

FACULTY VOICE

CCFT NEWS

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

MAY 2010

President's Report: Did Someone Say Budget?



CCFT President Paul Harvell

I think the tough part for faculty of next year, and probably the year after, will be dealing with the continuing, on-going, never-ending-it-seems, budget problem.

The good news is that governor's revised budget still has growth money for community colleges. That's very roughly \$2 million worth for Cabrillo. If that holds up, Cabrillo will probably not need to draw down the ending balance next year, but it doesn't mean we're flush.

Even though we haven't gotten pay raises in years, the cost of employing faculty continues to rise. Between the normal step and columns pay increases and increases in the cost of benefits, primarily medical, the cost to the district of employing all of us will rise about 2% next year. It doesn't feel like we're getting a 2% pay raise, but from the district's budget view, it's costing the same as a 2% pay raise.

The rapidly rising, double digit multi-year rate increases

for medical benefits are a financial drag that is easily translated at the bargaining table when the union talks salary. It's not tactical gamesmanship for the district to point to these increases as a reason they can't pay more in salary. It's financial reality. If the district absorbs the 15% increase in benefit costs this year, they'll still face an even larger problem next year. Add another 15% increase to this year's increase and we have a \$1.4 million budget problem.

Bottom line: budget stuff never ends. You may get tired of hearing about it, but your union will continue to monitor the situation closely.



in this issue

UNIONIST OF THE YEAR	2
PROFILE: EVA ACOSTA	2
BAD BUDGET JOKES	3
CARTOON TEA PARTY	3
UNEMPLOYMENT AND HEALTH BENEFITS FOR ADJUNCTS	4
CCFT & AFT FEES	6
CCFT TEES	6

2009-10: A String of Reflections

Maya Bendottoff

Wow! We have made it through the year intact . . . I think? We'll see how we get through the next few weeks. In any case, I am optimistic at this point.

What follows is a quick recap of some issues CCFT has worked on over the last year. Forgive me for the incomplete nature of this type of short summary. Also note that one extremely important dimension of our work—representation for individual unit members on contract-related issues—is not included here.

Compensation issues

CCFT leaders have been closely monitoring the budget throughout the

year. We successfully backed the District off their proposal for the equivalent of a 3% pay reduction. As far as we see it, the District has a significant ending balance that must be drawn down before they have reason to ask for further concessions.

Health Benefits

We started off the 2009-10 academic year with discussions of whether or not—and if so, how—to modify our health benefits plans in light of projected increases of some 18%. Agreeing to reopen benefits showed a very good-faith gesture on our part, as the Contract Agreement

did not require us to reopen benefits at the time. In the end, CCFT and other employee groups across campus agreed to change health benefits plans so that the college would only incur an increase of 4% as opposed to 18%, saving the college about a half a million dollars.

Health benefits expenses are projected to increase yet another 15% for next year (2010-2011). CCFT aims to protect current health benefits plans and District contributions through next year. At the same time, CCFT recognizes that future changes may be needed given the double-digit increases in health benefits and simultaneous dearth in state funding. Special thanks to Debora Bone and Olivia Hand for representing CCFT on the Benefits Committee.

Contract Negotiations

As you know, CCFT recently negotiated a new contract for 2010-2013. CCFT membership ratified the agreement. The Governing Board, after much discussion, voted to adopt the Agreement. Simultaneously, the Board submitted a resolution asking CCFT to reopen the issue of work year for counselors. CCFT will consider the request once counselors have had an opportunity to problem-solve with the District on how to do less work with fewer resources.

Continued on page 4



Eric Hoffman: Unionist of the Year

Eric Hoffman,
ECE Instructor and CCFT Grievance Officer

Behind the scenes several dedicated faculty members work to protect your rights and to defend and improve the contract agreement that governs your employment. Eric Hoffman is one of those guardian advocates who has served for years as a union representative in various capacities: HASS rep, Co-Vice President, Negotiator, and Grievance Officer.

Eric shines for many reasons, including his adherence to principles, fairness, and honed conflict resolution skills. Eric has worked patiently to resolve grievance-related issues and to improve contract language for all faculty. Eric has also

become a champion for part-time equity. As grievance officer, he understands the (often harsh) realities of underpaid part-time faculty members who lack job security and do not get paid to participate in shared governance.

If you ever need help resolving a grievance issue, you will be glad to have Eric there to support you. Even if you never labor directly with Eric, his work has most likely touched on improving your working conditions in one way or another.

For these reasons and more, CCFT Council selected to honor Eric as our "Unionist of the Year." Please feel free to pat Eric on the back when you see him.

