



part-time

Coast CCA works in the interest of all part-time faculty. That's why we're sending this newsletter out to all part-timers.

Faculty Flyer

A Newsletter for Coast CCA Part-Time Faculty

Vol. IX • Issue 2 • October 2008

Coast Community College Association

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barbara@coastcca.com

Vice President Coastline College

Richard Shiring, Ph.D.
richard@coastcca.com

Vice President Golden West College

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tom@coastcca.com

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Currently Open

Secretary

Kimberly Golbuff
kim@coastcca.com

Grievance & Negotiations Officer

Jack Price, Ed.D.
jack@coastcca.com

Membership Coordinator

Currently Open

Membership Student Volunteer

Sara Pfeiffer

CAMPUS REPRESENTATIVES

Coastline College

WANER & GARDEN GROVE CAMPUSES

Jose Villalobos, Ph.D.
jose@coastcca.com

Golden West College

COSTA MESA & LEJAO CAMPUSES

Thomas Cao
thomas@coastcca.com

Orange Coast College

Al Cyrino, CF EMS Ed.
al@coastcca.com

STUDENT REPRESENTATIVE

All Campuses

Paul Bunch
paul@coastcca.com

CCA, CTA, NEA STAFF

Robin Devitt
rdevitt@cta.org

WEBMASTER

Sean Glumace
sean@coastcca.com

Message from Your President

by Barbara Price, Ed.D.

A major concern, on which I have been keeping a close watch, is the parity money for all part-time faculty in our community colleges in California. Dr. Ron Norton Reel, President of the California Community College Association, who serves on the California Community College Chancellor's Budget Committee has been in constant contact with me giving me the up-to-the minute news on the status of the parity money for our members. He has also continually sent me e-mails as the decisions develop. The parity money is solidly safe.

At the September 17 Coast Community College Board of Trustees meeting I delivered a lengthy presentation on Parity Money for Part-time Faculty no matter how many Lecture Hour Equivalent (LHE) each of you teaches; They appeared to be listening to every word; I explained what parity pay is and why we are entitled by law to receive it. I gave each of them a copy of my presentation and I have put a copy of my it up on the web; but for now suffice it to say that when I finished they appeared concerned and anxious. Previously I had sent each of them items of information on the parity pay and the way this district and NO OTHER was intending to treat it once it was secure in the signed budget. When I finished, it was pleasing that Full-time Union President Dean Mancina went to the lectern and supported

my presentation with similar concerns for the part-time faculty who teach more than 7.5 LHE and are in the



unit he represents. At that point it seems that the district decided to change its earlier declaration. The Vice Chancellor of Fiscal Services, C.M. Brahmbhatt, announced that the district would not withhold the parity money from the part-time teachers as they had previously stated they would, and I quote, "Once the budget is passed and the parity money is still in the budget; the district will pay it to all part-time teachers in their end-of-October paychecks. It will not be included in the paychecks received at the end of September as that payroll report has already gone to the county for payment, but it will be made up and in the checks received on November 1." Needless to say it was a relief to hear this; I must be sure that that promise is followed through to fruition; I will keep a close watch on this to be sure that the parity pay will be doubled for the month of October to make up for September and included in your October 31 check and in your checks from then on.

Life isn't about waiting for the storm to pass; it's about learning to dance in the rain. Right now, I'm tap dancin' as fast as I can...

Barbara

CoCAL 8 in San Diego



L-R: David Milroy, State CCA Secretary; Dennis Van Roekel, NEA President; Barbara Price, Coast CCA President; Ron Norton Reel, State CCA President

The Eighth Biennial Congress on Contingent Academic Labor (CoCAL) met August 10-12 at San Diego State University. Participants from Mexico, Canada, United States, Scotland and Ireland spent three days discussing issues and activities related to part-time faculty. A high point was a well-received banquet speech by National Education Association President Dennis Van Roekel.

Co-sponsored by NEA, AFT, AAUP, and CFA, among others, CoCAL has expanded to include not only North America but also some European countries. The Coast CCA delegates to CoCAL 8 were President Barbara Price, Vice President (GWC) Tom Chambers, and Negotiations Chair Jack Price.

The location for the 2010 Congress has not been decided but will probably be in the eastern U.S. or Canada.

COAST CCA OFFICE

Coast Community College
LeJao Center
14120 All American Way
Westminster, CA 92683

Office: 949-375-6467
Office: 714-241-6184, ext. 17408
barbara@coastcca.com
coastcca.com

Coast CCA SPOTLIGHT

Negotiation, Grievance News

Early next year we will begin negotiations for the 2009-2010 school year. We have two re-openers, as does the District. We need your input on what sections to negotiate. Send your ideas of what we should be asking to me at jack@coastcca.com before our October Executive Board meeting – the last Friday of October. You should have a copy of the contract; but, if you do not, please let me know and we will put one into District mail for you.

