



Cuesta College Federation of Teachers

Newsletter

Advocacy • Activism • Professionalism



AFT local 04909

CCFT EB Officer Election Results

The CCFT Executive Board (EB) president and secretary positions were up for election this spring. Two candidates were nominated for the role of president: incumbent Greg Baxley and challenger Roland Finger. Both participated in a candidate forum where they addressed questions from members. Following the forum, an election was held and the results were announced on March 24, 2025. Greg was re-elected as president, earning 69% of the votes.

"I am grateful for the opportunity to work with an amazing group of faculty leaders in CCFT. The success we've achieved is thanks to all the faculty working on the Executive Board, the negotiations team, and the Council of Representatives. While we've made great strides in the past few years, I feel there is still much to do. I'm excited to serve the faculty as President for another term, working alongside all of you to achieve even more progress in the future."



Greg has been teaching Chemistry, Physical Sciences, and Environmental Science at Cuesta since 2004. He began working with the CCFT negotiations team in 2015, and since then, he's served as CCFT VP and Lead Negotiator. He has been the CCFT President since December 2020.

Here are just a few accomplishments we've achieved together with the support of our members:

- Building a strong and collaborative EB, encouraging faculty to take on leadership roles, and increasing the representation of part-time (PT) faculty in CCFT leadership positions.
- Bargaining for substantial improvements for faculty in areas such as salary, fringe benefits, lab loading, and stipends for PT faculty doing work like program review.
- Negotiating to be one of only 24 districts to implement the Part-Time Faculty Health Insurance Plan, which has provided about 60 PT faculty members with life-changing fringe benefits equal to that of full-time (FT) faculty, worth \$8,800 to \$16,600 per year.
- Working with the Academic Senate to secure additional reassigned time for several positions and \$5,000 for PT faculty doing governance work starting in Fall 2025.
- Launching a vote for a 16-week semester.
- Solidifying the fiscal health of CCFT, including no-dues December and May, establishing an annual endowment scholarship for aspiring teachers, and building a legal defense fund.

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For the Secretary position, only one nomination was received, the current incumbent Amy Kayser, who will continue in the role for another term. Both positions carry a three year term, running from July 2025 through 2028. Secretary responsibilities include taking and posting meeting minutes, updating the CCFT Website, liaising with the Elections Committee, and producing a semester newsletter to keep members informed of current union issues.



Amy has been an English as a Second Language faculty member at Cuesta College since 2006 and has served as Division Chair for Student Development and Success since 2016. After representing her division on the CoR, she stepped into the role of CCFT secretary in spring 2021. Amy values the opportunity to collaborate with faculty across campus and appreciates gaining insight into the many efforts involved in advocating for faculty.

Faculty Survey Results



Read more about survey details
on the CCFT [Canvas Page](#)

CCFT conducted a faculty survey to inform priorities for 2025-2027 negotiations. Thank you to the 249 faculty members, including 138 PT and 111 FT, who participated. Here are the results:

Priorities: PT faculty identified PT–FT pay parity as their highest priority, while FT faculty rated retirement health benefits as their top concern. Other items ranked highly by both groups included salary and fringe benefit increases, with salary-only increases receiving slightly higher ratings overall.

Office Hours: Currently, PT faculty are compensated for 18 office hours per semester if their load exceeds 40%, and for 9 hours if their load falls between 20% and 39.9%. Many PT faculty wanted the option to be paid for additional office hours, provided it remains optional rather than mandatory. Several reported working beyond the current paid hours. A follow-up survey, sent exclusively to PT faculty in early spring 2025, yielded mixed results. While most respondents supported the option of offering more office hours, some preferred no required hours at all. A majority favored automatic payment for office hours.

Final Exam Week: Among survey respondents, 42% preferred to maintain the current final exam schedule. Another 28% had no preference, and 28% favored converting the final week of the semester into an instructional week.

16 Week Calendar: A total of 97 FT and 127 PT faculty participated in a survey regarding a potential shift to a shortened semester. The results showed strong overall support for a 16-week calendar and a week-long break in November. The most divisive topic was the scheduling of Finals Week, which generated a wide range of opinions. The proposal to include a designated College Hour received the lowest level of support among the options presented.



A common concern among faculty regarding a shortened semester was the potential impact on pay. However, **changing the academic calendar will NOT affect faculty pay rates or percent load.** Compensation and load calculations will remain the same, aside from any expected increases resulting from bargaining.

