

Cuesta College Federation of Teachers



Newsletter

Advocacy • Activism • Professionalism



AFT local 04909

A Message from CCFT President

Hello faculty! Thank you for taking time to read the CCFT spring newsletter. Your CCFT team has made some significant gains this semester, orchestrated by our outstanding lead negotiator Heather Tucker. Please keep an eye out for the election to ratify our tentative agreements with the district and changes to our constitution and bylaws. I know COVID and remote teaching has taken a toll on all of us, and the EB is always receptive to feedback on how to make our transition out of pandemic mode smooth and trouble-free. I hope that you can finish the semester as strongly as you started while taking time to care for yourself as well. Thank you for doing what you do for our students and the community, and thank you most of all for the support you give to the faculty working on your behalf via your union. - *Greg Baxley*



CCFT Constitution and Bylaws

The most recent modification of the Constitution and Bylaws started in 2019. The revisions remove mention of fair share fees, which are not allowed after the Janus decision. They also streamline our organization by eliminating a defunct standing committee, clarifying election timelines and processes, and resolving inconsistencies between the two documents. You can review the changes in more detail on the website: ccft.org.

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Negotiations

TENTATIVE AGREEMENTS



The negotiations team had a busy year, which resulted in eight Tentative Agreements (TAs) that the membership will vote to ratify this semester. These include updated Instructional, Dean, and Student evaluation forms. The North County Coordinator selection procedure and evaluation of reassigned time were revised to reflect the changes to this position due to the recent cluster reorganization. A CMC Faculty Coordinator position was approved, and 0.2 FTE reassigned time is now designated for the Professional Development Coordinator.

The compensation package is significant and shows appreciation for Cuesta's dedicated faculty. The package includes an increase in fringe benefits and a COLA of 0.5% added to the salary schedule for the 21-22 academic year, and another COLA of 0.5% for the 22-23 academic year. If the governor's final state budget approves a COLA less than 1.5% for 22-23, then CCFT will negotiate again over the percentage that goes to fringe, which is currently 0.5%. Full time faculty will receive a one-time payment of \$3226.00 (prorated for PT faculty) in recognition of all the extra efforts done in support of students during the pandemic. We are one of the very few community colleges to receive such a large COVID stipend. Great work faculty and thank you for all you have done during this challenging time! Please note that the one-time payment will be processed once the board approves and the district receives the money from the federal government. This will likely be in June, but possibly later.

Part-Time Faculty News

WHAT THE TENTATIVE AGREEMENTS MEAN FOR PT FACULTY

One-time Stipend:

The amount part-time faculty receive will be prorated based on load. For example, if you teach two 3-unit lecture classes, that equates to a 40% load which would result in a payment of \$645 for the semester. If you taught that load both semesters you will receive \$1,290. If you had a load less than 20%, you still receive a minimum of \$300 for each semester.

Fringe Benefit:

Effective July 1, 2021, part-time faculty with a load between 50% and 74% will have their fringe increased to 60% of the full-time fringe benefit of the enrolled plan.

Service Faculty:

CCFT has temporarily delayed negotiations on Service Faculty Hours and Loading (Article 5) to allow for more time to research, consider options, and ensure all stakeholders have appropriate input. The negotiations will resume in fall 2021.



Check the CCFT website <http://ccft.org/> for details and make sure to vote!

COVID Update and Return to Campus

35% OF CLASSES TO BE F2F IN FALL '21 AND MORE ENCOURAGED

After more than a year of mostly online teaching, instructors and students are eager to return to campus and in-person instruction. Vaccines are now available for all community members 16 and older. The Return to Class Taskforce has been meeting regularly and CCFT has been working with the President and VPAA to address faculty concerns. The district supports faculty in their decision to either teach remotely or face to face, provided that safety guidelines are followed. There is a good chance that Cuesta will still have distancing and mask-wearing requirements mandated by the State and by County Health. Some options faculty are considering include:



- Hy-flex model: 50% of students are in the classroom f2f and 50% are remote, watching the class session on video. The district supports technology purchases for this option.
- Teaching in a larger classroom to allow for appropriate social distancing.
- The district plans to rent large tents for some outdoor classes. They will have a flatbed to wheel audiovisual equipment for use during the day and to store at night.

Faculty can check with their Division Chair about technology and other needs for the the Fall semester. There are CARES funds designated for teaching during the pandemic. Faculty can also work together to maximize classroom use.

Avoiding Grievances: Practical Tips

HERE ARE SOME SIMPLE WAYS TO PROTECT YOURSELF



- Outline expected behaviors in your syllabus. Your syllabus is your contract with students. You may want to mention social distancing and mask-wearing requirements for fall '21.
- Follow current COVID protocols. Check with your Division and the Cuesta Website for updates www.cuesta.edu/covid-19.htm. Safety and health guidelines are mandated by the state and county.
- It's important to follow the peer evaluation process as outlined in the CBA. The content of evaluations can't be grieved, but if the process hasn't been followed correctly, that can be.
- Don't touch students or make comments about their appearance. Even if your intention is friendly, there is always the risk of offending students.

Scholarships

CCFT SPONSORS THREE SCHOLARSHIPS FOR STUDENTS:

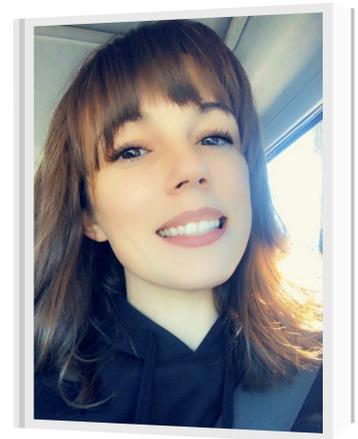
CCFT Bob Hartwig Memorial Broadcast Scholarship honors the memory of the late Languages and Communications Division Chair and Radio and Television Broadcasting instructor. This scholarship provides support and encouragement for students studying Broadcast Communications. Three students were awarded \$350 each in 2020-2021.

CCFT Lenore Erickson Scholarship honors the former Social Science faculty member with Emeritus status. It helps students interested in promoting social justice. This scholarship is awarded to a successful student with interest in: philosophy, world religions, social sciences, workers' rights, social justice, the labor movement, or student leadership. One scholarship of \$500 is awarded annually.

CCFT Katy Tomes Memorial Scholarship honors the excellent work that Katy Tomes did with DSPS students. The recipient will be a Cuesta College student who has a physical, medical, or learning disability and who has demonstrated evidence of financial need. One scholarship of \$500 is awarded annually.

Meet Two Scholarship Recipients

Recipient of CCFT Bob Hartwig scholarship, **Amanda Wisdom** has been studying at Cuesta for two years and plans to pursue a career with social media marketing or public relations.



"This scholarship is going to help me to achieve my goal of getting my AA in Communications. It is hard as a single mother trying to take care of [my daughter] as well as going to school full time. I just want to thank you for giving me the help that we need in order to complete this next school year and hopefully start my new career! "



Recipient of the CCFT Lenore Erickson Scholarship, **Zoe Portera** is in her second and final year at Cuesta. She is studying a combination of history and law and working towards a career in government or law.

"Cuesta has been such a supportive school, [which] is still really expensive: beyond tuition there is textbooks, rent, living expenses and everyone needs help with that. This scholarship allowed me to buy my textbooks and live in San Luis Obispo by covering a portion of rent. Without it, I and many other students wouldn't be able to pursue an education at Cuesta".