part-time
Faculty Flyer
A Newsletter for Coast CCA Part-Time Faculty
Vol. IX • Issue 3 • December 2008

Coast Community College Association

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Message from Your President

by Barbara Price, Ed.D.

This has been a rough semester thus far. Not being able to get a valid, authentic, accurate list of part-time faculty from the district, and thus having an inaccurate payroll list, has caused hundreds of teachers to miss out on benefits provided them. Many of you, after three months of a five-month semester, still do not appear on the Coast CCA payroll list, which was forwarded to your association for updates. This cheats you out of your rightful, negotiated privileges. We often receive conference and travel requests for part-time faculty for whom there are no deductions to warrant approval of such requests. How can we fund privileges for people who are not paying dues or agency fees? We simply can't.

To solve this issue we have begun a drive to get every part-time instructor to complete a membership form. Success in this means we won't need to depend on the district records, which continue to ignore a large number of part-time faculty.

Parity money, all of which belongs in your paychecks, will be withheld by 50% this year due to the district Fiscal Administrator's claim that he made a mistake last year resulting in the overpayment of part-time faculty. If you were overpaid, please raise your hand. I want to meet you and learn just how that felt. In all my years in education, I've *never* been overpaid, so I'm curious to know how much extra you got. We are consulting with CTA attorneys to ensure that the funds be recouped and benefits secured. Rest assured: I will not give up on this issue.

We announced in our last newsletter that we have a date for arbitration on the issue of part-time teachers starting on our contract's salary schedule according to each teacher's experience in higher education and the workforce. We have two contract re-openers on which we will begin negotiations in Spring 2009. If you have any issues or concerns, please email our negotiations officer at jack@coastcca.com soon, as we are beginning to form our strategies.

This is our motto: Some succeed because they are destined to, but most succeed because they are *determined* to.

Barbara

Arbitration Date Set

You may recall from previous newsletters that we consider the district's practice of starting all new part-time hires at no higher than the second step to be a contract violation. Arbitration on this matter is set for June 23 to 24 with Arbitration Mediator Fred Horowitz.

Welcome New Board Members

We are pleased to announce that we enlisted three new board members to represent you in the district.

Orange Coast College vice president is Rick Boone, a real estate investment consultant who teaches real estate classes and is working on his MBA.

Don Turnbull, a cross-country coach and physical education instructor, temporarily wears two hats: Golden West College board secretary and campus representative. As secretary he replaces Kim Golbuff who resigned due to an overflowing plate but did an excellent job on the board.

Campus representative for Coastline Garden Grove Center is Barbara-Leigh Tonelli, a commercial real estate consultant, with an MBA and a PhD, who teaches business courses. Previously the position was the double-campus responsibility of Jose Villalobos, who continues on at Coastline College Center.

For more on members of the board, visit the website at coastcca.com and click on *Meet the Board.*

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Coast CCA SPOTLIGHT

Winter CCA Conference

The Community College Association's annual winter conference will be held February 6 – 8 at the Westin South Coast Plaza Hotel in Costa Mesa. This is an opportunity for Coast CCA members to become more active in the organization and to learn about negotiations, grievances and other advocacy tools. An extra bonus is that it is nearby.

The conference begins on Friday at 4 p.m. and continues through Sunday noon. While our number of voting delegates has not yet been determined, we have been assured that our members who wish to attend will have expenses paid. The conference program is on-line at ccafca.org. Check it out; and, if you are interested in attending, let Barbara Price know at barbara@coastcca.com.

Enterprise Rent-A-Car

Here is an opportunity for members to have an additional options for reduced vehicle rental rates, CTA has entered into a discount program agreement with Enterprise Rent-A-Car. The program provides for rentals at a defined flat rate regardless of location. While it does not include other potential rental related charges, like optional insurances, the flat rate is very competitive particularly in areas where vehicle rentals are usually the highest, including major airports. This discount is available to all CTA members and can be obtained by using the discount code and instructions which can be found on our website: www.coast.cca.com. It will also be available in the members only area of the CTA website. If you have questions, call (650) 442-5441.

24-Hour Fitness

You will recall that we published the particulars of a long-time issue that took over a year to secure, but now it's here. You all should all have received information in your mailboxes. Here's how you enroll: Visit your local club on call (800)204-2400 to Enroll on line at. http://.24hourfitness.com/corp/coastccd (code:18299) You must provide proof of employment (paycheck, business card, etc.).

Letters to the Editor

It was with interest that I read the last CPFA newsletter article regarding salary disparities between full- and part-time instructors. It was personally significant as I had substituted for a department colleague for two 3-hour classes last March. Both classes were in my subject area and required serious planning. I assumed my compensation would be my normal hourly rate of $66.83. But when I received pay a month and a half later, I was given $44.28 per hour.

This seems to be an avenue for the district to exploit part-time "adjunct" instructors. I'd like to know the reasoning behind paying me $22.55 an hour less than I'm paid to teach my own two sections. Why does the college feel my abilities, experience and time are worth less when working for a colleague on a fill-in basis? I've taught part-time at OCC for 23 years and retired from secondary teaching in 2001 after 34 years.

So to recap: My regular pay is not on par with the salary schedule of full-time instructors, and if I substitute for a colleague, my professional worth plummets 34% in remuneration. I was never informed of the substitute pay. It seemed reasonable to think it would be the same as my normal rate, so I never asked. I have never seen a part-time salary schedule and learned my pay rate for this only when I got my paycheck. This needs to be corrected by the unions.*

I have no medical insurance as a part-timer. Social Security is not taken out of my pay. But I'll have the 40 quarters to qualify for Medicare in a few years, so who cares? But what about a younger instructor who'd like credit toward Medicare?

