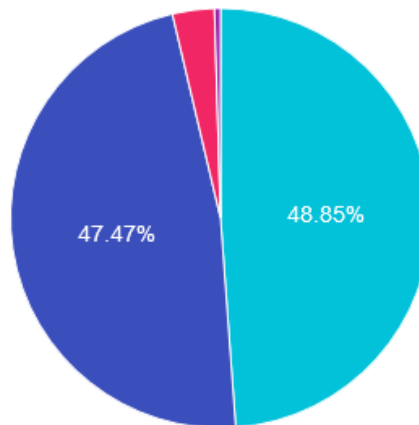


## Results of all faculty survey, Fall 2018 217 responses

### 1. What is your employment status as faculty at Cuesta College?

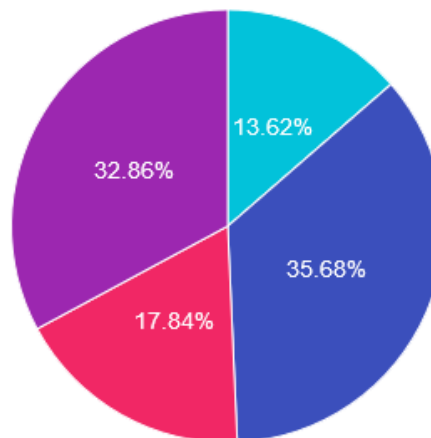
Answered: 217 Skipped: 0



● Part-time temporary ● Full-time regular ● Full-time temporary ● Other (Please specify)

### 2. What is your total load this semester?

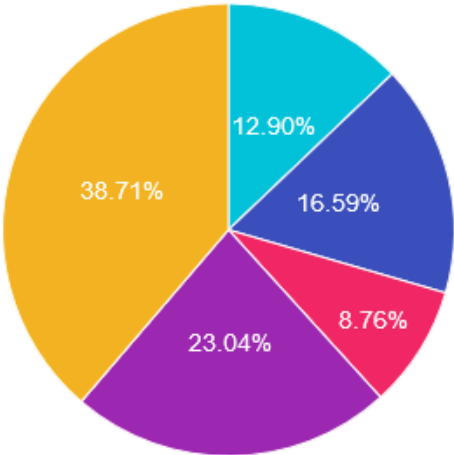
Answered: 213 Skipped: 4



● 0-4 units (0-26.7%) ● 5-10 units (27-67%) ● 11-15 units (68-100%) ● 16+ units (>100%)

### 3. How many years have you been a faculty member at Cuesta?

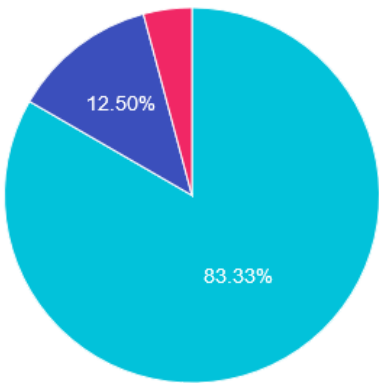
Answered: 217 Skipped: 0



0-2 years 3-5 years 6-9 years 10-15 years more than 15 years

### 4. CCFT can serve faculty better and bargain for compensation more effectively with a large membership base. I am a CCFT member:

Answered: 216 Skipped: 1



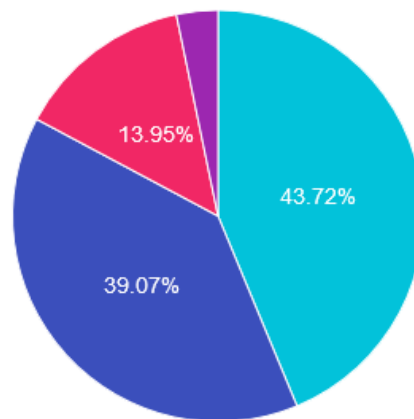
Yes No (membership form at <https://goo.gl/yGHi27>)  
I don't know (check your recent pay stub in MyCuesta for a CCFT dues deduction)

Salary Comparison Update: In the PT and FT overload schedule (B-2), hourly rates for steps 10 and above in columns F and G are higher than the median of our 10 comparable districts (ranking #2 of 11) while hourly rates for other cells in the salary schedule rank near the median. PT faculty at Cuesta have more steps available for salary advancement than at most other colleges.

In the FT salary schedule (B-1), Cuesta faculty rank 9 out of 11 for most categories, but 11/11 for entry-level with a master's degree.

Historically, CCFT has bargained across the board salary increases that are distributed as equal percentages on the salary schedule. That is, for every step in each column, the original amount is increased by the same fixed percentage. This results in the same percentage increase, but a different dollar amount to each cell. Here is an example, assuming CCFT agrees to a hypothetical 2% salary increase: For faculty at B-7, the increase would be \$1,250 with a 2% raise. For faculty at G-18, the increase would be \$1,870 with a 2% raise. However, the same overall 2% increase could be spread out as an equal dollar amount for each FT faculty member. In this method of distribution, every cell on the B-1 salary schedule would see an increase of \$1,810. Those with high salaries would sacrifice a small amount of their raise (- \$80) per year but those at the lower end of the salary schedule would see a much bigger raise (+ \$560). A similar calculation would be done for schedule B-2, the part-time and overload salary schedule, where rates could go up by the same dollar amount per unit or by the same percentage.

5. After reading the above note, I encourage CCFT to apply any FT and PT salary increases for 2018-2019 in the following manner:

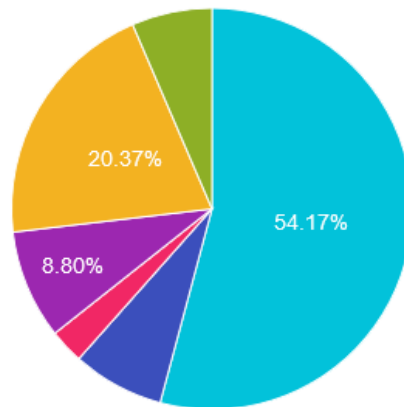


- Across the board salary increases of equal percentages (an unequal dollar increase)
- Add a fixed number of dollars to each salary step (an unequal percentage increase)
- No preference
- Other (Please specify)

(note: There were 11 "Other" written comments submitted in this question that reflected a preference for equal dollars)

## 6. I prefer CCFT to emphasize improving compensation

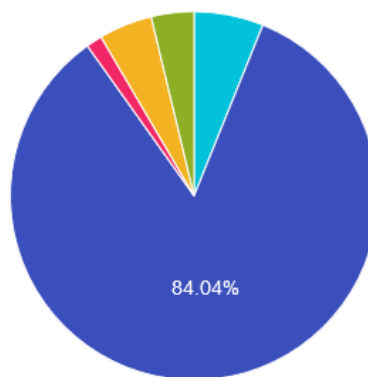
Answered: 216 Skipped: 1



- primarily in salary
- primarily in fringe benefits
- primarily for ancillary duties like office hours and SLOA pay for PT faculty
- primarily for retiree health benefits
- split between salary, benefits, and ancillary duties
- Other (Please specify)

## 7. I prefer to receive communications from CCFT in the following manner:

Answered: 213 Skipped: 4



- Newsletters posted on the CCFT website (ccft.org)
- Newsletters sent by email
- Information sent by text message
- Updates sent by social media
- I am not interested in reading news or updates about CCFT activities and bargaining
- Other (Please specify)