Coast CCA and the District will go to arbitration on salary placement. The contract allows one year of experience for every 24 units of accredited higher education teaching and one year for every two years of work experience related to the teaching position. The District has been approving only the second step for all part-time faculty, regardless of the years of teaching or related job experience, based on a provision in the 1988 contract that is no longer in effect. We filed a grievance based on the concern of three people; but, when it was turned down, we went to arbitration essentially as a class action affecting everyone hired since 2005. As we research contracts, we'll pick up all part-time faculty back to where that 1988 section is eliminated. Arbitration should occur this month.

Welcome All Part-Time Faculty

I truly appreciated the opportunity I had to address new part-time faculty at an orientation workshop at Coastline designed just for them. I was able to provide information and materials about benefits and upcoming events. This also gave me the chance to meet them individually.

At Golden West I was given a similar opportunity at the all campus opening event. Here, I was afforded time on the agenda to speak and was provided with a table during the social gathering time to distribute materials and meet faculty.

At Orange Coast I was given time to speak to those gathered for Focus Day. Yet I met only two part-timers, as there had already been an orientation where I was denied the opportunity to speak. I was told specifically that I was not welcome. Since OCC still has not provided new hires' data to the District HR, we are precluded from serving this large contingency of part-time faculty.

Good News

After one year we may finally be given the benefits of Life and Disability Insurance and the 24-Hour Physical Fitness Program the board approved for all part-time faculty in September, 2007. At each board meeting I have testified that the part-time faculty deserved the benefits the board approved but were denied us by the administration. The board kept asking the administration for a report and finally it appeared in a *Board Briefs* document, but not on the board agenda for consideration and action. The board and I asked that they have it on the agenda on Sept. 17. I expect the insurance will finally be an agenda item at the next board meeting. We do finally have 24-Hour Fitness Centers of California memberships for each of you. Membership information is on our website and on page 4, so check it out, join up and enjoy. Insurance will be decided at the Oct. 1 board meeting, so watch for news on the website.

Even more good news: Part-time faculty are being included in the opportunity to apply for the "The John D. Renley and the Coast Community College District Foundation Faculty Scholarship". This scholarship is open to all full-time and all part-time faculty members who have taught a minimum of five Semesters at the Coast Community College District colleges. Full and part-time faculty members will compete equally for the scholarships and the strongest proposals will be funded. Go on our website for the application, but hurry as the due date is October 3.

Nov. 4 Election

CTA/ABC at the State level helped fund the campaigns of Mary Hornbuckle, Jerry Patterson and Lorraine Prinsky for our district's Board of Trustees. We look forward to more consistent support of our part-time faculty.

Parental Acceptance-Rejection: A Follow-Up Study

An abstract of the presentation to the Western Psychological Association Conference
by Denise M. Orme, Ph.D. and Joan Thomas Spiegel, Ph.D.

The current study was a follow-up study (Orme, 2004) using the Parental Acceptance-Rejection Questionnaire (PARQ) Control Version (Rohner & Khaleque, 2005) to try to better understand parents' current attitudes toward their children with Down syndrome (DS) or Autistic Disorder. The original qualitative study by Orme (2004) examined mothers' resolution or non-resolution of their children's disability of Down syndrome (DS) or autism. The children ranged from birth to 4 years with 18 mothers in the original study. The mothers were interviewed using Pianta and Marvin's (1992) Reaction to Diagnosis Interview (RDI) (which is a series of five open-ended interview questions), followed by a 6-week cognitive intervention. The data was analyzed using grounded theory, and a new category of resolution was discovered--resolving, as well as new subcategories of ambivalence for the category of unresolved and cognitive reframing for the category of resolved. A new subcategory of spiritual support/beliefs was found for both resolving and

resolved. Three years later, ten of the 18 original mothers of children with DS or Autistic Disorder were assessed using the PARQ-Control. It was found that for all original resolution categories, the means of the Total PARQ score fell well within normal limits of 90-110 (Rohner, 1999). An Analysis of Variance (ANOVA) was conducted to determine whether there were significant differences between means of the resolution groups. Despite the small sample size, two areas of significant interest were found. The Total PARQ score was significant between the three resolution groups, $F(2, 9) = 4.753, p = .05$. The primary area in which the resolution groups varied was in the scale of Warmth/Affection, $F(2, 9) = 12.273, p = .005$. The results of the PARQ follow-up study indicate that the mothers of children with Down syndrome or autism are able to accept their children to a similar degree as non-disabled children. The results of this research have implications for further study using the cognitive intervention with a larger and more diverse group of participants.

