

# FACULTY VOICE

CCFT NEWS

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

MAY / JUNE 2009

CCFT President  
Paul Harvell



## President's Report: Year of the Budget... And the Hits Keep Coming

The latest is the governor's May budget revise. Brian King had been warning the next revise might impact Community Colleges more severely than other elements of the state budget. His warning was prescient. The revised budget hits community colleges very hard. The following is my early guess at what the May revise says, but I'm no expert. I expect better information at CPC when Pegi Ard returns from Sacramento.

As it looks to me, the May revised budget cuts base budgeting to community colleges by about 6%. That's a loss of about \$3.6 million to Cabrillo. However,

there's still growth money in the budget, though that's been reduced by two thirds (assuming failure of Propositions of 1C-1E).

That will leave about \$400K of growth money. That means a loss of about \$3.2 million to the base budget. Strangely, that's exactly the decrease in revenue Cabrillo has planned for next year. There's also a cut of about \$400K of funding this year. Between the surplus we're running this year and the budget cuts enacted for next year, Cabrillo is set to weather this revised budget.

That's the good news. The bad news, and it's horrendous, is what is happening to Categorical Programs. The May revised budget has categorical

spending cut in half. HALF. According to the Community College League of California's chart, the current budget of \$705 million will be cut by

\$344 million (the cuts will not be quite as severe if Propositions 1C-1E pass). The three largest categorical programs are DSPS, EOPS, and Matriculation. That cut translates to about \$3.5 million to Cabrillo. Cabrillo is not currently prepared to deal with these cuts.

Additional bad news about this budget is next year's cuts include a reduction in funding of physical education and recreational classes. These courses would be funded at a "non-credit" level which is about 60% of credit classes.

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## Changes at the Children's Center: Losing Jill and Eddie, Tenured Faculty

Because of cutbacks at the Children's Center, Cabrillo is losing two tenured faculty members, Eddie Jobe and Jill Golsh. In light of this circumstance, *The Faculty Voice* thought it was important to honor Jill and Eddie. Joanne Panzardi of the Engineering Department surveyed some parents at the Children's Center and asked them to write a few sentences about how much Jill and Eddie's

teaching meant to them. The remarks that follow – edited for continuity and privacy – reflect the caring nature and heartfelt contribution of Jill and Eddie to the Children's Center and to the Cabrillo College Community.

*Jill has had a profoundly positive effect on my parenting experience. Her feedback, explanations, and encouragement have allowed me to have more*



Eddie Jobe

*confidence in accepting who I am as well as who my child is. I would not be the parent I am without Jill.*

—Sarah Emmert, Parent

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Jill Golsh and the Kids

## Budget Cuts Hit Adjuncts Hardest

Sadie Reynolds, Sociology



A global economic crisis is upon us, and the effects on the Cabrillo campus have been profound. Two full-time faculty members will be laid off, some classified staff members may face layoffs, and there is a hiring and spending freeze across the campus. But part-time faculty members have disproportionately borne the brunt of the crisis. We are the “invisible face” of the budget cuts. We are also most at risk as the budget crisis persists into the future.

Bernadette Guimberteau has been teaching six units per semester in the Psychology Department since spring of 2008. A Fulbright Scholar with a PhD from UC Berkeley and excellent teaching evaluations from her Cabrillo students, she learned last Fall that her units would be cut entirely

this coming fall. “The biggest impact has been on my health. I’ve been working eighty hour weeks — teaching and preparing job applications. It’s stressful and exhausting. I’ve had colds and migraines. I spent spring break in bed with the flu.” Guimberteau was working toward earning district-paid benefits. “It’s very disappointing.”

A yoga instructor with Cabrillo for fifteen years, Laurie Broderick-Burr’s 4.5 unit load (all off campus) was cut to .75 for Fall 2009. “This is a huge income loss....My department chair is wonderful and is working hard to keep us all employed at some level [but] I feel like the rug was pulled out from under some of us who were teaching exclusively off campus classes....This budget cut is huge and feels awful.” Steve Nava has identified a silver lining in his lost

sociology class with Cabrillo next semester — time to focus intently on completing his PhD dissertation. But the lost income will profoundly affect his ability “to meet basic monthly expenses,” which for him includes costs associated with a new baby. Teaching with Cabrillo since 2004, Nava told me, “I’m committed to helping students from working-class backgrounds make it to the university. I really enjoy teaching at the community college.”

