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CCFT President's Report

A New Adventure

by Karl Ewald

It is truly an honor to have been elected president and to have this chance to serve the faculty through CCFT. The last few weeks have given me a completely new view of Cabrillo. Partially because I've been spending about half my time working from the CCFT office on lower campus, but also because I've been participating in so many more meetings. There are so many things going on at the college.

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CCFT Pushes for Adequate Salary Improvements for 2016-17

Your Participation May Be Needed

Salary remains the primary item pending agreement in the current negotiations process, which both teams agreed to extend until October 15, 2016.

As we move into the fall semester, we need to work together collectively with all faculty on deck to advocate for a strong salary improvement. A significant part of this will include presenting an alternate angle on the budget to the Governing Board.

In our current contract agreement, teams agreed to prioritize faculty salaries when possible. "The intent is that CCFT receive a fair share of increased revenues to be allocated toward the faculty total compensation package of salary and benefits, with the goal of returning to and improving the salary schedules as quickly as possible" (Article 13, Salary).

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Update from Faculty Senate

Robin McFarland and Skye Gentile

Faculty senate continues to focus on student equity and student success. With that in mind, at every meeting we devote some time to the topic of Guided Pathways. Many of you attended the Guided Pathways Institute that was presented by the Lead From the Middle team in June. At All College Day, Rob Johnstone provided further information about Guided Pathways. At our last meeting (September 6), the senate voted to support hiring Rob Johnstone as a consultant to further explore how Guided Pathways would look at Cabrillo. Regardless of whether Cabrillo decides to adopt this model, the discussion provides an opportunity to create ways to help our students navigate more effectively.

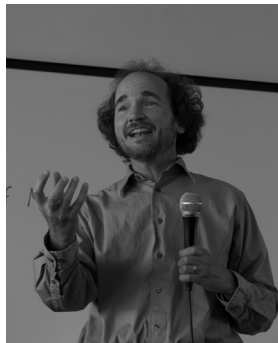
Another emphasis of the senate is communication and decision-making. The events last spring surrounding the college's failed bond effort brought questions about communication and decision-making processes into sharp focus. At the last senate meeting, we had a lively discussion about the bond, and explored what we learned from what transpired, and how we can use those lessons to move forward in a collaborative manner that supports our students. A clear lesson is that the process that happened last year was unacceptable. The governing board gave faculty senate the message that they will not move forward on planning for future bonds unless the faculty senate brings a recommendation to the CPC and board. I appreciate that the governing board heard faculty concerns and I am hopeful that future efforts such as going out for a bond will be a more collaborative, faculty-driven process.

Faculty are fortunate to have two representative groups—CCFT and Faculty Senate. Skye and I are proud to work with Karl Ewald and Tobin Keller to represent the interests of the faculty as we all work to support our students.



CCFT President's Report

Continued from pg. 1



Karl Ewald

During Flex week I had the chance to speak at All College Day, meet with adjunct faculty at the Part-Timers' Solidarity Luncheon, hosted a session on the conceptual model behind a DC Matrix redesign we'll continue to work on with the district through

much of this year, the DC Meeting hosted by Denise Lim, Eric Hoffmann's session on the new evaluation system, and the CCFT Luncheon and General Council Meeting. Through the fall, I'll be a member of the College Planning Council (CPC) and I'll be trying to attend all the Faculty Senate meetings as a guest.

I'm feeling energized and optimistic about the coming year. While the failure of Measure Q could have left us largely demoralized, I've seen ample evidence that it has galvanized the college with a new sense of unity and collaboration. I think losing the bond was a hiccup. Certainly one we will survive.

We are excited that the Governing Board passed a resolution in favor of Proposition 55 which extends the income tax elements of Proposition 30. These taxes provide about 15% of Cabrillo's budget. CCFT will certainly be working on efforts to pass Prop 55 this fall. We hope you can help!

Last spring, the Governing Board asked CCFT to postpone negotiations on compensation while they focused on community efforts in relation to Measure Q. As I reported at our Flex week events, the board discussed our proposal at their August meeting but requested additional budget information from the district and plan to revisit the proposal at their meeting on September 12th. We have negotiations scheduled for September 14th. It is important to realize that we are not at an impasse. Even though there has been significant time since we first gave the district our proposal, I'm careful to avoid letting time alone color things in a positive or a negative light. We just haven't heard anything yet. For a complete update on negotiations, including the various side letters we've signed during the spring and summer, see Maya Bendotoff's article in this issue of Faculty Voice.

