

FACULTY VOICE

CCFT NEWS

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

MARCH 2012

President's Report: Spring Training

Paul Harvell, CCFT President

Budget crisis. Next year's election that may include numerous tax and anti-tax initiatives along with an anti-union initiative. The state's Student Success Task Force findings and attempts to implement the findings with new legislation. Potential pension reforms. Santa Cruz County College Commitment. Accreditation. Master planning. Those were major college-wide issues faculty are confronting, undertaking, or reacting to that sprang to mind when I asked myself the question, "What's going on?" That list ignores more localized tasks, such as the STARS program funded by

the HSI grant or the building and program changes with the STEM grant. It also doesn't include major tasks that are outside faculty areas, such as the implementation of electronic documents by the financial aid office. There are those types of local changes being implemented by almost every program, across the college. Not only can't I list them all. I can't remember them all. The list also ignores those idiosyncratic things that pop every year that we must deal with, such as the non-repeatability changes. There are also the changes that seem, to me, to be

stalled, such as implementation of the AA-T and AS-T degrees.

The list is even more daunting when I think of the facets of some of the issues. In looking at the budget crisis from the perspective of what the state has done, you've got a trajectory or arc that starts with this year's workforce reduction (cut in revenue by cutting the funding of FTES) and travels through the two tiers of cuts, the February surprise cuts that includes on-going reduction of funded past growth and currently ends

Continued on page 2



CCFT President
Paul Harvell



i in this
issue

FLEX LUNCH	2
MARCH IN MARCH	2
CCFT ELECTIONS	3
STUDENT SUCCESS INITIATIVE	4
FACULTY PROFILE: CALAIS INGEL	5
SCHOLARSHIPS	6
ADJUNCT COFFEE BREAK	6
BURRITO BASH	6

The Millionaires Tax of 2012: The Clear Choice for Responding to California's Budget Crisis

Sadie Reynolds, COPE Co-Chair

As Cabrillo College spends another spring dealing with the ongoing cuts to our budget, your union—along with our statewide CFT and coalition partners—is working to pass a Millionaires Tax (MT) in November 2012. The ballot measure would increase tax rates on Californians who earn more than \$1 million a year by 3% on income in excess of their first million, and another 2% on Californians with incomes in excess of

\$2 million. The measure would bring in approximately \$6-9.5 billion dollars next year, with 60% of the new revenues going to education. Locally, Cabrillo would receive some \$6.7 million next year. All of our local K-12 schools and public universities would also benefit significantly.

Two other tax measures are likely to appear on the November ballot—Governor Brown's initiative and Molly

Munger's "Our Children, Our Future" initiative—but CCFT believes the MT is the clear electoral choice. First, only the Millionaires Tax would provide more than \$6 billion a year in *permanent* and *growing* revenue to restore education and vital services (early childhood, K-12 and higher education; senior, child and disabled services; public safety; and rebuilding roads and bridges). The other initia-

tives would bring less tax income into the state coffers and would expire in 2016 and 2024 respectively. Second, the MT stands the best chance of winning, consistently polling at 70% favorability among likely voters, far ahead of the other proposed initiatives.

Third, the MT is the most equitable option, asking not a penny more in taxes from 99% of Californians. The other initiatives would cost the average tax payer \$123 or \$222 per year respectively. CCFT has endorsed the

Continued on page 3

Flex Luncheon Mediterranean Munchies and Alex Taurke

Debora Bone, CCFT Vice President

CCFT kicked off spring semester with our usual luncheon and council meeting in the Horticulture Center. The Mediterranean food from Zameen's—cheesy foccacia bread and antipasto salad—was particularly good, and lunch provided a great opportunity for union members to break bread on friendly ground and re-connect after the long semester break.

Following a brief budget update by Paul Harvell, former CCFT president Alex Taurke spoke briefly about "seeing the forest through the trees" during tough times, and looking at the big picture rather than focusing on individual interests. He also remarked that the important events in our lives should be those with our families and our children, pointing out that while life is hard sometimes, we must appreciate the simple moments with our families and

our friends. At the close of his remarks, he was given the Union Activist Award for his many years of service to the union.

With over 75 attending, the Council meeting after lunch was the largest flex meeting ever! Many members are very concerned about the deep cuts that are again being made across the college in response to projected reductions in state funding. CCFT, our state organization is advocating a statewide initiative to address the revenue shortfalls called the Millionaire's Tax. This measure would increase the income tax level for people who earn over one million dollars and use the money to fund education, social services, public safety and infrastructure. CCFT voted to endorse the measure and our COPE committee will be involved in collecting signatures to get the measure on the ballot.

