



Cuesta College Federation of Teachers

Newsletter

Advocacy • Activism • Professionalism



AFT local 04909

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MEET CCFT VICE-PRESIDENT MATTHEW DAVIS



“ I'm a passionate supporter of faculty unions. They play an important role in improving the lives of the members and the students that they serve. Our union, CCFT, is amazing, and I believe we are lucky to be here. I look forward to working on the EB and being part of upcoming negotiations. ”

Matthew Davis is excited about joining CCFT leadership as vice president this semester. He has been teaching English composition, critical thinking, and American Literature courses at Cuesta for over ten years. A California native, he grew up in San Jose and earned his BA from UCLA and his PhD from the University of Washington in Seattle. Before joining the English Division at Cuesta, he taught for ten years at the University of Wisconsin-Stevens Point and for four years at the University of Puget Sound.

Matthew brings extensive leadership experience to his role as CCFT VP. He is in his 6th year as Faculty Coordinator for Professional Development and Equity Education and previously served as a Coordinator for the First Year Experience. He was one of the original co-facilitators of the JEDI Academy and co-chairs the Book of the Year committee. He also acted as Library Division Chair for one year. In his free time, he likes running, hiking, and cycling. He also loves to cook and is always planning his next meal.



Matthew once danced in front of a live audience of 76,000 people. *Ask him about it!*



The CCFT vice president fulfills or delegates the president's duties in his absence. The VP also oversees efforts to maintain and grow the membership. In addition to attending EB and CoR meetings, the VP shares CCFT information with new faculty hires and often serves on the negotiation team.

OUTGOING VP- MIKE MOGULL



CCFT appreciates the work of Mike Mogull, the outgoing vice president and lead negotiator. In this position, Mike contributed to CCFT's progress in various areas, including:

- improving compensation for service faculty and providing the option to work 175 or 192 days per calendar year.
- securing ongoing funding to compensate PT faculty for doing Academic Senate work.
- obtaining salary increases higher than the state COLA.
- improving the rate and eligibility for PT faculty office hours.
- moving substitute pay from A-4 to step and column.

Though no longer serving in this role, CCFT is grateful that Mike will continue to serve as part of the negotiations team.

RECENT FACULTY GAINS & CCFT ACCOMPLISHMENTS

- 1 In August 2026, full-time faculty received a \$1,500 stipend, and part-time faculty earned a prorated amount based on their percentage load below 100% for converting their courses to the 16-week semester.
- 2 Full-time faculty earned a 6.6% raise, and part-time faculty earned a 7.5% raise this academic year; fringe also increased.
- 3 CCFT is in excellent financial condition, allowing us to offer four no-dues months this academic year (August, December, January, and May).
- 4 ESL faculty maintained parity with credit faculty in teaching load, and the first full-time tenure-track ESL faculty member hired in twenty years started this fall on the NCC.
- 5 A part-time faculty committee and grievance committee have been formed. These committees encourage more faculty participation in union activities and make sure their voices are heard.

SOCIAL EVENTS & WORKSHOP

Join your colleagues across campus for a CCFT-sponsored social event or workshop this semester. CCFT invites you to join us for informal chats and good tea. Refreshments will be provided. Watch for upcoming dates. All faculty are welcome to CCFTEA!



CCFT is hosting its 2nd annual Movie Night at the Palm Theater in SLO on Wednesday, November 4th at 7:00 pm. Join your colleagues for a screening of the film Black Bag. It is free for members and a guest and includes popcorn and a drink.

There will be a STRS Workshop on Friday, December 4th from 9:00 to 11:00 am (all faculty) and 11:00 am to 1:00 pm (part-time faculty) in room 2607. Please sign up for the workshop in advance.

NEGOTIATIONS SURVEY

CCFT sent a survey to members in September 2026 to gather information to inform the negotiations team about the membership's priorities. Faculty were asked to rate items according to importance. 182 faculty responded to the survey, and the results were shared with faculty via email. The results indicated that these were the priorities:

- ✓ Retirement healthcare and salary and fringe increases tied for the highest-ranked item.
- ✓ Compensation for additional part-time faculty office hours was ranked as an important item.
- ✓ 45% of respondents supported moving the grade due date to the Tuesday after finals so we could start the semester a week later in August. 25% had no preference, and 28% preferred to keep grades due on Wednesday.

