

Cuesta College Federation of Teachers



Newsletter

Advocacy • Activism • Professionalism



AFT local 04909

A Message from CCFT VP



I wanted to introduce myself as the new Vice President of CCFT and co-lead of Negotiations. I hold master's degrees in both math and statistics, and I started teaching at Cuesta College in 2012. I developed my first online course in statistics in 2017, and I have devoted much of my career to furthering my knowledge of math, statistics, and online education. During my time at Cuesta, I have served on the following committees: Wellness, Online Education, and Enrollment Management. I also chaired the Equivalency Committee, and I was a senator for several years. Each committee I serve on gives me a new perspective of the college, and I expect that being on the CCFT Executive Board will be extremely enlightening for me.

*Finding a sense of belonging is not easy, and I feel fortunate to have started at Cuesta College at the beginning of my career. I have always felt valued and appreciated here, and my hope is to extend the same compassion, kindness, and sense of belonging to you. Please don't hesitate to reach out to me if you have any questions or concerns, or just want to chat. I look forward to working with you all! - **Mike Mogull***

Fast Facts

- His wife has a degree in enology (winemaking), and she recently started her own winery.
- Mike lives in Paso Robles with his wife, 14-year-old son, 3-year-old daughter, and two cats.
- In his free time, Mike enjoys travelling, working on his house, hiking, relaxing at the beach, hosting friends for dinner, and wine tasting.

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The **CCFT website** (ccft.org) has important and useful information for faculty including the current CBA, up-to-date salary schedules, meeting minutes, forms, negotiation news, relevant resources, and past newsletters.

The website's **financial page** that contains the annual budgets, audits, and tax documents is now password protected. Please contact CCFT Secretary Amy Kayser at akayser@cuesta.edu if you would like access to the financial page.

A Message from Your Grievance Officer

HIRING AND CONFIDENTIALITY

This fall Cuesta College has prioritized many essential faculty positions across campus, which will benefit our academic programs and future students. These new positions will require a large number of hiring committees in the spring. CCFT would like to help ensure smooth hiring proceedings and successful results, so we thought a few reminders about confidentiality might be helpful.



Faculty on hiring committees should follow two general guidelines: let Human Resources handle inquiries into positions, and keep all conversations about the hiring process and candidates within the confines of hiring committee meetings. This sounds like common sense, but you may be surprised at the ways hiring committees can go awry. Even veteran faculty with abundant hiring experience can make unintentional mistakes or act in ways that jeopardize the process, so be aware of and avoid these confidentiality violations that can disrupt the hiring process such as:

- Advising or counseling current part-time faculty who are candidates. If colleagues seek advice, inform them that you cannot speak about the position or the hiring process, and direct them to Human Resources.
- Providing any information about the position or the hiring committee via telephone or in response to email inquiries. Decline to engage or answer questions and direct the person to Human Resources.
- Conversing or exchanging remarks in casual encounters about candidates or the hiring process outside of committee meetings. Any conversation should involve all committee members and be conducted during official meetings.
- Communicating via email or telephone about candidates or the hiring process between or among committee members. Again, all proceedings should occur within search committee meetings.



These types of breaches can result in the removal of committee members and exclusion from future hiring committees, but more importantly, they compromise the fairness of the hiring process. They can also cause pools to fail and require recruitments to begin again. By avoiding these or similar behaviors, faculty on hiring committees can maintain the integrity of the process and keep it fair for all candidates involved. If in doubt about any communications about a candidate or hiring process, choose to err on the side of caution and make maintaining confidentiality a top priority. You can also review Cuesta's [EEQ guidelines](#). We look forward to a secure and successful season of recruitment and wish you all the best in your efforts!



WHEN IN DOUBT
CONTACT HR

Evaluation Updates



There have been some recent developments with faculty evaluations. First, due to the increased workload, the Office of Instruction requested an alternative to transcribing student written comments on faculty evaluations. In August '23, the Council of Representatives approved a motion that allowed students' handwritten comments to be scanned and shared with both the faculty being evaluated and the evaluation committees. Directions for faculty administering face-to-face evaluations will be updated.

Secondly, an MOU was created to allow PT faculty to evaluate other PT faculty on a limited and trial basis in two divisions (Student Development and Success and Applied Behavioral Sciences) for the 2023-2024 academic year. PT faculty will be compensated with a \$250 stipend. CCFT may expand this practice next year depending on need and interest. The goal is to review the process before making any changes to the CBA.

Finally, the peer evaluation form has been consolidated for all teaching modalities (i.e., DE, face-to-face, hybrid, and correspondence), which has resulted in a more manageable and reader-friendly document.

Reminder: The CBA indicates that a faculty member who teaches DE or hybrid modality should make their Canvas course available to evaluators. Faculty who teach face-to-face courses **do not** need to provide access to their Canvas materials unless they choose to.

Grievance Tips

No faculty member wants to face a grievance. Here is some information and advice based on recent local and state cases.

Respect Students' Pronouns

A resolution agreement at Taft College found that a faculty member was at fault for misgendering a student, and the college did not adequately respond to the student's complaint. This highlights the necessity of respecting and using students' pronouns. It's not optional.

he
she
they

Be Aware of Recording Laws

In California, everyone involved in a conversation must agree to being recorded. If teacher and student interactions in the classroom are recorded, they can easily be taken out of context and inappropriately shared on social media. Faculty might consider adding a statement on their syllabus prohibiting recordings or reminding students to get consent before recording.



Don't Touch Students

In the past, it may have been appropriate to touch students, but it is not appropriate now. We need to be respectful of students and ask for permission before making any physical contact. We are often not fully aware of students' backgrounds or potential triggers, so being sensitive is imperative.



PT Healthcare Program

Health Insurance for PT faculty is now accessible. Cuesta is one of only 14 out of 72 districts that have implemented healthcare for PT faculty! Faculty who have 40% load or higher are eligible, and the Open Enrollment period will take place in January. To be eligible for the state PT healthcare program, the district is required to provide PT faculty the same health benefits as FT faculty. The money given towards the fringe benefit must be used for the district health plan for all faculty.

**COMING
SOON**



The **Calendar Negotiations Task Force** is currently researching various options for a 16-week compressed calendar. This will likely require an increase in the length of class meeting times and has implications for finals week and Thanksgiving break. Faculty input is essential, so please complete any upcoming surveys and participate in Q & A forums. You can learn more about CCFT's current proposal on this [Canvas page](#) that includes sample calendars and class times. This will be the major agenda item at the all member meeting (see below).

A joint CCFT and Senate task force will be working on creating a **handbook for PT faculty**. Topics will range from HR issues such as benefit options, reading a paystub, determining load as well as academic matters. Keep an eye out for a survey soon!

There will be elections and notifications regarding CCFT endorsements. COPE needs funds, and every penny counts! Consider [making a donation](#).

**PLEASE JOIN CCFT'S
ALL-MEMBER MEETING
DECEMBER 7, 2023
3:00-4:30PM ON ZOOM.**

**A SOCIAL WILL FOLLOW AT
THE SIREN EL CHORRO AT DAIRY
CREEK AFTER THE MEETING.**

HOPE TO SEE YOU THERE!

Membership

CCFT currently has 226 faculty. This includes 119 full-time and 107 part-time members. If you know a faculty member who is not yet part of the union, encourage them to join today. CCFT represents all faculty at our college. Without our union, each person would have to stand alone for improvements in compensation and would have no formal, organized support during challenging times. Joining CCFT keeps our voices strong and united when negotiating with the district.

BECOME A MEMBER