John Govsky gave an informative presentation about the for-profit colleges that are taking large amounts of federal money in the form of student loans while providing minimal support to see that their students complete successfully. Instead, many low-income students are left with huge debt and no degree or training to show for it.

There was a discussion about the state Student Success Task Force recommendations and faculty expressed concern about how new regulations may limit access to higher education, especially among the most vulnerable students. There was interest in working with Faculty Senate to develop a Cabrillo response to the recommendations, and to think together about how the college might best implement any new regulations.

In other news: this year, the CFT convention will be held in San Jose on April 13-15. CCFT is inviting members interested in attending this statewide meeting to serve as delegates

and represent Cabrillo in deciding about resolutions and policies for our state union. Please contact Maya at 464-2238 if you would like to go.

COPE (Committee on Political Education) announced that four of our Governing Board members are up for re-election in November 2012. Rebecca Garcia resigned and a trustee for the Watsonville seat will be appointed on Feb. 21 to serve to the end of the term. The seats now held by Susan True, Donna Ziel and Rachel Spencer are also up for re-election in the fall. CCFT COPE will be watching these elections closely.

SAVE THE DATE

for the Burrito Bash with CCFT and CCEU members, to be held on Friday, May 4, 4-7 pm at Jill Gallo's house. Contact Martha Orr to assist with planning the event. This is a great opportunity to celebrate our strengths and enjoy some downtime with colleagues. Hope to see you there!

President's Report

Continued from Page 1.

with the governor's proposed budget for next year that includes even more cuts if tax increases don't materialize.

We, faculty, are busy — along with all other college employees. All of our work on the above happens in addition to our regular and primary student-related assignments.

My message at the union luncheon this last flex was to compare our current situation to the Super Bowl (which was played five days after the luncheon). Even though it felt like we had been "playing" for a long time, the game hadn't really begun. It came with a reminder: the game would take time to unfold. Moving ahead now to

March, I'll use baseball. So far, we've been in Spring Training. Next year's budget is the first real game of the season, and the season will last for several years. There will be losses and wins, good times and bad, high and lows to come. I think the metaphor that we need to "turn a corner" is wrong. I think this is more of a journey of a thousand miles and we need to make a first footstep. Then a second. Then a third. Then a fourth. We keep putting one foot in front of another. What keeps us going is that we are able to put one foot in front of another, and we relish in the recognition we have some control over the direction of that foot. That is, if we choose to act.

We can choose the opposite. We can do nothing until there are few choices left to the college. We can make ourselves passive victims and decry the attacks of administration and Sacramento. So even though we don't always act, we do *always* choose.

Shared governance is much easier when we're hiring faculty, deciding how to spend increased funding, or getting accolades for our innovated programs. Making plans and commitments on spending cuts, program eliminations, or other sacrifices is the dark side of responsibility.

Marching in March

Beth McKinnon, Stroke Center

The annual March in March on March 5 in Sacramento was well-organized and I was impressed with the number of students who showed up to be counted. I don't know how many thousands there were but enough for me to feel a little claustrophobic and wonder how we would move our students with physical disabilities out if need be. There was no need and the event came off as planned.

Our group took the opportunity to talk with Senator Joe Simitan's aide and Assemblyman Bill Monning separately about November's tax initiatives, student success issues, repeatability and categorical programs. They both promised to look further into the issues though we did not get the impression they were familiar

Continued on page 3

CCFT Elections: CCFT Wants You!

Debora Bone, CCFT Vice-President



Do you ever wonder how the union decides what to negotiate? Would you like an opportunity to meet with colleagues to discuss ways to improve our working lives here at Cabrillo? Are you ready to make friends with people from different disciplines and areas of the college?

If so, think about becoming a CCFT representative next year!

Nominations for new council reps will open after spring break on April 16. Current Reps can run again. The term is for two years. Meetings are once a month on Monday afternoons, 2:30-4:30 pm and there are always great snacks. Nominations will close on Wed. April 25, and elections will be held by written ballot from Mon. April 30-Wed. May 9.

In addition to new council representatives, the full-timer Vice President position will be open for a one-year completion of the 3-year term started by Vicki Fabbri who stepped down this semester. Debora Bone finished out the spring semester and is available to run for the office next year. Membership chair is also open. Other officers will continue forward according to their terms.