Contract Ratification

The survey results helped shape the Negotiations Team's priorities, resulting in the creation of 16 TAs. Each TA either modifies existing contract language or introduces new provisions. Several TAs focus on clarifying and updating language to reflect current practices and align with recent regulations. To review all TAs, visit the [CCFT Website](#)

*A **Tentative Agreement (TA)** is a proposed agreement reached between the district and union bargaining teams. TAs do not go into effect until they are ratified by union membership and approved by the Board of Trustees.*



The district will now provide \$5,000 per year to compensate PT faculty for participation in governance and committee work at the discretion of the Academic Senate. This funding acknowledges and supports the valuable contributions of PT faculty to the college's governance, including service on committees and task forces.

CCFT made progress on the membership's priorities:

- Even though the district refused to negotiate retiree health benefits, they increased the retirement bonus for FT faculty to \$10,000 from \$5,000.
- PT-FT Pay Parity will be improved due to a differential salary increase. In 2025-2026 PT faculty will receive a 3.3% increase whereas FT faculty will receive an 2.8% increase. In 2026-2027, PT will receive COLA + 2.20% and FT will receive COLA + 1.3%. This is the second time that a differential increase has been negotiated and the pay rate per unit (excluding other obligations) for PT faculty increases from 82% to 84.5% of FT faculty pay per unit rate. The office hour pay further increases this ratio to about 89%.
- PT faculty will be paid on their step and column for ancillary duties instead of a set rate.
- All PT faculty will be compensated for and obligated to hold 9 office hours per semester for loads below 40%, and 18 office hours for loads 40% and above. CCFT is also working with the district to create a new fund for additional PT office hours.



Members voted to ratify the contract for the next two years. The results were shared by the Elections Committee on April 15.

Item 1. Ratification of the TAs for 2025-2027

➡ 90.6% of voters approved the TAs for 2025-2027.

Item 2. Vote regarding the 16-week semester

➡ 88.9% of voters support a 16-week semester to start Fall 2026.

If a 16-week schedule is adopted:

- 57.9% support a College Hour for 2 days/week.
- 76.7% support a one-week break over Thanksgiving.
- 52.8% support a regular class schedule instead of finals week.

CCFT leadership will report the results of the contract ratification election to the District negotiations team, and the outcome of the 16-week calendar vote will be presented to College Council and the Superintendent/President. The Board of Trustees is expected to vote on the finalized contract at their May 7th meeting. *Thank you to the Elections Committee Members Niki Santisteven, Kerry Baily, and Rachael Barnett for conducting the EB Officer and Contract Ratification elections.*

Climate Survey

The Board of Trustees sponsored a campus climate survey, which was administered in fall 2024. While CCFT and the Academic Senate recommended the inclusion of open-ended questions to capture qualitative feedback, none were incorporated into the final version. Many faculty expressed disappointment that the survey did not allow for qualitative input and found several of the questions difficult to interpret. Although the results indicated significant areas of concern across campus, the response from the administration has been perceived as insufficient by many faculty members.

Faculty Find Rewarding

- Teaching & interacting with students
- Collaborating with colleagues
- Union work & professional development

Concerns about Current Climate

- Lack of trust
- Top-down decision making
- Ongoing restructuring & constant staff and management turnover

Possible Solutions

1. Statewide Senate Assistance
 2. CCFT climate survey hosted by 3rd party in fall 2025
- ✓ CCFT taskforce formed to investigate survey companies.

At the All-Member Meeting in December, faculty voted to approve a CCFT-sponsored Climate Survey. This initiative aims to provide faculty and staff with a meaningful opportunity to be heard through open-ended responses. The resulting qualitative data will enable CCFT to present authentic faculty perspectives to the Board of Trustees and discuss key themes in stakeholder reports. Faculty have expressed a strong commitment to leading positive change at Cuesta by cultivating a shared vision of a supportive and respectful work environment. On Thursday, March 20, CCFT hosted a forum focused on the Campus Climate Survey, offering faculty a space to voice concerns and collaborate on actionable steps toward improving campus culture. During the forum, faculty emphasized the importance of working in an environment that values and respects their professional expertise. They shared a desire for open dialogue without fear of retaliation and called for increased communication and transparency from the administration.



**Join us for All-Member Meeting
Friday May 9th 11:30 am-1:00pm
room 2609 & Zoom**