A conversation I had with a long-term part-time faculty member who asked not to be named in this article points to the lack of job-security for adjuncts in any economic climate. Having had units cut for various reasons over the course of a decades-long career as a part-time instructor for the college, she expressed concern for newer part-timers who may not be aware of the

vulnerability of their position: “The word adjunct is a euphemism to make us feel better, but what the term does is institutionalize an exploitative system. We’re part-time temporary instructors who do not get the remuneration, respect, security or acknowledgement we deserve. I’ve been teaching here for decades and I still feel like I’m invisible. And I know I’m not the only one.” Like so many others, this faculty member has become adept at piecing together income from various sources—“by freelance teaching, tutoring, secretarial work, etc.” Wally Parham, Cabrillo Instructor of Digital Media, told me that he relies more on another job when his Cabrillo units don’t come through; “Until I see the contract every semester, I don’t count on anything.”

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### Adjuncts: Not Sure If You’re Eligible for a District Paid Benefit Stipend for 2009-2010?

If you are eligible for a District-paid benefit stipend for next year, you should have received notification from the District by now (May 15 of each year). If you did not receive notification and believe you are eligible, contact Sue Torres in Human Resources ASAP (479-6182).

Reminder: Classes cancelled after the beginning of the term count towards eligibility. If you dropped below the 15 teaching unit requirement per academic year needed to maintain eligibility due to a class cancellation after the beginning of a term, you should not lose eligibility for your District-paid health benefit stipend. Please note that YOU are responsible for communicating this information to the Human Resources office.

Questions? Call Maya at the CCFT office: 464-2238

### How Do I Establish and Maintain Eligibility?

Part-time faculty members become eligible for a District-paid benefits stipend and access to the District health plans after working at least a 50% workload (or 15 units) for two academic years. As of 2007-08, service worked over summer and winter terms counts towards establishing eligibility. Eligibility is maintained by working at least 50% (or 15 units) each year. Please note the summer sessions prior to an academic year count towards that academic year (for example if you work during the summer of 2009 it will be applied towards your eligibility for 2009-10).

## From Units to Lives:

### Adjunct Faculty Bear the Brunt of Budget Cuts

By Maya Bendottoff

The whirlwind of budget cuts has left most reeling, not really sure that the “overall picture” looks like, who else is being cut, and how many faculty are being affected. While it is clear that we are laying off two tenured faculty members from the Children’s Center (see other articles), and that various classified staff are being transferred, it has been unclear how many adjunct faculty members have been affected by these cuts (we do know that some 150 units were cut from 2008-09 and the current plans are to cut about 500 units from next year).

This is a summary of our efforts to snapshot impact of cuts on adjunct faculty for the 2008-09 and 2009-10 academic years (these are the normally “invisible layoffs” and/or reductions). We acknowledge that many FT faculty have increased workloads given the current situation, and send a special thanks to those who have sacrificed your overload units. We also acknowledge that these cuts are moving targets, and the actual cuts realized will likely be even greater given the circumstances.

The information is compiled based on information provided by Program Chairs. Please forgive inaccuracies or inconsistencies. Summarizing this information is no easy task given the numerous fluctuating factors of changing loads and courses, full-timers on leave, reduction in overload units, etc. Add to that the fact that some programs have already been cut to the bone in past rounds of cuts (reading, library, counseling) and some programs cannot be cut given legal mandates (ie. adaptive PE), while other programs may be more impacted by the loss or transfer of staff (horticulture, Computer Technology Center, etc.).

