

Cuesta College Federation of Teachers



# Newsletter

Advocacy • Activism • Professionalism



AFT local 04909

## A Message from CCFT Vice President



Hello Faculty! It has been a different fall than what we were hoping for when we ended our last academic year and headed in to a much-deserved summer break. I am so proud of this campus community and how we continue to “make it work” for the success of our students. It is refreshing to see the community recognize the efforts made at Cuesta to support students during this challenging time. We will be opening our next contract negotiations soon but are actively continuing to work with the district to ensure flexible and safe working conditions for all faculty. Please bring questions and concerns to us.

Recently, I had the opportunity to support a large group of our local EMS workforce as they are attempting to organize a union. It makes me appreciative of our local and I recognize that it truly is strength in numbers and joining together in solidarity that makes a difference. Look for an upcoming membership drive and take the opportunity to talk to your peers and encourage them to join our union! We need each and every member. Enjoy the upcoming holiday season and continue to take care of yourself and each other. - Heather Tucker

### 2021 President’s Leadership Award Recipient

On fall '21 Opening Day, Heather Tucker was acknowledged for being a consummate professional who approaches every task with the highest level of integrity. She has a positive and cheerful demeanor and an unshakable spirit of determination and optimism. ***Congratulations, Heather!***



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Other current faculty to have earned this award include Lara Baxley and Heidi Webber (2019), Bill Demarest (2016), Kevin Bontenbal (2015), Allison Merzon (2013), Margaret Korisheli (2011), and Stacy Pointer (2010). CCFT members are amazing leaders!

## Lab/Lecture Parity

DID YOU KNOW A LAB HOUR IS LOADED AT A LOWER RATE THAN A LECTURE HOUR?

Labs are offered in various areas across the college in addition to the Sciences including Architecture, Auto, Business, Culinary, Engineering, Education, Fine and Performing Arts, Kinesiology, Nursing, Paramedicine, Welding, and more! Lab/lecture parity means equal loading for lecture and lab hours and demonstrates respect for all disciplines.

Labs require the same amount if not more work than lecture classes, but they are not loaded in the same way. Currently a lab hour counts as .75 of 1 lecture hour. In other words, faculty teach 15 lecture hours per week for a full load, but faculty teaching labs must teach 20 hours per week for the equivalent load. For over 20 years, this loading ratio has not changed at Cuesta, and many faculty members believe it is time that it does.



**Biology Faculty:**  
Silvio Favoreto and Laurie McConnico

The state calculates apportionment based on student contact hours and doesn't differentiate between lab and lecture. If the state pays the same regardless of a lecture or lab hour, why doesn't the district? At least 29 CA community colleges have a better ratio of lab/lecture pay than Cuesta, and 16 have parity for all labs. This issue especially affects PT faculty because in some disciplines, it's common for the FT faculty to teach more lecture hours while PT faculty are assigned the labs, so they end up having to work more hours.

## Learn about Cuesta's Labs and Faculty

**Culinary Arts** offers labs for students to gain practical experience. Lab duties include shopping, setting up/cleaning, giving presentations, assisting students, taking inventory, conducting outreach, grading, and creating online content. These duties exceed those in other institutions because currently there is no funding to hire assistants. The Culinary Arts program doesn't have a lab kitchen but is able to utilize the kitchen of the California Conservation Corps (CCC) when available. Lab faculty commute to this off-site location, communicating and planning with CCC staff, members, and administrators.



**David Fernández** teaches architectural design studios, professional practice, building science and environmental control systems, and computer graphics. Most of the classes have a heavy lab component. During lab time, studio students require individualized help on a variety of design issues. His work involves critiques tailored to each student's project.

*"No two student projects are the same; thus, each critique is basically a unique mini lecture...For me, I'm lecturing nonstop the entire time. Lab time is actually more demanding than lecture because my lectures are somewhat recycled from semester to semester whereas lab critiques are fresh and new every time."*

## Meet More Cuesta Lab Faculty



**Brittany Mojo** is the head Ceramics faculty. She manages the day-to-day operations in the lab. In lab classes, she works with students on individualized assignments, which requires troubleshooting several projects at once.

*"During lab time, we are effectively lecturing for the entirety, reminding students of basic building techniques and critiquing artwork. To suggest that running a lab is not like lecturing is to not understand the full scope of lab time. Given that I do both of these, I can say with complete confidence that those of us who teach labs deserve parity pay."*

**Rick Staley** teaches nursing fundamentals in the RN program. His labs require elaborate set ups and scenarios to prepare students to study different types of skills and procedures that are necessary in the real world with actual patients in care settings and in hospitals during clinicals. He often spends time on the weekend preparing for Monday lab sessions. Nursing clinicals are where nursing faculty are in the hospitals supervising students caring for patients, making critical decisions about health, medications, and treatments with doctors and other team members.