CCFT will also ask members to ratify Article 11 of the contract that was negotiated last fall. Changes deal with the limited areas of cross-disciplinary classes (both team taught and those requiring additional in designated learning communities) and Library 10 courses. Most

of the changes deal with clarity; a very modest compensation change affects only those who teach multiple courses in a learning community (coordination would be given for one class only). Proposed changes on Library 10 were brought forth by the Library faculty. Proposed changes are online at ccftcabrillo.org and will be distributed with the ratification ballot.

Look for the nomination and ballot information in mid-April! Only members are allowed to vote in CCFT elections. Please contact Maya Bendotoff if you are not sure whether you are a member, or fill out a membership card and place in the CCFT mailbox.

Millionaire's Tax

Continued from page 1

MT, as has California Calls, the Courage Campaign, the California Nurses Association, MoveOn.org, along with many other labor and community groups across the state.

Volunteers are central to the mammoth signature gathering effort that is in full force. If you would like to help gather signatures or otherwise support the MT, please contact one of your COPE Co-Chairs:

Sadie Reynolds
(sareynol@cabrillo.edu)

Enrique Buelna
(enbuelna@cabrillo.edu),

or
CCFT Director Maya Bendotoff
(ccft@ccftcabrillo.org).

For more information about the MT visit
www.millionairestaxca.com
or ccftcabrillo.org/news/issues/miltax.php

March in March

Continued from page 2

with the Student Success Task Force recommendations. Monning, particularly, appeared genuinely interested. (He is running for Senate).

On a light note, there were some creative mascots and costumes throughout the crowd including a canary yellow, undulating banana slug that spanned about eight feet and an equally long big yellow pencil shouldered by student teachers demanding funding. One fellow waved a huge American flag upside down on a pole with the words,

"education in distress" emblazoned across the stripes.

We saw lots of petition tables for the millionaires tax and we were handed stickers to wear which we saw everywhere. The few arrests during the day were unnoticed by us and most everyone was gone when the larger group arrest happened later that evening when the occupiers wanted to occupy after the close of the capitol. In the end, this year's March in March was a loud, colorful, peaceful, and positive experience.

CCFT Spring 2012 Meetings

Save the Dates

CCFT Council

April 2 (room 5005, Hort.)

April 23

May 14

Mondays, 2:30-4:30pm

In room 1804 of the Sesnon House
unless noted otherwise.

Other Meetings

April 13-15:

CFT Convention, San Jose

May 4:

CCFT/CCEU Burrito Bash

April 23-24:

CFT Lobby Day, Sacramento

May 18-19:

CCC and CFT State Council (TBA)

BOG Approves Student Success Initiative

Jefferson Hancock, Editor

The California Community College Board of Governors has unanimously endorsed Student Success Task Force recommendations. The plan will now be sent to the state Legislature for review in accordance with Senate Bill 1143 (Liu).

The crux of the plan rests on getting students to define their college objectives and to make measurable progress toward that objective. According to

the press release, the initiative "is aimed at rebalancing priorities to focus on the core missions of remedial education, workforce preparation, certificate and degree attainment and transfer." To that end, according to the Chancellor's Office, "Students who make progress toward meeting their goals will be rewarded with priority enrollment." To help students meet their objectives, the initiative recommends

increased academic advising and support services as well as greater use of technology for those students wishing to create educational plans independently. Finally, the report suggests greater reliance on college orientations and recommends using a standard statewide placement test for all California Community Colleges.

Faculty and students up and down the state have serious concerns about how this may reshape the community college system.

At Cabrillo CCFT and the Faculty have formed a joint subcommittee to develop a faculty position statement on the report and respond to legislation implementing the recommendations as it comes in.

Stay tuned for developments in this arena and be sure to share your input with one of the following faculty members: Michael Mangin, Winnie Baer, Brian Legakis, Arturo Cantu, Claudia Close, Sharon Took Zozaya, and Jim Griffin.

Editorial:

Student Success: Just a Phone Call Away

Jefferson Hancock, Editor



"Hello and welcome to the Community College Student Success Hotline. Please select from one of the following options. To choose a major press or say 1. For transfer information, press or say 2. For vocational and certificate information, press or say 3. You may press or say 0 at any time to speak to one of our trained automated telephone counseling associates."

1. [Beep] "You have opted to choose a major. To assign yourself a major, please select from the list of major codes included in your registration packet."

"43."

"You chose 'Engineering.' Is this correct? Press or say 1 for yes, or 2 for no."

"1."

"We're sorry. All positions for 'Engineering' have been filled. Please choose a different major from the list of major codes included in your registration packet."

"141."

"You chose 'Physics.' Is

this correct? Press or say 1 for yes, or 2 for no."