Big Fun at Burrito Bash!

Eve Hinkley, Library

Michael Mangin, History

The second annual CCFT-CCEU spring solidarity "Burrito Bash" on April 16th was a rousing success! About 120 revelers let the good times roll on a beautiful, DRY, late afternoon in our backyard. Excellent planning by Vicki Fabri, Alta Northcutt, and committee members made sure that everything necessary for a good party was near at hand.

Culinary highlights: dueling burrito recipes from Paul Harvell and Teresa Macedo, salads, steaming tortillas and sides, desserts that overflowed the dining room table, and a fine selection of liquid refreshments.

Entertainment included local magician Jules (David Sullivan and Cherie Barkey's son) and a spirited rock 'n roll set from Jeff Hancock's three-piece family band with son Jake and daughter Sarah. Croquet, "inventive" ping-pong games,



Jammin' with the Hancocks:
Jeff, Jake, Sarah (left to right)

and the kids running around, made for a family-friendly event, with attitude.

Speaking of positive attitude...

Stephanie Stainback captured the spirit of the evening when she reminded us how lucky we are to get to work with each other....and to be able to celebrate our community of shared interests, even as we continue to navigate through these difficult budgetary challenges. A good blowout is always good for morale.

Thanks to everyone who came and to all of you who helped make this latest bash a wonderful time! See you next April!



Faculty Profile Counselor Eva Acosta: Counseling Teachers of Tomorrow

What's your most memorable moment at Cabrillo?

Being a part of starting a Teacher Preparation Center. This had been my dream for a long time, and I am grateful that Cabrillo has a Teaching Preparation Center. Today in our CTE/Teacher Preparation Pipeline, students interested in teaching any level or subject can come to the CTE/TPP Center and get information on the pathways to their goal of teaching. We have computers, reference books for the CBEST and CSET tests, staff, Nancy Moody that can answer questions, plus my self to

write educational plans and explain the process in obtaining a credential. Our CTE/Teacher Preparation Pipeline grant has helped us put more emphasis in recruiting and preparing students to teach in the CTE areas in high schools, ROP, and colleges.

What do you like most about working at Cabrillo?

Being able to help students in reaching their educational goals and seeing them at graduation. I love that I work with wonderful, hard working and giving people. I have a strong tie to the Watsonville Center. I have students that come to my office straight from working in the agricultural

fields. They are looking for a better

life for themselves and their families. They work very hard learning English and then taking their major classes. I had a student that took 20 years to complete her degree. I was impressed with her determination. This year I have a student that has been attending Cabrillo for 18 years. She started in ESL classes fearing that she wouldn't be able to ever complete English 100. When she did take English 100, she received an A grade. We now have students that started in ESL, working as nurses, teachers, police officers and many other occupations.





Special Exposé : Show Me The Money

Richard Duntz, Hard Hitting Reporter

Greetings all. Dick Duntz, your hard hitting reporter chiming in with all the latest gossip and exposés from the budget bummer at Cabrillo College today. Truly, this year's monetary crisis has proven has been unprecedented in terms of sheer numbers. The state is billions of dollars in debt which has of course meant devastating cuts to public services, including some here at our college.

But is this financial melt-down unprecedented? No. In looking through some old *Faculty Voice* issues and you'll find repeated references to severe and "unprecedented" budget cuts.

This year, the fiscal buzz word is "ongoing structural deficit." Heck, the state's using the term so why shouldn't we? I'm no number cruncher, but to me this means our bank book is 2.5 million samooleans

in the hole, and the structural part means that we're spending more than we're bringing in on a regular basis.

And yet again we find ourselves in the black at year's end. In fact, we find ourselves with a little bit left over. Being the hard-nosed, hard boiled reporter that I am, I've been asking how our college somehow found itself with money at the end of the fiscal year. It doesn't seem to add up.

But really it does. My confidential source has revealed plenty of juicy details about just where all that dough goes. First of all, the "surplus" isn't actually a surplus at all. Alas, last year's expenditures are all present and accounted for in this year's budget. On your right, you'll find a blow by blow account of just how that 2.5 mill from last year became a little left over for this year..