As an individual faculty member, I'm a big proponent of the Guided Pathways efforts. I realize there is a difference between my personal support and CCFT's support. I encourage you all to attend research on your own. Either way, make sure you find some time to explore the ideas behind Guided

the LFM brown bag lunches or do some reading and Pathways because it is very likely both Faculty Senate and CCFT will be asking for your opinion on whether Cabrillo should move forward with a comprehensive Guided Pathways implementation.

As the CCFT president, I believe that Cabrillo's budgetary and enrollment challenges are the most significant obstacles to a significant increase in faculty compensation. I've recently met with several board members and I feel there is a commitment to address the low relative standing of full-time faculty salaries. The challenge for everyone is how to balance that effort against various others. CCFT will continue to advocate for prioritizing faculty compensation, but a better budget through increased enrollment will make things a lot easier for all of us.

I'll be trying to explore the effects of Guided Pathways reforms on enrollment and budgets at other colleges this fall. There are plenty of reasons to believe Guided Pathways will increase our enrollment in addition to its potential to increase student success and equity. I also have some personal experience from the engineering department. Through several grants over the last five years, we've been able to implement several Guided Pathways style ideas and the results are very encouraging. If you look at enrollment in NAS over the last 5 years, you will find it has been relatively stable when compared to Cabrillo as a whole. I'm hopeful these reforms could positively impact our budget and enrollment. As I said, I'll be searching for evidence of this and will share any I can find.

For those that would like to know a bit more about me and haven't heard me already introduce myself, I'm going to share the introduction I sent to faculty during the election:

I'm an engineer. As I like to tell students, engineers make change for a living. Engineers can sometimes be a little pushy with change. It can be nearly impossible to resist tinkering with a system after spending a little time with it. After three years on the E-Board as treasurer, I feel like I've had that time and I'm enthused and optimistic that there are positive changes to make.

Science is made up of many ideas. All of which, within their prescribed limitations, are true. Working in these fields one becomes practiced in keeping an open mind. There is a profound acceptance of a vast body of knowledge that none of us can completely encompass. Scientists share ideas with an expectation of learning new things and finding new connections. I'm not going to suggest that our participatory governance model has the same connection to external validation that science has, but if one accepts that



people make decisions within their own frame of reference, then entering conversations with an open mind still makes sense. I believe deeply good ideas will make sense within multiple thought systems and building consensus often involves translating ideas into the thought frameworks of other people so they can grasp their value.

Finally, let me just say that it has been and continues to be an honor to serve in the union.

CCFT Pushes for Adequate Salary Improvements for 2016-17

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The main area of differing perception seems to be the college budget and available resources. The college administration has always been somewhat conservative in budgeting. Last year the Board agreed to increase the official college reserves from the 5% recommended by the state to 7%, a move that faculty members disagreed with. This while our actual net ending balance, which includes the official college reserve, has been about 20% for the past several years and reached an all-time high at the end of last year. Last year was one of the best budget years from the state colleges had seen in many years, with a significant combination of ongoing and one-time funds. Complicating the situation, of course, is our declining enrollment. The college can and does go into “stability” funding in years of declining enrollment; understanding how this will affect the budget has several levels of complexity. We know that there are and will always be budget uncertainties. And, we respect a Board that wants to be fiscally responsible.

At the same time, we believe that a combination of ongoing revenues that came in last year, (almost \$4 million more than appeared in the final budget), combined with some ongoing resources in the budget for this year, would allow the Board to make some headway in terms of improving salaries.

The most important aspects of student success blossom with quality faculty members that are around, available and invested in their students’

After a decade working in the tech industry I can tell you that having a seat at the table and having a chance to provide guidance and feedback is by no means the norm. Despite the flaws in our participatory governance model and the inherent short-term inefficiencies of involving so many people that have so many thoughts and motivations, its promise is that an organization will make better decisions and will gain efficiencies in the long-run. I’m not sure it’s possible to prove this, but I still believe it’s true.



education. It is also essential that the college is able to hire and retain quality instructors.

Given that faculty salaries have shrunk as a percentage of the college budget, have dropped to the bottom quartile of comparative salary rankings, and that there is a contractual commitment to improving faculty salaries, CCFT Council, in concert with membership, will be pushing the Governing Board to look hard at the budget and to prioritize faculty salaries.

As we progress through the semester we will need your support. Please mark your calendars for the following Governing Board meetings, as we move forward we may ask for you to attend on one or more of the following dates:

- October 3
- November 7
- December 5

Board meetings generally start at 6pm; depending on what action is needed we may want faculty to show up before or during the meeting. Stay in touch with your CCFT reps for more info.



