

Cuesta College Federation of Teachers



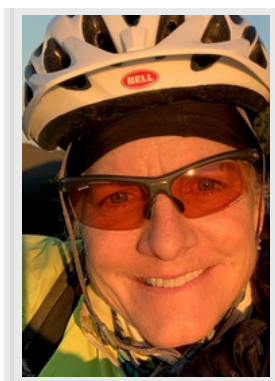
Newsletter

Advocacy • Activism • Professionalism



AFT local 04909

A Message from CCFT Part-Time Committee Chair

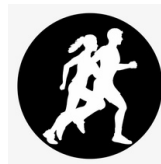


Happy Spring to my fellow CCFT members! I wear several hats in my roles as a CCFT Executive Board officer and CoR member. I represent the Kinesiology, Health Sciences, and Athletics Departments as a CoR member and I represent PT faculty as the chair of the PT faculty committee. I also represent PT faculty as a member on the CCFT negotiation team, but really our team is united in representing ALL faculty! I am deeply committed to the work we do on behalf of faculty. It is a joy to be on a team with outstanding officers and representatives. This spring, I sent out a survey and over 100 PT faculty participated, a higher than expected return. We

were seeking opinions to help inform negotiations and we also wanted to understand how PT faculty are valued at Cuesta. Please see some highlights from the survey on the next page. Whether you are teaching/serving students face to face, DE, or a blend, I wish us all a smooth finish to the semester. Have the BEST summer you have had in years, for summer 2022! - Nancy Steinmaus

Information about Nancy

- She joined the union from day one, and became involved in union leadership in 2017.
- She currently teaches Multi-cultural Health, Personal Training Certification Preparation, and Weight Training.
- She is co-head coach of SLOHS cross country teams.
- One of her super-powers is finding uses for trash. Clothing that is damaged and can't be donated to goodwill is cut up and used in lieu of paper towels is one example!



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In response to feedback during our Spring CCFT Zoom Social Hour, Nancy is facilitating a flex activity specifically for PT faculty during flex week.

Date: Aug 11, 10:45-11:45am Zoom. See fall flex schedule.

Part-Time Faculty Survey Results

Thank you to the 109 PT faculty members who participated in the CCFT survey! It helps us better address issues specifically important to PT faculty. Here are some highlights from the survey results.

- Compensation items PT faculty feel are important include salary increase and increased fringe.



Understanding your placement on the salary schedule: the salary schedule is separated in to columns indicating your education level and steps which correspond to years of experience. See the current PT faculty [salary schedule](#).

- Over half of PT faculty surveyed believe that we should clarify and enhance the contract language regarding PT job security for level 2 faculty.
- Over half of PT faculty also supported that loading be based on a combination of qualifications and seniority.
- Over 60% of PT faculty stated they felt valued and supported by FT faculty, other PT faculty, their Division Chair, and classified staff.
- Over 60% of PT faculty would be interested in attending graduation if they knew one of their students was attending.

Consider asking your students if they are attending so you can support them!



Union Business Update

COMPLETED WORK THIS SEMESTER



- The Division Chair evaluation form was revised to assure anonymity for classified staff.
- A task force created peer and student evaluation forms for hybrid instruction.
- The CCFT Constitution was amended to remove mention of dates for EB service. Dates will be indicated on the website.
- The option of working remotely two days per week was extended through fall '22 for service faculty.

Coming soon! The CCFT website will have sections that are password protected for members only. This will protect our privacy. Details to follow.



CCFT Membership Drive



During CCFT's first annual membership drive from January 24 to March 17, 2022, ten new faculty members were welcomed to the union. Both new members and the referring member received a \$10.00 Starbucks gift card as an incentive. Gift cards are still available, so any new member who joins will receive one as long as supplies last!

Congratulations to the Winner of the \$250 Visa Card Grand Prize!