Your Exec Board Needs You

We hold a two-hour board meeting once a month, and you are compensated for your time and reimbursed for your mileage. The role of board members is to support part-time faculty on their campus by answering questions about part-time issues and events. You may stuff mailboxes periodically with newsletters and such. And we have special events – our annual picnic and end-of-the-

year social – where you act as host, meeting and greeting guests and fellow teachers. If this sounds interesting, please contact any of the following for more information: Coastline, Richard Shiring, Jose Villalobos, Thomas Cao; Golden West, Tom Chambers; Orange Coast, Al Cyrino, Jack Price, Paul Bunch; or for all campuses, Barbara Price or you may call CCA at: 949-375-6467.

The Parity Disparity – It's Not Fair!

by *Martin Goldstein, CPFA*
Director of Public Relations
Santa Monica College Hourly
Advocate

The official "recognition" by Sacramento of the unfair disparity in wages between full time and part time faculty members of the California Community Colleges's has given us the \$57 million in parity money this year, money that has already gone into (and will keep going into this year) our paychecks here at SMC. Thank-you Governor Davis, et al. We feel vindicated, and even slightly compensated for this egregious unfairness. At about 68% of FT salary, almost 70% for those in English and Math getting office hours, we're getting there.

But with this victory comes the sometimes perplexing issue of just where *there* is. We know it's not in Oakland, but where, exactly, is it? Where, or what, is "parity?"

It's not a moot point, since the enabling legislation says the \$57 million equity money can only be spent on PT salaries until parity is reached, and then it can be used by the Administration in other ways, so as not to negatively reward them for getting to parity more quickly than others. They would get the money as a bonus, with no strings attached to how they spend it.

Many administrators would thus like to set parity as low as possible, so they can get their hands on the money sooner. PTers should continue being paid less than FTers (though not quite as much less as before) because their working conditions and obligations are different; i.e., they're not required to be on campus as much, they don't serve on hiring committees, or contribute to departmental work as much. Less work equals less pay. That wouldn't be fair, they say, with straight faces. What's fair, to them? About 85%.

This is a porous argument for many reasons, but in a nutshell we believe that teaching is teaching, and teachers are teachers, and we all do just about the same amount of work per class taught, because we're teachers, and that's just the way we are. Some do it in departmental meetings, and some do it after class with students, but we all put in usually more than our fair share of time per class, only part-timers are paid less for it. We exploit ourselves: Because we care deeply about what we do and do as much work per class as FTers, but get paid less for it, we exploit ourselves.

Thus one answer is that equality is fair, so parity would be a 100% correlation between the FT and PT pay schedule. And as our Faculty Association has stated quite rightly, since the State is going to make up the difference, it's really dumb to ask for anything less than 100% parity, since the less you ask for, the less you have to settle for in the end. Logical, unless, of course, you have another agenda in mind besides the welfare of part-time teachers – like getting your hands on that money to spend on other things.

And recent arguments and discussions we have heard suggest that even at 100% we still may be selling ourselves short, if true fairness is the standard. There is an economic price that is paid for working part-time rather than full-time, the argument goes, and that has to enter into the equation if parity means, *fair*. You have to put a price on the anxiety, the insecurity of part-time contingent employment, as well as on the tangible costs of commuting between campuses trying to stitch together a half-way decent living, and the opportunity costs lost by not being able to participate as fully

in the professional and collegial life of your department and discipline.

So *what's fair* might be over 100% parity, per class, for a part-timer who necessarily teaches less than a full load on a given campus. In other countries, such as France and Japan, we have learned that this is exactly the case; part-time teachers earn more per class hour than full timers do, to compensate for the fewer hours they work, the insecurity with which they must live, and the career opportunity costs lost.

In fact in the FT world there has been a specific price put on security in some schools. As reported in a recent Chronicle of Higher Education article, at DeSales University, five-year contracts to tenure-track faculty have been offered (and accepted) at a 15% bonus over the base, if the teacher does not ask for tenure. Take tenure, however, and you don't get that money – but you do get the security. Boston University has a similar program in its Business School. Lack of security gets a bonus payment for FTers, but is an insult added to injury to PTers, who have no security and get paid less for it. Now *that's* not fair.

In fact, in our darker moments, we imagine some harried part-timer keeling over at the wheel on the 405 from a stress-induced illness, and ultimately suing, or having ones heirs sue the State for damages done to him/her by the style of life this part-time teacher was forced to live in order to work in the community college system.