Unbudgeted Income	
G.W. Bush Foundation Grant for electric pencils	\$500,000
ElectricArts Grant Funding for tap shoes	\$100,000
Go Green funding for solar powered toilets	\$200,000
American Bad Humorist Award	\$48.00
Cupcake Foundation Grant	\$100,000
American Sock Foundation Award	\$2400.00
Cary Grant	\$98.00
Hugh Grant	\$15.00
Total Additional Income	\$902,561.00

Allocated Funds	
Electric Pencils (The cost of this joke? Priceless.)	\$0
500 Electric tap shoes -- Dance department.* *Funds encumbered pending studies on hazardous nature of tripping over cords on the dance floor. A consulting firm has been hired to determine feasibility of battery powered alternative.	25,000.00*
Consulting firm fees for tap shoe project	\$248,000.43
Cupcakes	\$50,056.13
Itching powder for psychology lab experiments	\$1,256.28
Feasibility study for rope tow up Horticulture Hill	\$50,595.91
Installation of rope tow on Horticulture Hill	\$248,056.99
Installation of skate ramp at bottom of Horticulture Hill	\$46,058.46
Legal Costs associated with skate ramp at bottom of Horticulture Hill	\$2,056,368.21
Equipment: Assistive Croquet	\$326.37
American Flag Decorated Wool Socks for Faculty	\$2400.00
Sony 65" LCDTV for <i>Faculty Voice</i> editor	\$5000.00
Residual Payment (Roger Thornhill)	\$98.00
Payment for Services (Divine Brown)	\$15.00
Esoteric Joke Fee ("I Don't Get It")	\$11.93
Medical Costs for People Who Can't Take a Joke	\$956.29
Total Allocated Funds	\$ 2,734,200

Well, there you have it: A thorough accounting of where the money's gone, and HOLY COW! How did we go from having a little left over to being 1,831,639 dollars in the hole? What the heck happened? We'll have to check that out next time. Until then, keep your eyes open, your ears listening, your nose to the grindstone, and your chalk on the board.

Duntz

Unemployment Benefits for PT Faculty

Maya Bendotoff, CCFT Director

Adjunct faculty members may be eligible for unemployment benefits over summer break even if they have an assignment for the fall. In order to qualify, one must be able to work and searching for a job.

As "temporary" employees, adjuncts have no "reasonable assurance" of re-employment the following term, which under state law qualifies them as eligible. Adjunct assignments are tentative basis and may be cancelled for a number of reasons: enrollment, program changes, assignment of a full-time faculty member, and district prerogatives.

Those who are only partially employed for the summer may qualify for reduced benefits. Eligibility and benefits amounts are based on income. Please refer to the EDD website for more details. If you are in doubt about whether or not you qualify, just go ahead and apply. Be sure to report all income.

About Applying for Benefits

Applications can be filed online at 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 your 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 the EDD know you are a temporary, part-time employee and that you do not have reasonable assurance of a job to go back to. Please

refer to section 16.5 of the Contract and have a copy on hand during the application process. Also note the landmark 1989 *Cervisi* decision, which states that, "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. Also note that the union does not operate a hiring hall or help its members find work (answer "no" to 22 d-g).

More Information

For filling information and details about eligibility see the EDD website at www.edd.ca.gov/fleclaim.htm.

For local information and useful links, see the CCFT website at <http://ccftcabrillo.org/unemploy.htm>

Questions or comments? Please call CCFT rep Maya Bendotoff at 464-2238.

Eligibility Requirements for Adjunct Health Benefits Temporarily Reduced

Given the substantial number of adjunct faculty facing reductions in assignments, CCFT advocated for an agreement to allow adjuncts to maintain eligibility for a district-paid stipend if they fall short of the 15 units per year required to maintain eligibility. The new Side Letter of Agreement temporarily reduces the 15-unit requirement to maintain eligibility to 12 units. Unit members who fell below the 15-unit requirement to maintain eligibility for benefits this year (2009-10) will be eligible for benefits next year (2010-11) if their workload for last year (2008-09) and this year (2009-10) was greater than or equal to 12 teaching units per year.

Reflections

Continued from page 1

Interdisciplinary courses

In the fall CCFT will solicit faculty input on compensation for interdisciplinary courses. The District has asked us to examine the courses to see if there is any way to reduce costs. As always, CCFT will rely on input from affected faculty members to understand and respond to the issues.

Reductions in Adjunct Faculty

This academic year, more than seventy adjunct unit members have had their assignments reduced or eliminated. Additional adjunct faculty members will not have employment with Cabrillo next year. CCFT acknowledges the major contributions of these faculty members.



CCFT Leadership Teams

Throughout the year, CCFT Council reps have met in leadership teams to discuss and take action on various issues. Here is a quick sample of issues our teams have worked on:

Budget Team: Discussed information from joint CCFT/CCEU/ Faculty Senate budget meetings; developed resolutions regarding the net ending balance (NEB), categorical programs and teaching units; helped direct the CCFT President regarding the provision of relevant information to Council and to faculty.

