plants

Favorite book: Too many to count! Just go to the Library.

How long have you been at Cabrillo and what courses have you taught?

The end of this semester will complete my 10th year teaching in the Engineering Department. Currently, my classes are Engineering Graphics and Design, Engineering Communication, Intro to Engineering and a CWEE (Cooperative Work Experience Education) course. The CWEE course involves students in activities aimed at making our campus more sustainable. The Engineering Career Outreach program,

where current students prepare and make presentations at Jr. High Schools is another program I have been working on.

Tell us about some of your unique experiences outside the classroom and their relationship to Cabrillo.

The Wheeled Migration was a bike tour that originated in Chico and ended at the UC/CSU/CCC Campus Sustainability Conference in San Luis Obispo. Joining at various points along the way, about 18 students and two faculty pedaled down the coast last June to Cal Poly. Two of us rode from Cabrillo on this magical trip, fueled by positive energy



and local organic food the group bought and prepared along the way. This group of students was intently focused on building community, bike culture and making sure everyone had a successful ride. The most important lesson for me was seeing the power of keeping all intent, words and actions positive.

Last summer I was also a part of an exciting learning and teaching experience with the STEEP Energy Academy. The collaboration with 24 students, 6 TAs, and 7 other instructors, generated an incredible atmosphere of creativity

and fun that inspired us all to learn about solar and other alternative energy systems so that we may spread the word and be a part of the coming shift to renewable energy.

What ideas would you like to see put into practice here?

Creating a more sustainable campus (and world) is the direction my heart is pointing me at this time. Working with students, faculty, staff and administrators on the Climate Initiative Task Force and various other projects is adding another dimension to

teaching and learning for me. It seems like we have overlooked the fact that our actions and facilities are part of our teaching as well as the curriculum we write. Eco-Literacy and Sustainability are topics that need to be addressed by every discipline as well as by our facilities and business practices. Our campus community has a great opportunity and responsibility to educate and solve problems locally so that we may affect global change.

What do you enjoy doing when you're not at Cabrillo?

Playing taiko (Japanese drums) engages my entire being. Taiko is a path for me to unite, mind body and spirit and to join with others through the practice and performance of the music. The Watsonville Taiko group to which I belong, is having our 17th Anniversary performance right here at the Cabrillo Theater October 11 & 12. If you have never experienced Taiko live, this is a great opportunity!

Union Sponsors Political Forum and Endorsement for New Board Position

Julie Hanks, COPE Co-Chair

On November 4, 2008, we will not only elect our new US President, but unknown to many, we will also elect a new member to the Cabrillo Board of Trustees. This new member will replace John Leopold who has recently vacated his College position to run for another office. The position represents Area III, which includes Live Oak, Capitola, and Soquel.

The CCFT held an open-union forum on September 15 from 4:30 - 6:30 in Room 1824 of the Sesnon House. Each of the three candidates — Susan True, Phil Rodriguez, and Kevin McGibben — was asked a series of questions regarding the role of Cabrillo's

Governing Board, collective bargaining, and shared governance at Cabrillo.

After the forum, the CCFT, with input from members who attended, then endorsed Susan True. The Union has also requested a financial endorsement from the union's Committee on Political Education (COPE). At its September 22 meeting, the Council voted to approve \$300 in COPE funds for True's campaign and an additional \$500 to include True's name on Progressive Coalition postcards and doorhangers. The Council further agreed to commit future COPE funds from October and November to the True

Campaign. All union members may contribute to COPE if they wish to maximize this endorsement.

For those who do not understand what COPE is exactly, it is probably necessary to clarify the issue of a political and fiscal endorsement by the union. CCFT does not use general membership funds for political endorsements. Only those funds specifically earmarked by a union member on the back of his or her membership card may be used. The process is thus: members designate an amount (starting at \$2.00 - unlimited) to be taken out monthly. This money will then go into the COPE fund. In order to spend any of this "political" money, the CCFT Council votes

on and approves this expenditure. Union members are always welcomed and encouraged to attend Council meetings.

Please remember, if you haven't already registered to vote, that your registration must be postmarked by October 20.

Finally, don't forget to fill out a union membership form and make a contribution to COPE. Should you have any questions, please do not hesitate to call Julie Hanks, COPE co-chair at X6442.

CABRILLO COLLEGE FEDERATION OF TEACHERS

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<http://ccftcabrillo.org>

Director: Maya Bendotoff

CCFT REPRESENTATION ON CABRILLO COLLEGE COMMITTEES

| COMMITTEE | CCFT REP(S) | PHONE | EMAIL |
|--------------------------------------|---|-------------------------|--|
| Benefits Committee | Olivia Hand | 479-6282 | olhand@cabrillo.edu |
| College Planning Council | Paul Harvell Barbara Schulz-Perez | 477-5218 x6320 | pahravell@cabrillo.edu baschult@cabrillo.edu |
| Distance Learning | John Govsky Nancy Stucker (alt.) | 466-3269 x1404 | john@teacherjohn.com |
| Facilities Planning Advisory | Michelle Rivad | x6315 | mirivard@cabrillo.edu |
| Faculty and Staff Diversity Advisory | Barbara Schultz-Perez | x6244 | 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 | vifabbri@cabrillo.edu shflores@cabrillo.edu |
| Technology | John Govsky Charlotte Jensen (Alt) | 466-3269 x6436 | chjensen@cabrillo.edu john@teacherjohn.com |

ELECTED OFFICERS

| | |
|------------------|-----------------------------|
| President | Paul Harvell |
| Vice Presidents | John Govsky Eric Hoffman |
| Historian | Allan Lönnerberg |
| Treasurer | Nancy Stucker |
| Membership Chair | Vicki Fabbri |

APPOINTED CHAIRS

| | |
|-------------------------|------------------------------|
| Chief Negotiator | Paul Harvell |
| Adjunct Committee Chair | Michael McCarthy |
| Grievance Officer | Michael Mangin |
| Newsletter Editor | Jefferson Hancock |
| COPE Co-Chairs | Julie Hanks & Bill Stamos |

DIVISION REPRESENTATIVES

| | |
|-----------------------------|---|
| BELA | Meredith Babbe Michael Booth Cheryl Chaffin Nancy Stucker Elissa Wagner |
| Counseling | Olivia Hand Francisco Ponce |
| HASS | Enrique Buelna Michelle Chao Teresa Macedo Michael Mangin Michael Pebworth Chuck Smith |
| Health Services/ Library | Sylvia Winder |
| HWPEA | Toni Alderson Jan Hiley Anne Lucero Beth McKinnon Joanne Wylie |
| Instructional Development | Jefferson Hancock |
| NAS | Sara Decelle Michael Edgehouse Michael McCarthy |
| VAPA | Sarah Alberston Robin Aronson JoJo McLeod |
| Watsonville | Julie Hanks |

CCFT Fall 2008 Meetings Save the dates!

Council Meetings

October 20
November 17
December 8


Meetings are held on Mondays from 2:30-4:30
in the Sesnon House, room 1804.

Part-Time Committee Meetings

October 14
November 25

Meetings are held on Tuesdays from 2:30-4:00
At the Farm.

From the people who brought you the weekend...
+ Books to curl up with



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www.aftplus.org

AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aftplus.org/disclosure.

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