#### Areas most heavily impacted by budget cuts:

- Aeronautics: program suspended
- Archeological Technology: program cut heavily; remainder merged into Anthropology
- Physical Education: yoga, aerobics, stress reduction, and Chi Gung classes cut significantly
- Real Estate: 80% reduction

#### Areas with no (or very modest) current cuts:

- Adaptive PE
- Biology
- Chemistry
- Counseling
- Engineering
- Library
- Nursing
- Radiologic Technology

All other departments on campus have been impacted by reductions, ranging in size and proportion. In the English department, about 8 faculty members will teach a reduced load. In other areas, such as Anthropology, Culinary Arts, E-Tech/Welding, History, Music, and Theater, adjuncts will lose a significant chunk of their loads, affecting both income and health benefits eligibility.

Most significantly, several adjunct faculty will not be with us next year. In areas such as aeronautics, digital media, and real estate, adjuncts have lost 100% of their loads. This will be a loss of some 50 years of combined experience. CCFT sends a huge thanks to all of you for your years of service on behalf of your students and the community!

Department	Approximate number of adjuncts affected
Adaptive PE	0
Aeronautics	1
Anthro	2
Arche Tech	0
Astro/Geol/Ocean	1
Biology	0
Business	0
CABT	1
CEM	2
Chemistry	0
CIS/CS	2
Communications	1
Counseling	0
Culinary Arts	2
Dance	3
Dental Hygiene	1
Digital Media	4
ECE	2
Econ	0
Engineering	0
English/Journalism	8
ESL	2
Etech/Welding	2
Foreign Languages	2
Geog	0
Health Services	1
History	2
Horticulture	1
Learning Skills	1
Library	0
Math	0
Medical Assisting	2
Meteorology	0
Music	4
Nursing	0
Philosophy	?
Photography	2
Physical Education	6
Physics	1
Psychology	1
Rad Tech	0
Reading	1
Real Estate	3
Stroke Center	TBD
Studio Arts	1
Theater Arts	2
Women's Studies	?

## Access to Unemployment Benefits for Part-Time Faculty

Maya Bendotoff, CCFT Director

The reality for part-time/adjunct faculty is that their assignments are made on a tentative basis and may be cancelled for a number of reasons, including: class cancellation due to low class size; changes in scheduling for various reasons including budget cutbacks; or the last minute assignment of the class to a full-time instructor, as part of his or her load (in the case that one of their classes are cancelled).

In the language of unemployment legislation, it is said that adjunct faculty do not have "reasonable assurance of employment."

Because of this, many adjunct employees are eligible to collect unemployment benefits between semesters or sessions.



### How to Apply for Benefits

Applications can be filed online at [www.edd.ca.gov/fleclaim.htm](http://www.edd.ca.gov/fleclaim.htm) or by calling the Employment Development Department (EDD) at 1-800-300-5616.

Plan to apply for benefits on your first day of unemployment. Your claim will start at the beginning of the week you apply. Payments will only go back to the first day of application, so be sure to submit your claim in a timely fashion. There is a one-week waiting period for each benefit year, which begins with the date of filing for benefits and ends one calendar year later. Note that you are paid from the beginning of flex week through the end of the academic semester (unless you have a specified, shorter-term contract). This is true even if you stop teaching before the final date listed in your individual contract.

Be sure to let them know you are a temporary, part-time employee and that you do not have reasonable assurance of a job to go back to. It is important to understand, and convey when filing, that your assignment may be withdrawn at the District's discretion at the last minute because of funding, enrollment, or other changes. This language is found in section 16.5 of the Contract, we recommend you have a copy on hand during the application process.

You may also want to mention your entitlement to benefits under the case of Cervisi v. California Unemployment Insurance Appeals Board (1989) 256 Cal.Rptr.142. The Cervisi decision states, "an assignment that is contingent on enrollment, funding, or program changes is not a 'reasonable assurance' of employment."

In filing your claim, please note that your union number is AFT local 4400.



### More Information

For filling information and details about eligibility see the EDD website at [www.edd.ca.gov/fleclaim.htm](http://www.edd.ca.gov/fleclaim.htm).

For local information see the CCFT website at

<http://ccftcabrillo.org/unemploy.htm>.

If you have additional questions or comments, please call CCFT representative Maya Bendotoff at 464-2238.