Solidarity & Community Team: Provided education & advocacy in response to budget cuts; participated in community TV programs

regarding cuts to education; hosted film showings for the ReelWorks film festival; tracked Governing Board members and upcoming elections for the fall (two incumbents will run again; one may not).

Membership Team:

Planned CCFT/CCEU Solidarity Burrito Bash; organized end-of-semester CCFT white elephant gift exchange; shared input on other items relevant to members.

Part-time Issues Team:

Met with several Governing Board members to discuss realities of PT faculty; developed resolution regarding overload units; shared input on negotiations relevant to negotiations; advocated for PT issues at the CFT Convention and in other statewide venues.

You Are the Union

Thanks to all who have participated in providing input and energy to CCFT: the union really is what cumulative faculty members put into it. We have had a large and active Council working on behalf of faculty—many thanks to all of you taking the time and energy to advocate for your colleagues, students and programs. Special thanks to Paul Harvell for facilitating faculty participation in discussion of very difficult issues.



Acosta: Growing Teachers

Continued from page 2



What's the best part about counseling and teaching?

When students, after having a counseling session with me, smile with confidence and say, "Now I know how to reach my goal ... thank you."

I just love working with students, and I'm constantly impressed by Cabrillo's students. The students are very motivated in getting their degrees and helping their families have a better life. Many of the students have overcome many obstacles. I feel proud at graduation because I know many of their stories, so I understand what it took for them to graduate from Cabrillo.

What's your story? How did you get into this line of work?

Since I was in elementary school in Winters, California, I have wanted to be a bilingual teacher. I've always wanted to help other students like my self learn easier than the way I did. I started kindergarten only speaking Spanish and not being academically ready for school. My mother only had the opportunity to go to school until the first grade. Her mother died when she was 7 years old, so my mother had to drop out of school to do the housework for her father and brothers. It took me years to learn English; by then I was very behind all the other students in my classroom. One of my teachers went to my house and told my mother not to speak to me in Spanish because she was hurting my academic progress. When my teacher left, my mother started to cry and she said to me, "how can I not talk to my child". My mother didn't speak English. When I would tell my mother that I wanted to be a teacher when I grew up, she would tell me, "Si no tenemos para la leche, como te vamos a mandar al cole-

gio?" She would say "If we don't have enough to buy milk, how can we send you to college?" Still, she encouraged me to do well in school so I could get out of working in the fields. I worked in the fields from age 8 to my first year in college. My family was very poor. With the little money I made in the fields, I was able to buy my three dresses for the school year.

As I continued to attend school my dream of being a teacher never faded, and eventually I graduated from Sacramento State in two years with my BA and my multiple subject credential. I began teaching in a kindergarten classroom in Union City at age 21. While I was teaching I returned to the university and received two more credentials. After three years of teaching I was accepted to CSU Sacramento's Counseling and School Administration programs. After two years of attending the Master's program for School Counseling and the School Administration Program I received my Master's in School Counseling and three more credentials. I have my Multi-Subject Teaching, Pupil Personnel Service, Bilingual/Bicultural, Administration, and Community College Credentials. I returned to teaching after my graduate program. After teaching again I became a Teacher Trainer in the Ontario/Montclair School District. After getting married, I moved to Watsonville and was hired as a middle school counselor at E.A. Hall Middle School.

One day working there, one of the other counselors came to my office with a small clipping from a newspaper. She said that she didn't want to give it to me, but felt she needed to. She said the newspaper had my name on it. I read it and told her I didn't see my name on it. It was the want-ad for the Watsonville Center Counselor's position. The appli-

cation was due on my birthday. I was hired to start on January 1990.

It was hard working getting started as a counselor at Cabrillo. I had to learn all about graduation and transfer requirements. I couldn't go into the web and look for information. We didn't have web access, email, or the ASSIST program. I was first trained by Francisco Ponce. At the time, I depended on counselors picking up the phone to answer my questions since I was the only counselor at the Watsonville Center. I read the entire Cabrillo College catalog to find information I could give the students. One of the most challenging parts of my job was keeping up with all the universities' transfer requirements. We have students that choose universities all over the United States. so I needed to know how to retrieve the most relevant material to help the students make the right choices of classes within the required time frame.

Tell us about your work with Teachers for Tomorrow.

Teachers for Tomorrow started 10 years ago. It's designed to recruit future teachers and expose them to the K-12 classroom. Education 80, Introduction to Education, includes K-12 classroom experience and tutoring. Students in Educ. 80 have the opportunity to go and tutor in the K-12 classrooms, so it's a win-win program. K-12 classrooms get extra support through our Educ. 80 tutors and our students get to see if they really want to be teachers. The Educ. 80 classroom experience also counts to meet an entrance requirement to a credential program. It's fulfilling to see

many of our students teaching in Santa Cruz County. It's like the saying "we are growing our own teachers".