Comparing Enhanced Non-Credit Compensation

by Karl Ewald

Maya Bendotoff wrote an extensive piece on AB 86 and Enhanced Noncredit for the December 2015 issue of Faculty Voice. At that time, CCFT and the district were in negotiations around compensation for faculty doing this work. In March 2016, CCFT signed a side letter that determined compensation for an enhanced non-credit pilot program that will cover enhanced non-credit instruction through May 31, 2018. You can find the side letter on the ccftcabrillo.org website.

Since that time, CCFT has been asked about how the simplified hour salary schedule defined in the side letter compares to compensation based on teaching units. First, let's look at the hourly salary schedule:

	BA or specific Min Requirements	MA/MS	MA/MS + 60 units (BA + 90)
Step 1-6	36	39	42
Step 7-11	42	45	48
Step 12+	48	51	54

To convert this into a roughly equivalent TU rate, we need to multiply the hourly rate by the total number of hours that typically compose a teaching unit. Appendix AA.7 can be used to do this translation.

1 TU = 16 weeks x (2.4 hours/week) = 38.4 hours

We can then multiply each cell's hourly rate to get this equivalent TU salary schedule.

	BA or specific Min Requirements	MA/MS	MS/MS + 60 units (BA + 90)
Step 1-6	1382	1498	1613
Step 7-11	1613	1728	1843
Step 12+	1843	1958	2073

Yes on Prop 55

What You Need to Know

by Steve Schessler

If you think back four years to 2012, you may remember the huge campaign around Proposition 30 – following our great success then, Prop 30 funds currently comprise 14% of our total revenue (\$8.6 million).

We're about to lose that revenue – unless we pass Proposition 55.

Proposition 55 – endorsed by CCFT Council, our Governing Board, and many other groups invested in education – would extend the temporary personal income tax increases from Prop 30, while letting the Prop 30 sales tax expire.

It would provide a twelve year extension on earnings over \$250,000 (single filers), \$500,000 (joint filers), and \$340,000 (heads of household). The majority of the revenue from Prop 55 goes directly to education: 11% go to California Community Colleges, and 89% go to K-12, and allows for an increase in the state's rainy day fund. There's an additional allocation for health-care programs in this proposition



YES ON 55
 BECAUSE OUR CHILDREN AND SCHOOLS
 MATTER MOST

up to \$2 billion.

The state's estimate is that Prop 55 will bring in \$5 billion to \$11 billion initially (and then is dependent on the future economy).

FACCC notes that Prop 55 “provides critical funding to avoid cuts, increase courses, and maintain fee levels, and averts a potential \$4 billion state budget shortfall.”

CFT asserts, “Prop. 55 contains strict accountability requirements to ensure funds designated for education go to classrooms, not to bureaucracy or administrative costs.”

For further information, you can check out the webpage of the Secretary of State, FACCC's “Learn the Facts” sheet, and CFT's FAQ sheet. The proposition's official title is the “Tax Extension to Fund Education and Health-care. Initiative Constitutional Amendment.”

Have questions? Contact your wonderful COPE co-chairs: Sadie Reynolds (sareynol@cabrillo.edu), and me (stschess@cabrillo.edu)



Pilot Program for Paid Ancillary Activities Extended Through 2016-17

by Maya Bendotoff

In late August CCFT and the District agreed to continue the pilot program for additional pay for designated ancillary activities. The program represents an effort to include adjunct faculty members, who compose about two thirds of all faculty, in key shared governance work at the college. The "pilot program" started in the spring of 2014; since that time various tweaks have been made. The program provides for a modest amount of funding to be spread among adjuncts representing faculty on what are currently identified as the most important committees on campus. Most committee reps will receive a stipend of \$250; Faculty Senate reps will receive a stipend of \$500 given at least twice as many meetings as the other committee.

Changes for 2016-17

Applies to faculty members with reemployment preference The District (administration) expressed an interest that the program target faculty members that have been at Cabrillo for some time. Given this, the program targets faculty members with reemployment preference.

Elected Faculty Senate Reps added back in

Previous versions of the pilot program included Faculty Senate reps. The District team wanted to exclude Senate reps last year for various reasons, the main one being that they wanted full-time faculty to fill the current seats. The Senate formed a subcommittee to discuss adding Senate seats for adjuncts, but no progress had been made on this

front. Fortunately, the District agreed to reestablish stipends for Senate seats.

Regular reports to constituency groups expected

In previous versions of the pilot program, some communication between reps and constituency groups was expected (mainly one email/semester). In the current iteration of the program adjunct reps are to send out a brief email update after each meeting to their constituency groups (all faculty or college divisions for Faculty Senate division reps) and copy the appropriate VP.