Anne Schreiber has been a part-time German faculty member since 2017 and serves on the CoR. *"We are fortunate to be in a profession that brings such satisfaction as we help our students. The challenges are less of a burden for each of us individually because we know that we're part of a collective in which the members care about each other, about improving conditions for all. Winning the drawing was an unexpected blessing. Thank you, CCFT!"*

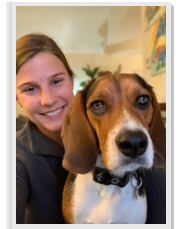
Meet Some of the Newest CCFT Members

Monica Linggi teaches ESL and CSS. *"As part-time faculty, I have seen a lot of change over the years. I joined the union because I believe in the importance of the work that we do as instructors. I want to advocate for the best working conditions possible so that we can better serve our students and community."*



Kevin Watts has been a part-time faculty member since 2020 teaching Criminal Justice, Principles of Criminal Procedure, and Patrol Procedures. *"I joined the union to meet other faculty members, learn more about important issues, and help to further improve working conditions."*

Emily Kane is a full-time faculty member who teaches Oceanography and Geology. This is her first year at Cuesta. *"I joined the union after seeing and hearing all that is done for the faculty (both part-time and full-time!) by the members of the union."*



Mark Beasley-Murray has been teaching ESL as a part-time faculty member for two years on the San Luis Obispo and North County Campuses. *"I joined the union to support the important work it does on our behalf."*

Joining CCFT keeps our voices strong and united when negotiating with the district. United, we have more influence with the district and the Board of Trustees to make improvements in our contract, compensation, and working conditions. CCFT is much more effective and can better protect ALL faculty with a large membership. [Click here for the Membership form.](#)

CURRENT MEMBERSHIP

119 FT
150 PT
FACULTY

CCFT Elections

COUNCIL OF REPRESENTATIVES AND EXECUTIVE BOARD

Council of Representatives Co-Chairs develop meeting agendas, conduct the meetings, and also attend Executive Board meetings.

Elections were delayed due to COVID, so both Co-Chairs were up for election this spring.



Thomas Patchell was reelected for the Co-Chair position at the February 24, 2022 CoR meeting. He will serve a one year term, July 2022-2023.

Roland Finger was reelected for the Co-Chair position at the April 28, 2022 CoR meeting. He will serve a two-year term, July 2022-2024.

The CCFT Elections Committee reviewed all nominations for the open EB officer positions for the spring 2022 election. The nominations received were for the two incumbents:

Greg Baxley -CCFT President

Amy Kayser -CCFT Secretary

There were no other nominations, so the Election Committee and the Council of Representatives have declared the election as ratified. The two incumbents will maintain their current positions, serving a three year term, July 2022-2025.

CCFT Endorses Dawn Addis for State Assembly, District 30



Dawn Addis is endorsed by the California Federation of Teachers and Cuesta College Federation of Teachers. She is also the Democratic Party Endorsed Candidate for Assembly and she needs you!

Dawn is looking for volunteers to phone bank weekly on Wednesdays from 6pm-8pm and Saturdays from 12pm-2pm. You can register using this link for all phone banks - <https://forms.gle/tWf5rvjhBfc42hYo9>.

Training will be offered at the start of every phone bank to make sure everyone feels comfortable before making calls. Calling voters is fun, especially with a great group of volunteers working together, and it's an effective way to get voters to the polls to support Dawn!

Please reach out to Audrey Lariz - audrey@dawnaddis.org with any questions.

Sick Leave Guidelines

NOT FEELING WELL AND NEED TIME OFF? HERE ARE SOME TIPS:

FT instructional faculty are credited with 10 days (80 hours) of sick leave per year, with 8 hours added each month. Service faculty earn 7.34 hours of leave over 12 months (88 hours). FT faculty with an overload or a reduced load, and temporary (PT) faculty earn a pro-rata amount of leave based on load. Your leave balance accumulates from year to year. While a total of 8 hours of leave is deducted if a FT person misses contractual obligations, faculty can be credited with up to 4 hours per day for work conducted off-campus. Faculty with less than 100% will have pro-rata amount of leave deducted.



Fast Facts

- Your leave balance shows up in myCuesta in the Employee Dashboard above the pay stub information.
- You can bring unused sick leave to Cuesta from another institution and take it with you if you leave for another position covered by STRS. It does not automatically transfer, so you must request it.
- Cal-STRS include unused sick leave in your retirement benefits for both FT and PT faculty.
- The Cuesta Payroll website has a fillable pdf leave form.
- There's a difference between sick leave, personal necessity, and personal business leave.
 - Sick leave is used for your illness and up to 6 days/year for child, parent, spouse.
 - Personal necessity is used for specific reasons and is up to 7 days/year.
 - Personal business leave is not restricted and can be up to 3 days per year.
- Article 6.8-6.12 of the [CBA](#) details leave provisions.

For more details and an example form, read the complete [document](#) on the CCFT website.