## What has the Union Done for Me Lately?

Debora Bone, CCFT Grievance Officer

CCFT Representatives and the Grievance Officer respond to many calls from faculty who are facing challenges on the job. The Union helps faculty to understand their rights, learn provisions in the Contract, and find resources to resolve problems. Even when an issue is not "grievable" (ie. a contract violation), someone from the union will work with faculty members to clarify options and provide support. If indicated, a union officer may intervene to assist faculty in resolving disputes with the District or other individuals or agencies.

Here are three examples of successful union interventions in recent months:

- 1.The union was able to resolve a dispute over how the District should calculate sabbatical pay for a partial contract faculty member with an additional temporary, categorically-funded load.
- 2.The union represented a faculty member in an appeal at the local unemployment agency to ensure that the adjunct faculty member be able to collect unemployment benefits, which the



member was clearly entitled to. (It happened to be the first time the faculty member had ever claimed unemployment benefits. She did a fabulous job in the hearing, and we won the case.)

- 3.The union worked with a dean to assure that the summer school workload in several courses with an online component be fair and appropriate.

The union has also been working with the two Chil-

dren's Center faculty members who will be laid off at the end of this academic year. We prepared for a layoff hearing, and withdrew the request after reviewing all of the information and consulting with our lawyer (if the District had not followed correct processes, we would have gone through with the hearing). The union is currently negotiating the impact of these layoffs.

If you think that the contract is being violated, or that some aspect of your work life is being mishandled, don't hesitate to contact CCFT at 464-2238. You can find the CCFT Contract online at [ccftcabrillo.org](http://ccftcabrillo.org).



## Children's Center Teachers

Continued from page 1.

Our family has had the pleasure of experiencing both Jill and Eddie as our children's center teachers. Jill has the most amazing heart and her love for children is apparent. She finds curriculum that really interests the children. Eddie is an incredible listener, always having something positive to say about my child no matter what kind of day he had.

— Parents

Working with Jill has been a wonderful experience. I have learned much and used these skills with the children through Jill's mentoring and teaching. It is sad to see the community lose such an integral member of Cabrillo,

and because of that, future teachers will have to work twice as hard to uphold Jill's standard of teaching. I will sincerely miss spending my time with a teacher who works hard and is always thinking about what is best for the children.

— Meredith,  
ECE Student Intern

My daughter is lucky to have Jill in our classroom. Every time she talks about Jill, her eyes start to brighten and she shows admiration. My daughter says that she wishes she could stay close to her for ever and ever. She will never forget that Jill helped her write a letter for a little frog. It's sad to know that she is leaving, but she will always live in our hearts.

Parent

Eddie's enthusiasm, patience, and kindness helped my daughter grow into a confident and joyful child.

— Michael Pebworth,  
Instructor, Parent

Jill and Eddie have provided amazing instruction to incoming ECE students, parents, and children. They have given strength and support to many families and children over the years. They have contributed to building better parents, teachers, and community. Most of all, they have nurtured our sons and daughters. Education opens minds and gives hope. Take away the teachers that nurture this and we lose more than dollars can provide.

— Raeanne, Parent

Jill is one of my child's favorite teachers. Our son is always talking about how good and caring she is to him. It's sad for Cabrillo College Children's Center to lose such a wonderful loving and caring and creative teacher.

— Thinley & Dolma,  
Parents

Eddie has been an incredible asset to the program. A wonderful model for children to see how very nurturing males can be!

— Parent

Eddie is such a wonderful teacher. He is extremely responsive to the needs of the kids and provides great expertise to the Center.

— Parent

The changes at the Baskin Center, this year and last, are significant on many levels. Jill Golsh and Eddie Jobe are highly experienced and very dedicated teachers. They have guided children, families and ECE students with expertise and caring for many years. Jill and Eddie will be deeply missed. I am saddened by the changes and I also appreciate the college's budgetary constraints. There are many ways in which the more intimate setting of the Baskin Center has been more appropriate for particular styles of teaching and learning. The Baskin classrooms added tremendous richness to our Practicum and Internship programs.

— Ofelia Garcia,  
ECE Faculty

## Personal Note: Children's Center Blues

Maya Bendotoff



In 2002 my son was accepted to the Cabrillo College Children's Center. Delight overcame me: I had heard from all over town that the Cabrillo College Children's Center was one of the best programs in the county.