*"It is actually much more difficult and labor intensive to set up my [lab] courses compared to my lecture courses...We aren't looking for more pay than lecture, but parity would be a way to show that the college values our time."*



**Laurie McConnico** teaches Biology courses with a lab component. The labs are academically rigorous, offering a unique hands-on learning experience. They involve extensive prep including specimen collection, field site inspections, journal article review, pre-lab lectures, creating homework and lab assignments, physical set up and associated clean up. Labs also require lecture, one-on-one instruction with students and evaluation of weekly lab reports.

*"We are experts in our field and teaching a Biology lab requires specialty training, as is the case in all lab designated courses. Now is the time to recognize the professional excellence of all faculty teaching lab designated courses by offering parity pay for lab and lecture."*

**Jennifer Shellhorn** teaches Earth and Ocean Sciences with a focus in Geology. Her lab courses, just like lectures, require time to prepare engaging and critical thinking assignments and activities to build students' skill sets. Lab time itself is very busy as she guides each lab group with demonstration and personalized instruction. There are also extensive lab reports to grade.



*"As part-time faculty, I have a restriction of the number of courses I can teach per semester and when the primary loading is lab courses, there is a compounding financial and workload strain. The result is considerably more effort and hours within the week devoted to a course that I am getting paid less for per hour."*

## Part-Time Faculty Information

### Compensation:

For the first time ever CCFT is offering PT faculty a \$500 stipend for appointed CCFT representatives serving on district hiring committees. CCFT values PT faculty contributions and is committed to compensating them for the time invested in this critical task.



Other sources of compensation that have been negotiated by CCFT include: paid office hours, compensation for state-mandated trainings, stipend for SLOA work, and stipend for serving on the CCFT Council of Representatives.

### AB 735 Legislation Update:

AB 735, which proposed an increase of the maximum PT faculty load up to 85% of a full-time equivalent load, was vetoed by Governor Newsom on 10/8/21 following intense pressure from the California Community Colleges chancellor's office, which overestimated that yearly costs would top \$400 million. However, in his veto message the governor committed to working through the budget process to specifically address issues facing part-time faculty in next year's state budget.

### Statewide Initiatives:

CFT is actively working on a statewide campaign to improve conditions for PT faculty. They hired a campaign coordinator on 10/1/21 to coordinate legislative action, contract bargaining, and collective actions to more cohesively address PT issues with a focus on health benefits to start.

### Advocacy for PT faculty:

Chair of the PT faculty Committee, Nancy Steinmaus, is gathering data and PT faculty input on issues that are most important to PT faculty. The top issues to surface are compensation, schedule issues (service faculty), and job security. When CCFT begins negotiations with the district, PT faculty issues will be incorporated into the CCFT re-openers.

Read more about current topics affecting PT Faculty <https://www.cft.org/part-timer>

*If you're not already a member, please consider joining CCFT.  
We can only advocate for faculty with your support,  
so please stand with us!*

Click here for the [Membership Form](#)

# New CCFT Scholarship

## ASPIRING TEACHER ENDOWMENT SCHOLARSHIP

CCFT currently sponsors three scholarships for \$500 each. In August 2021, the Council of Representatives voted to approve a new \$40,000 endowment, which will earn approximately \$1,000/year in interest to be used for a new student scholarship. This scholarship will be awarded to a student from a historically underrepresented group who is in the teacher preparation pathway. CCFT is excited to support aspiring teachers with economic need and to work towards increasing diversity in schools. The scholarship will most likely begin in 2023 once the endowment account has earned enough interest to award \$1,000.



# Acronym Challenge

There are so many acronyms at Cuesta - it can get confusing. Can you match these commonly used union-related acronyms to their definitions?

AFT	CBA	CCFT	CFT	COLA	COPE
CoR	EB	MOU	PERS	STRS	TA



### Your Union

- \_\_\_\_\_ The name of Cuesta's faculty union
- \_\_\_\_\_ The name of the national teacher's union of which Cuesta's union is a local member
- \_\_\_\_\_ The name of the teacher's union in California, a parent union of Cuesta's
- \_\_\_\_\_ The union's political action committee
- \_\_\_\_\_ The group that consists of members representing various campus divisions
- \_\_\_\_\_ The group that oversees the union and includes the President, Vice President, Secretary, Treasurer, Grievance Officer, and Lead Negotiator

### Faculty Contract

- \_\_\_\_\_ Our contract which is negotiated with the district every two years and has been ratified
- \_\_\_\_\_ A document that outlines an agreement between two or more parties but does not contain legally enforceable promises
- \_\_\_\_\_ A proposed collective bargaining agreement that has not yet been ratified - after this is ratified, it becomes part of the contract

### Benefits

- \_\_\_\_\_ An increase to salary based on the rise in the cost of living
- \_\_\_\_\_ California's teacher's retirement program
- \_\_\_\_\_ The public employee's retirement program

Check the CCFT website <http://ccft.org/> for answers and a more comprehensive list