Three years ago we started our newest program, CTE/Teacher Preparation Pipeline. It is energizing to see the motivation our future teaching students come with. The students want to make a positive difference in our community and society. They want to touch and make a difference in their students' lives. They always speak of a prior teacher that they were motivated by. Teaching is a demanding career with one of the most personal rewards that touches our hearts.

I love that I can pass my passion of teaching to others. Since Teachers for Tomorrow started 10 years ago, we have many of our students working as teachers in Santa Cruz county schools. UCSC's credential program recruits our Teachers for Tomorrow students.

How do you find teaching candidates in such challenging economic times?

It is discouraging but we all know that it will improve and we always need competent caring teachers. In a few years many of us teachers and counselors will be retiring. The truth is that if there weren't any good teachers, society would not survive. Society can only have doctors, fire fighters, chemists and so on, if there are teachers to teach them. Teachers transmit their passion to learn.

Here's your Miss America question: "If you could wish for one thing, what would it be?"

If I had a magic wand I would end violence and hunger.

CABRILLO COLLEGE FEDERATION OF TEACHERS



Phone: 831-464-2238

Fax: 831-464-2283

E-mail: ccft@ccftcabrillo.org

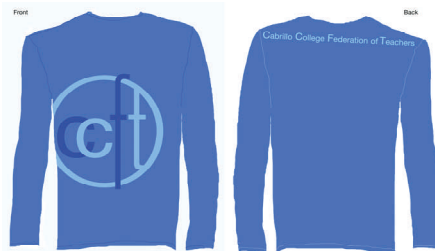
<http://ccftcabrillo.org>

CFT/AFT Dues Increase Yours Do Not

Nancy Stucker, Treasurer

We have recently learned that our expenses for next year will be going up. At the CFT Convention in March, members voted to increase the dues collected from locals (like CCFT); a dues increase from AFT will likely be approved over the summer. These yearly increases are to be expected and are often absorbed in the CCFT budget as our salary from the District (and therefore our dues revenue) increases. However, since our expenses are increasing while our salary is not, we expect to pay out more than we bring in next year.

To pay for increased expenses, the CCFT Council and the executive board do not propose raising members' dues next year. Instead, we propose covering the increase in 2010-11 with funds that would otherwise be allocated to our legal reserves. We should have sufficient funds next year to absorb increased expenses without raising union dues and agency fees to our workers or tapping the \$50,000 formally set aside for general and legal reserves. It appears that we can absorb increases for at least a year or two, although certainly not indefinitely. Therefore, the executive board and the council plan to look closely at our finances in the fall in order to develop a long-range plan for a balanced budget.



CCFTees— Get One!

Get yourself a super snazzy CCFT shirt. There are quite a few left, though not in every style or size. You can acquire one of these fabulous long or short sleeve shirts made in styles for both men and women* from 100% organic cotton for a nominal donation of \$5-15.

Contact Maya Bendotoff at 464-2238 or ccft@ccftcabrillo.org or your division rep. to order.

Special thanks to Tobin Keller for all his hard work in designing these handsome garments.

*Women's styles run small.

CCFT Fall 2010 Meetings ...Save the Dates

Flex Week Events

Part-Timers' Solidarity Breakfast

Tuesday, August 24
8-10 a.m.
in the Sesnon House, room 1804

State Disability Insurance Workshop

Tuesday, August 24
10:00-11:00am
in the Sesnon House, room 1804

CCFT Luncheon

Wednesday, August 25
12:00-1:00pm
in the Horticulture Center, room 5005

CCFT All Faculty Meeting

Wednesday, August 25
1:00-3:00pm
in the Horticulture Center, room 5005

Council Meetings

September 20
October 4 (rep training)
October 18
November 15
December 6

**Meetings are Mondays
from 2:30-4:30**

Location TBA
All faculty are welcome.

TRAVEL

Time to get away?
(you pick the dates—
we'll help with the plans)



HOTELS: Save an additional 20 percent off the "best available rate" at more than 6,400 participating hotels in locations worldwide.

CAR RENTAL: AFT member discount car rental programs will meet your travel needs and budget.

For more information about these and other savings, go to:
aft.org/members
The Community Advantage



AFT + is your advocate. For information on all AFT + programs, call 800/238-1133, ext. 8643, or e-mail aftplus@aft.org. The 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.aft.org/benefits/disclosure.