"1."

We're sorry. All positions for 'Physics' have been filled. Please choose a different major from the list of major codes included in your registration packet."

"140."

"You chose 'Philosophy.' Is this correct? Press or say 1 for yes, or 2 for no."

"1."

"Thank you. The 'Philosophy' major requires completion of the courses listed in your college catalog with a grade of C or better."

You will be required to complete these courses within two years to maintain your registration status. For information about transfer requirements for this major, press or say 2 now. To return to the main menu, press star."

"2." [Beep.]

"You have chosen to select information about transfer. Which college or university would you like to transfer to? Choose a number from the list of 1000 universities

presented in your enrollment packet. You can also find this list at our website. Press or say your number now."

"986."

"You selected 968, Western University of Eastern Kentucky in Podunk, Kentucky. Is this correct?"

"No"

"Please try again."

"986."

"You selected 986, University of West Covington. Is this correct?"

Yes.

Thank you. The University of West Covington, in West Covington, West Virginia, is a small liberal arts college conveniently located near Interstate 77 and the West Virginia State Correctional Institution. For a list of prerequisites and transfer requirements, please press or say your major code now.

Information needs to be entered within two minutes or this call will end. Do you need more time? Press or say 1."

"1."

"Thank you for calling. Please hang up."

Reel Work Film Festival

The 11th annual Reel Work Labor Film Festival will animate screens throughout Santa Cruz County from April 26 through May 6, 2012. The festival is traditionally held at this time of year to reclaim the real labor day; May 1 is celebrated as International Workers Day everywhere else in the world outside of the US.

This year Reel Work honors the occupy movement, documents its impact in 2011, and traces its labor roots back to the great Flint Sit-Down Strike 75 years ago and in the lyrics of Woody Guthrie, born 100 years ago. Filmmakers and others involved in the struggles portrayed will be on hand to introduce films and engage the audience in the relevance of the issues in our daily lives.

Reel Work events will also be happening in San Jose and Monterey County during this week. Due to the generous support from labor unions including CCFT, no admission is charged at Reel Work events, although voluntary contributions are accepted at the door.

CCFT Faculty Interview: Calais Ingel, Assisting with Technology



FV: How did you get where you are today professionally?

I originally planned to be a second grade teacher, but when I graduated in the early 90s with my B.A. in English Literature and my teaching credential, teachers were being laid off, not hired. So, I took a job as an aide in a special education classroom, where I met a wonderful teacher who really taught me what I needed to know. She showed me how to look at students as individuals with real potential (no matter how disabled they appeared) and to bring some humility to the process—not easy for a 23 year old! She retired at the end of that year, and I applied for the teaching position and got it. For three years, I taught a K-1 class of kids with "orthopedic disabilities", which meant that they didn't have substantial cognitive delays, but that they had severe physical issues (like spina bifida) and they needed special supports.

After three years of that, I was able to transfer into another position—an itinerant teacher of kids with physical disabilities—and I discovered that the emergence of portable personal computers could make a real difference in their lives. So, I trained myself in the hardware and software, and I lobbied for assistive technology for students. I trained teachers, aides, and parents in how to handle a

laptop, how to thread paper into a printer, etc. etc. I even did house calls to my students' homes to fix stuff (not officially, of course).

Then, when the Assistive Technology position was posted at Cabrillo, I applied, got the job, and found out that the real work would be creating an assistive technology program. While the classes existed in curriculum, there weren't any real materials, and no classroom to teach in.

Fortunately, I had Michael Edwards, a mentor of sorts (and a student teaching assistant), who kept me focused on what it means to be a student with a disability navigating the college world. He was a great inspiration to me, and my heart broke when he died in 2005. He used to say, "Kid, keep expanding the empire!" and I have worked to do that, from acquiring a classroom, expanding course offerings, increasing the coordination with Learning Skills, and working with Cabrillo's IT staff on expanding the access to assistive technology hardware and software across campus and online.

When post-graduate training in Assistive Technology became available, I took it, and now, in addition to my Master's degree in Special Education, I have a post-graduate certificate in Assistive Technology. However, my real learning has been from my students, and my own pursuit of technology to empower them.

FV: Describe a favorite teaching moment.

I am stunningly fortunate, for I get to have this moment several times a semester—sometimes weekly. A student with a learning disability or a related issue will be referred to me. These are smart students who

don't read well due to processing issues, ADD, or something like that. I show them assistive technology to support reading, comprehension, note-taking and studying, and then I watch them absorb it. Most of the time, the student experiences an AHA! moment (they often burst into tears) when they realize what the technology can help them do. Also, they see at once that it isn't that they aren't capable—it is that they need the correct supports to be successful. I have a file of letters from these students, and they say things like "you changed my life" and "I was a straight D student, now I get As and Bs." I live for those moments!

