



CCFT Newsletter—May 2017

A Little Context on Cuesta College and Compensation

Out of all California community college districts, Cuesta College is dead last when it comes to fringe for faculty. Because of Cuesta's deplorable fringe situation, our faculty with multiple dependents have the worst total compensation in the state. Cuesta faculty with multiple dependents would need approximately a 15% increase in total compensation to reach the average of the lowest half of districts in California.

Here is a grim thumbnail portrait of the current situation. Solano College provides \$30,244 in fringe to faculty with families, while Butte College provides \$18,500. Alan Hancock provides \$13,176, but Cuesta only gives \$6,500. If we do not include fringe in the calculation, we rank 61 out of 72 California districts for average salary, but when we factor in benefits, we are last. We believe that Cuesta needs to rise above the bottom. Cuesta needs to make every possible effort to reach and then surpass the average total compensation of comparable colleges.

Where We Now Stand

After scrupulous analysis of the Cuesta budget, CCFT has argued for a 4% increase for all faculty on all pay schedules. CCFT has also argued for an additional 1% salary increase to pay schedules B-2 and B-3, which would directly benefit PT faculty, as well as FT faculty who teach overloads. CCFT is also arguing for paid office hours for all PT faculty. Cuesta rejected our proposals for increases to faculty salary and fringe, as well as paid office hours for all PT faculty.

The Union continues to insist that all instructors should receive payment for meeting with their students. Cuesta should embrace this proposal as a given--a natural part of faculty and student interactions that will directly contribute to student success. We propose that all PT faculty will be compensated using the following formula. The rate of pay would remain at D-9 of schedule B-4.

20-39.9% load = 1 hour per week
40-59.9% load = 2 hours per week
60% and greater = 3 hour per week.

To begin improving the dismal state of fringe compensation, we propose that in Fall 2017 the following tiered benefits structure be instituted:

Employee only plans will not change: FT 634/month, PT \$317/month

Two-party rate payers will increase: FT \$830/month, PT \$415/month

Family rate payers will increase: FT \$1030/month, \$515/month.

*This newsletter is a negotiations update from CCFT for its principals, the faculty of Cuesta College.

We are arguing for realistic and feasible improvements to compensation. Cuesta needs to look closely at how comparable colleges provide adequate total compensation to faculty. Substandard pay and fringe will never be acceptable. Cuesta needs to reevaluate its priorities and move toward fairness.

Now is the time to stand up for CCFT. In a show of support, please prominently wear your CCFT button on your robe at commencement this year.

The CCFT Executive Board for Fall 2017

Debra Stakes is the President, and Julie Hoffman is the Secretary. Ed Conklin is the new Treasurer, while Thomas Patchell and Stacy Pointer are the Co-Grievance Officers. Roland Finger is Communications Chair, Nancy Steinmaus is the Part-Time Faculty Committee Chair, and Robert Sfarzo is the Part-Time Council of Representatives Liaison. The Vice President position is currently vacant.

Please welcome Ed Conklin, who is the new Treasurer, and Stacy Pointer, who is stepping up to be a Grievance Officer.

We wish to dedicate this newsletter to Mark Tomes, who is retiring from Cuesta College and his position as Treasurer of CCFT.

Recent Historical Highlights Regarding Compensation

In 2014, CCFT obtained a 2% increase for all faculty across all pay schedules that was retroactive to January 2014. Along with this increase for all FT and PT faculty pay, the rate of pay for PT faculty office hours increased from D-7 to D-9 (currently \$39/hour). The following year, CCFT obtained a 5% increase for everyone across all pay schedules. CCFT also obtained a 2% off-schedule stipend that was distributed by load so that a larger proportion went to PT faculty and FT faculty at lower steps.

United For All Faculty!

Mark Tomes' Parting Words for CCFT

CCFT Members:

As most of you know, I am retiring at the end of this Spring 2017 semester, and I would like to take this opportunity to thank all of you for a wonderful ride.

When we charted CCFT in 1994, we had a hard-working group of dedicated faculty who had been betrayed by the administration, and we organized into a professional labor union and affiliated with state and national organizations known for their understanding of the connections between social justice issues and the field of education, as well as their willingness to bring that understanding to the negotiation table and out into the street. We continue to have a very hard-

working, talented, and dedicated faculty, I am very proud of the work that AFT, CFT, and CCFT have done all these past years. I am confident that that good work will continue.

Times have not really changed that much. We are still battling foggy-eyed and fearful administrators, social forces determined to keep us in a backwards-facing dreamworld of their safe and unchanging domain, and powers that appear too large and deep for us to understand, much less fight against.

Yet, we do understand the forces around us, and we do continue to fight, because as educators we see the big picture. We see the personal and social forces that bring our students into our classrooms and into our offices, and we are compelled to empower those students so they can see clearly the world in which they live and so they can work for changes that they feel are necessary to make the world better than the one from which they came.

I would say that there really is only one work to be done, and it relates to power: respect those who have no power, empower those who need it most, and fight against abuses of power on all fronts.

And as we fight for our students, so we as professionals must fight for ourselves so that we can continue the good fight for our students. We must demand fair treatment from our local administrators and from our legislators, and we must take it to the streets, if need be.

Within our own faculty ranks, just as it is in society, empowerment is paramount to moving forward. All our members need to be listened to and to be heard. Trust and unity are not given freely, but rather they are built and earned, and they are only earned through respect. We must ensure that all within our own ranks are respected, treated fairly, and empowered within our own processes before we have the right to ask for, much less expect, fairness from anyone else. Respect and empowerment begins at home.

In my 34 years in public education, 28 years at Cuesta College, 23 years as a member of CCFT, and 19 years as CCFT's Treasurer (and sometimes Secretary), I have been impressed with the talents and dedication of the educators with whom I have worked, and especially those called upon to do the union's work. It really has been an honor to work with all of you. Keep up the good fight.