Committee Reps for fall

The following committees and reps have been approved for fall 2016:

- Institutional Effectiveness: Sara Decelle
- Safety: Owen Miller
- Facilities: Karen Groppi
- Technology: Rod Norden
- Faculty Senate: John Govsky, Timothy Frank and Claire Thorson

Note that the Student Equity Committee is not included in this iteration. This is because funding from Student Equity can be used to compensation adjuncts for participation in accordance with our Side Letter of Agreement on Short-Term Restricted Fund Assignments: <http://www.ccfcabrillo.org/site/wp-content/uploads/2016/08/2016-17.1-Short-TermResFund-071916withform.pdf>

Thanks in advance to adjunct faculty reps for serving on these committees!

You can view the Side Letter of Agreement online at: <http://www.ccfcabrillo.org/site/wp-content/uploads/2016/08/2016-17.5-Ancillary-Pilot-for-2016-17.pdf>



Thanx to Tobin Keller and Susan Stewart for working on our new banner

News Roundup

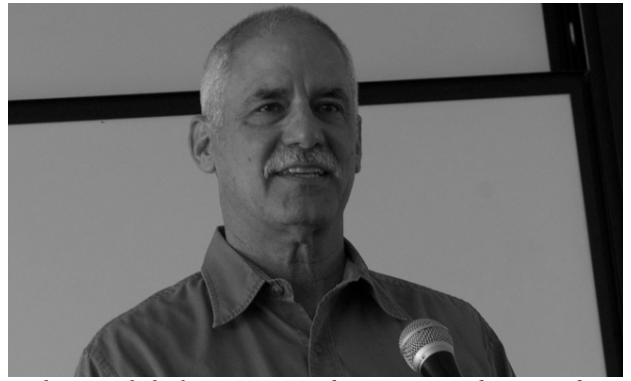
David Lau

Vergara v. CTA Is Over

Back in April, a California Appeals Court overturned the Vergara decision from 2014, which fundamentally threw out the tenure protections of the K-12 Public Education system in the state. Now this past summer, the California Supreme Court has finally put the Vergara case to rest by upholding the Appeals Court's ruling and leaving in place basic tenure, firing, and staffing rules for the California K-12 public schools. (The Vergara case did not concern tenure or firing at California's community colleges.) The case, however, has not been without consequences, as it did drag on for many years. As CFT president Joshua Pechthalt noted, "The teacher shortage facing California has been stoked by the Vergara case, the expensive publicity machine surrounding it, and the constant attacks by so-called reformers on teachers and public education."

Update on ACCJC

ACCJC, the embattled and largely discredited accreditor for California Community Colleges, released a spate of new sanctions this past June: two colleges (Siskiyou and LA Southwest) received warnings, while eight colleges received reaffirmation of their accreditation for only 18 months, which is a recently minted category of semi-sanction. Additionally, ACCJC has stepped into the purview of at least one faculty senate by calling for "pedagogical oversight" in accreditation of distance education. All this comes as the US Department of Education continues to review and possibly strip ACCJC of its ability to act as an accreditor. In early August, notorious commission head Barbara Beno sent out requests for letters of support to many different administrators and faculty members as ACCJC continues to appeal previous rulings against them by the DOE. By contrast, former CFT President Martin



Joshua Pechthalt, CFT President, presented statewide updates at our flex meetings

Hittelman is requesting that faculty and administrators write against ACCJC in the appeal process. The major problem ACCJC faces is that they are no longer a widely accepted accreditor in the state based on their many years of egregious mishandling of accreditation, most famously at City College San Francisco, where they didn't follow their own bylaws in the process that nearly led to the closure of the largest campus in the system. The DOE will review ACCJC again this December when the National Advisory Committee on Institutional Quality and Improvement meets.

Faculty Locked Out at Long Island University

Long Island University faculty found out they were to be locked out of their jobs this Labor Day weekend, losing both pay and health benefits. The faculty union, an AFT local, is deadlocked in brutal negotiations with their employer, whose contract demands include reducing hours and benefits for adjuncts as well as reducing benefits for new full-timers. The administration also wants to impose a new onerous post-tenure review process that would effectively destroy both the job and intellectual protections afforded by traditional tenure. All this is being done in the name of improving the bond rating of LIU. The lockout is an unprecedented development in higher education's numerous contract struggles. By attempting to scorch the earth and break the union, LIU administration is going on a dangerous adventure. Meanwhile the union has reaffirmed its commitment to its members and the unacceptable contract has been voted down by a wide margin. With no resolution in sight, LIU has hired strikebreaking scabs to teach this first week of classes.