At that point the Children's Center was thriving: the Baskin Center (one of the two main centers, which my son attended) had been opened a few years earlier with a generous donation from the Baskin family.

The new intimately designed facility combined with the vibrant energy all of the teachers, the cook, the gardener, and all of the students interns gave the feel of a thriving child development community that most, if not all of the parents, felt proud to be a part of.

Fast forward nine years. The program has cut back to the barest of bones. Four teachers will be employed for the 2009-2010 academic year, down from ten in

2002-2003; student interns are down from seventeen to nine. The gardener is gone, the fabulous cook now works various jobs. The Baskin Center, the new building with such a fabulous and intimate atmosphere, will not be a part of the Cabrillo College Children's Center.

The paring back of our commitment to the center apparently makes sense to a majority on campus:

in the current year about \$310,000 from base budget helped to support the center. To some, the center had expanded beyond its means, and clearly needed to streamline in order to make it more efficient.

But the long-term outcome to our community that the center provided—in education for youngsters, quality childcare for students and faculty, as well as opportunity and quality of employment for interns—cannot be measured in dollars alone.

My heart is with those who have dedicated to many years to making the Center such a wonderful

place. To those who will go: you will be sincerely missed by all of whose lives you have touched. To those who remain: The task of reinvigorating your program must be huge, especially in light of the loss you have faced. Thanks to all of you for your fabulous work in helping to shape our future citizens.



## CABRILLO COLLEGE FEDERATION OF TEACHERS



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### President's Report

*Continued from page 1*

In addition, community colleges are not budgeted to receive any of the federal stimulus money. Whereas K-12, CSU, and UC funding cuts were to be offset with federal stimulus money, community colleges receive none in this budget.

This is the governor's proposal and more details will be released in a couple of weeks. The

state legislature still needs to pass any changes. Who knows what changes the legislature will make?

Cabrillo's enrollment is above the funded level. Approximately 500 teaching units have been cut from next year's offerings. Expect more to come, though I can't say when or where. There needs to be a college-wide conversation about this. I have

problems with last minute cancellations, and the fall schedule has already gone to press. I suspect there may be another discussion of whether it would be wise to cancel Winter Session in response to this budget.

Other than that, how did you enjoy the revised budget, Mrs. Lincoln?

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### New Union SAFE Benefits Assist Union Members Hard Hit By Economic Crisis

Union Plus recently launched a program of new and enhanced benefits to assist eligible union members facing hardships. The new benefits program, called Union SAFE – for Security, Assistance and Financial Education – provides a wide array of benefits, including help for those suffering from layoffs to soaring hospital costs to problems paying their mortgage to help saving for college.



Unique benefits being offered under the Union SAFE initiative to help eligible members include:

- ◆ Credit counseling services, budgeting advice and no-fee debt management and bankruptcy counseling benefits.
- ◆ Hospital Care Grants of \$1,000 to help members who have been hit with large, unreimbursed hospital expenses who participate in the Union Plus Credit Card, Mortgage or UnionSecure Insurance programs.
- ◆ Job Loss Grants of \$250 for Union Plus Credit Card holders who have been recently laid off for more than 90 days.
- ◆ Mortgage Assistance to help Union Plus Mortgage holders, who become unemployed, disabled or go on strike, make their mortgage payments.
- ◆ A College Savings Grant of \$500 to members who open new 529 tax-free college savings accounts or pre-paid tuition accounts of at least \$1,000 by June 30, 2009.

In addition, the Union SAFE initiative expands and increases other Union Plus benefits, such as:

- ◆ Increasing the number of Union Plus Credit Card Disability Grants (which range from \$1,000 to \$2,000) available to cardholders who have experienced a significant loss of income within the past six months due to a recent disability that has kept them out of work for 90 days.
- ◆ Expanding the availability of \$500 Disaster Relief Grants to participants in the Union Plus Credit Card, Mortgage and UnionSecure Insurance programs.

More information and grant applications are available at <http://UnionPlus.org/UnionSAFE>.