The negotiations team is now drafting reopeners for the District and the Board of Trustees to approve before the bargaining can begin. They will include:

Article 2: Recognition - Composition of bargaining unit to include assistant coaches and other unrepresented faculty.

Article 4 Appendices BI-B10: Compensation - CCFT will seek gains in salary schedules and extra-duty compensation (e.g., stipends), and increased pay for faculty participation in dual enrollment and teaching at CMC. We will also advocate for pay for the Credit For Prior Learning Coordinator and an extension of the part-time faculty MOU that provides compensation for extra office hours.

Article 5: Work Hours and Workload - CCFT is interested in pursuing reassigned time for the ITRC chair, providing level 2 assignment rights to FT faculty rehired after retirement, and increasing the parity of lab-to-lecture loading.

Article 6: Leaves of Absence - The union will seek an increase of sabbatical leave to 2.0 FTE per year and parental leave from 12 to 16 months.

Article 7: Evaluation Procedures - Minor updates to evaluation timelines and processes will be made to align with the 16-week semester.

Article 11: Adjustments will be made as needed to implement Governance 2.

! A **reopener** is a provision in a contract that allows both sides to reopen negotiations on specific, pre-determined issues before the contract expires.

HRA = Health Reimbursement Account: an employer-funded plan that reimburse employees tax-free for qualified medical expenses.



Retirement healthcare benefits have long interested CCFT members. The district has resisted offering any benefits, even though most other colleges do. One way to provide this would be to have an HRA. The district has offered a \$10,000 bonus for faculty who announce their retirement early. We could ask to increase this amount and put it into an HRA account instead of cash. This would be an increased benefit because it's not taxable when going into the account or when taken out of the account if used for healthcare.

CUESTA BOARD OF TRUSTEES ELECTION, DISTRICT 4

In early September 2026, the CCFT Council of Representatives voted unanimously to endorse **Antonia Herrera** for Trustee in District 4. Cuesta College's BOT ensures Cuesta achieves its mission and meets the community's needs. The BOT includes five elected officials who represent the five county districts and one student trustee. This election directly impacts all faculty at the college. District 4 includes Arroyo Grande, Nipomo, Oceano, and portions of Edna Valley. Antonia visited the August 27th CoR meeting to introduce herself and answer questions.



Learn more about Antonia and ways to support her by visiting her [website](#).

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"I am motivated to serve because I believe community colleges are one of the most important pathways to opportunity. As a Trustee, I want to help ensure that every student who comes to Cuesta has the support, resources, and educational opportunities necessary to succeed, and that faculty and staff have the support they need to help students succeed."

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Antonia has lived in San Luis Obispo County for over fifty years. She earned a BS in Organizational Behavior and an MA in Organizational Management. Her professional career began in drug and alcohol services as a Division Manager for the San Luis Obispo County Probation Department. She has over thirty years of community service involvement, including serving as a board member at the San Luis Obispo Chamber of Commerce, Oceano Community Center, and San Luis Obispo Advocacy Network. She has a long history with Cuesta College, previously serving on the Cuesta Foundation and fundraising for the NCC; her children also attended school here.

K-12 SOUTH COUNTY ENDORSEMENTS

Lucia Mar Unified Teachers Association has endorsed the following local candidates: Anna Cordero (Area 3), Melissa Johnson-Barash (Area 5), and David Warren (Area 6). These leaders will engage with educators and the community to build the school and promote learning.



LMUTA ENDORSEMENT CANDIDATE SLATE



Anna Cordero
Trustee Area 3



Melissa
Johnson-Barash
Trustee Area 5



David Warren
Trustee Area 6

**IT'S TIME FOR CHANGE
IN LUCIA MAR UNIFIED**

**Not yet a member
of CCFT? →**

JOIN NOW