FV: Discuss your teaching field. What exactly is assistive technology and how do our students benefit from it?

Assistive technology is software, hardware, or ergonomics which allows a person to realize their potential in way not possible previously due to a limitation of some kind. Students who are blind use assistive technology to read textbooks and websites aloud on the computer; students who are deaf use email and texting to communicate quickly with their teachers; students with learning disabilities use a variety of student support software, including text-to-speech software.

FV: How long have you been involved in CCFT?

I have been a union member in every job where it was an option, and I have been a CCFT member since August of 2000, when I started at Cabrillo College. I became a BELA rep two years ago, and I enjoy it very much. I hope to represent BELA again when my teaching schedule permits it.

FV: Why are you involved in CCFT?

Unions are the only way to level the playing field between management and workers. Also, at a CCFT meeting recently, it occurred to me that it was the only meeting I go to (and I go to many) that didn't include any administrators, just peers. It was a good feeling to have that camaraderie. And, as a woman in a male-dominated field (computers), I appreciate that both genders receive equal pay, and that I don't have to negotiate the conditions of my employment by myself. I would stink at that.

FV: What would you like to see CCFT focus on in the coming years.

Keeping what we have. Also, keep reminding the powers that be that we can not do more with less—we can only do less with less.

FV: Summarize some of your important professional accomplishments.

I have written two textbooks—the speech recognition book is now in a second edition, so that's the one I usually mention. I wrote the only textbook in speech recognition software, which is now used by several colleges nationwide. Also, I was the first one to develop a speech recognition course, as far as anyone can tell. I ran for queen, but lost.

FV: What do you do for fun when you're not working?

Read, read and read. And read. Did I mention reading? Anything smart—the *Atlantic Monthly*, but novels especially. I cook with my son, who has several food allergies. We also play lots of board games. I go to movies with my husband. We also like to talk, talk, talk. I love NPR, reading cookbooks (guilty pleasure), and I am very indoorsy. My life goal: Geek Goddess.

CABRILLO COLLEGE FEDERATION OF TEACHERS



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AFT Robert G. Porter Scholarships

If you have a child who will be starting college in fall 2012, or if you have gone back to school (or want to go back) to continue your own education, then read on. The AFT's Robert G. Porter Scholars Program is accepting applications for its 2012 scholarship and grant competition. The program underwrites \$1,000 grants for AFT members and four-year \$8,000 postsecondary scholarships for members' dependents. Application deadline is March 31. Recipients will be announced this summer. For details, visit <http://www.aft.org/benefits/scholarships.cfm>



MBCLC Scholarships Available

The Monterey Bay Central Labor Council is offering two scholarships in 2012:

- ♦ Cesar Chavez Award (\$500.00)
- ♦ Johnny Mattos Award (\$500.00).

Completed submissions must be received by 4/13/12 for consideration.

To obtain an application, please visit the MBCLC website (montereybaylabor.org).

Adjunct Coffee Break:

**Wednesday,
March 21st**

9-10:30 a.m.

Faculty Mailroom



Please join us for a casual, drop-in coffee break especially for PTs. In these times of cutbacks and reductions, we need to build solidarity. Come share and get info about budget issues or just say hi and grab a cup of tea. Hosts include CCFT VP and Faculty Senate Rep John Govsky, PT Chair Sadie Reynolds, Grievance, Officer Eric Hoffman, and Director Maya Bendotoff. **Hot beverages, fruit and pastries to be served.** Hope to see each of you at the Coffee Break!

Mark your calendars!
It's time for another....

CCEU/CCFT BURRITO BASH!

Where:

Gallo Residence
2535 Orchard St,
Soquel.

When:

Friday, May 4th, 4-7pm

Please bring an appetizer or dessert to share, and your favorite beverage.

Come enjoy good food, great company, ping-pong, darts, & croquet. Hope to see you all there!

—Jill Gallo, CCEU



CFT Convention in San Jose

The Spring 2012 CFT Convention will take place from April 13-15 at the Fairmont Hotel in San Jose. This year's event has a local connection, so it's a golden opportunity to represent local 4400 with a large contingent. Nominees must be approved by the CCFT Council so get your name in soon. Those interested in attending contact Maya Bendotoff at ccft@ccftcabrillo.org

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