Not entirely implausible, is it? And until there is at least 100% parity for PTers, so long as our Freeway Flyers are rushing between poorly paying jobs on distant campuses, it will remain a chilling possibility.

In the end, we know one

thing. What's going on now is not fair, and a lot people statewide, nationally, and internationally know it, and are working to make it better – and none of them will stop until we get at least 100% parity.

Ed. Note: Here in Coast Community College District the worst scenario is taking place, we are told and I quote the administration: "We will not give our part-time teachers their parity pay for ten months or more; and then in one lump sum." NO, that is not acceptable. This administration is going to sit on our money, earn interest and cause each of us to wait for our due pay for ten months. This administration has no right to hold our money, it belongs to the teachers to be included in each and every paycheck they receive each month beginning with the September 30th check.

Extended Educators Employment Liability Program

Members in the following occupational categories – occupational and physical therapists, dental hygienists, athletic trainers and nurses – can be covered by AIG Member Companies (AIG) (EEL) available coverage. Only members who provide specified services in the occupations mentioned are eligible for the AIG medical arts endorsement. CTA will pay the premium for eligible members.

In order to receive this coverage, you must be:

1. a current member of CTA/NEA and
 2. a licensed nurse, occupational therapist, physical therapist, dental hygienist or an athletic trainer.
- Agency fee payers are not eligible.

If you are interested, Dr. Price must submit names immediately, so visit our website for more information and email your data to barbara@coastcca.com.

Travel for Part-Time Faculty

To those who intend to apply for Conference/Travel Union Negotiated Funds, these are the steps that are required by your CCA union:

1. Download the CCA conference form from coastcca.com.
 2. Complete this form.
 3. Get the district form from your dean.
 4. Complete this form.
 5. Secure your dean's signature on both forms.
 6. Send both forms to B. Price at OCC through the district mail.
 7. I will check your unit membership and either forward to your VP of Instruction or contact you for additional, necessary information.
- If you choose not to follow our CCA procedure, you will need to seek alternative funding.

FLASH! 24-Hour Fitness.

As of October 1, 2008 all part-time faculty are eligible to membership at 24-Hour Fitness Centers wherever a center is located in California.

Plan		Enrollment	Dues
One Club Sport	Single	\$0	\$26 / Mo.
	Each Add-On	\$49	\$19 Add'l
All Club Sport	Single	\$0	\$36 / Mo.
	Each Add-On	\$49	\$24 Add'l
All Club Super Sport	Single	\$0	\$55 / Mo.
	Each Add-On	\$49	\$26 Add'l
All Club Ultra Sport	Single	\$0	\$64 / Mo.
	Each Add-On	\$49	\$55 Add'l

All memberships are "pay as you go, stop when you want." Flyers will be in your boxes soon to assist in your enrollment.

Arbitration Date Set

You may recall our allegation that the district's practice of putting every new part-time hire no greater than the second step is a violation of the contract. Arbitration has now been set for June 23 to 24 with Arbitrator Mediator Fred Horowitz.

New Annual Dues

NEA	\$ 47.25
CTA	\$107.40
Local	\$ 70.00

New Monthly Totals

Members paying all three dues	\$22.47 / month
Members paying only local & CCA dues	\$11.95 / month
Members paying only local dues	\$7.00 / month

Visit the Coast CCA Website!



Log on for email updates, up-to-the-minute news, contact information and much more. coastcca.com

Don't Forget To Complete Your Membership Form!

Even though you pay an agency fee each month, you are not a member until you fill out and submit a membership form. Without it, you do not receive any of the Coast CCA benefits, including the \$1,000,000 instructional malpractice insurance. The membership form is available below or at coastcca.com.

For more info please contact us at 949-375-6467 or visit us online at coastcca.com

Coast CCA Membership Form

Please enroll me as a member of the CCA-CTA/NEA at the established deduction of \$22.47 per month for 2008-2009.

First Name _____

Circle your campus(es) CCC GWC OCC

Last Name _____

List the course(s) you are now teaching

SS# _____

Address _____

City _____

State _____ Zip _____

Home Phone _____

Are you employed at another K-12 or Community College District? YES NO

Work Phone _____

If yes, which District? _____

College Phone _____

Email Address _____

I would like to become active in the Coast CCA.

May we contact you via email? YES NO

Signature _____

Please return application in an envelope via interdistrict mail to: Barbara Price, OCC or via US Mail to: Barbara Price, Orange Coast College 2701 Fairview Road, Costa Mesa, CA 92627