In comparison, a long-time friend, degreed and credentialed to teach, failed to get a teaching job in 1967 because jobs were scarce. After being drafted into the Marine Corps and discharged two years later, he went to work for the Social Security Administration and ended his career just below the head of the entire agency. He was driven to work in a limousine and frequently worked with Al Gore and other leaders. As a retiree, he commands a consulting fee of $500 per hour. It's interesting that the worth of his labor is greater than ever and not discounted 34% whether he helps a colleague. Just think: He could have been a teacher…

Some say, "If it's so bad, quit," but that's like "America, love it or leave it." I enjoy what I do but it needs to be better for the new generation. Something is terribly wrong with our pay structure, given the required experience and education. The inequities, if known up front, would fail to attract the best and brightest.

Bill D. Holder
OCC Geography

**Ed. Note: Because we had just completed our newly negotiated contract, the pay schedule was included in the contract every part-time instructor received at the beginning of this semester.*

If I had the collective ear of the legislature, I'd point out that in San Diego and LA counties, voters passed – by super-majorities – every single education bond on the ballot.

Politicians are interested in two things: getting elected and getting re-elected. And though voting to raise taxes is usually the kiss of death, it ought to be clear that Joe Plumber supports public education and will tax himself to pay for it. So a tax increase for K-14 schools is *not* political suicide but something California voters strongly favor.

That's the message I'd like our elected representatives to hear.

Philip Lopez
Southwestern College

Poetry du Jour

The Restoration of Hope

by Steven Schultz

Throughout the history of our years
The people have always hoped to say
That our tomorrows would always be
Better than our yesterdays.
The smack of the planes crashed our senses
We sent bombs bursting in air
Fear took a stranglehold
Moral courage lost in the dust of despair.
Eight years of debacles and disasters
Scandals, corruption, incompetence, and divided disdain
Infrastructure crumbling and national debt doubled
Our country won't survive four more years of the same.
We yearned for a leader who could light the way
Truth, hope, and empowerment is his speak
He is more than just speeches, bigger than his name
This change doesn't forget the middle and the meek.
Overcoming the prejudice, he rose up
Triumphing through trials, becoming the first
Much sacrifice and service will be needed
For he is succeeding President Worst.
Our mission finally has a messenger
United these states must be again
Obama in the White House
Provides healthcare for every American.
He's the son who never had his dad
Still made no excuses and took personal responsibility
We must retake ownership of our republic
Voting for Obama is peace for our collective accountability.
This leader of our nation has been given numerous labels
For our security, success, and freedoms this is evident
Come January 2009 and thereafter
we will call Barack Obama
Mr. President.

Coastline Classroom to Internat'l Congress

by Lane Igoudin, M.A., Ph.D., Part-time ESL Instructor, Coastline Community College

In the late summer of 2008, I found myself in an unusual situation: My classes were to start the following week, but I was on a plane to Europe. With a lot of excitement and some trepidation, I was heading to Essen, Germany, to participate in the 15th World Congress of Applied Linguistics (AILA 2008).

Known as the Olympics of Applied Linguistics, this distinguished academic gathering takes place every 3 years, each time on a different continent from the last. It attracts hundreds of university scholars worldwide who study language acquisition, use, choice and attitudes.

I was simply humbled to have two of my papers accepted for presentation at AILA. I have taught in the Coastline ESL program since Spring 2006, and though I enjoy research, I am primarily a teacher. My research topics are based on what goes on in the language classroom and the students I see day in and day out. As an educator, I care about their uptake and progress in my classes, but I am also curious why they are in my class, what specifically drives them to take language classes, especially at advanced levels when it is no longer a matter of survival.

The findings have been surprising. I found that much of their motivation lies not in the instrumental benefits derived from a better knowledge of English, but in their integrative aspirations – their wanting to become part of the English-speaking community, its culture, and its life. Furthermore, their engagement in advanced language learning often originates in the discrepancy between their current and desired social identities, (how they see themselves now and how they want to be seen long-term). In this process, language learning becomes a path to bridging the gap.

I spent several months prior to the congress revising my papers and preparing PowerPoints and handouts. Both 30-minute presentations, "Social Identity and Motivation for Advanced Formal L2 Learning: Exploring the Connection" and "Asian American Girls at the Crossroads of Language and Identity," were well-attended with 25-40 people in the audience. The latter was included in a special symposium titled "Multilingual Identities: New Perspectives on Immigrant Discourse," which will result in a book publication in the series "New Trends in Applied Linguistics" published by Mouton de Gruyter. You can view both papers on my website languagearts.cypresscollege.edu/~aigoudin/research.htm.

In several short days, I attended 20 other presentations, as well as a number of receptions and other gatherings with colleagues. The opportunity to debate issues and access the most current advances in my field made the trip a truly inspiring experience. I felt there was a particular interest in my presentations exactly because my field practitioner's perspective could offer a fresh look or intriguing data sometimes inaccessible to university-level academics. Through presentations and discussions I felt I gained a better insight into the motivation and socialization processes underlying ESL students' language acquisition.

The experience of spending a week in a country where I didn't speak a word of the local language was itself refreshing to me as a language instructor. Despite my expectations, English was rarely spoken in this part of Germany. It put me, to some extent, in the shoes of my own students, giving me a glimpse at their struggles and survival strategies in a foreign language environment. I had to reassess my own attitudes towards students, and I feel it enhanced my respect and patience for their learning.

The Coast CCD CCA-CTA Union was most helpful in offering funding to offset some of the cost of my trip. I am also grateful to the ESL Department for providing a substitute during my time away. I listed Coastline College as a workplace affiliation in my presentations and believe that my participation illustrates the strength of scholarly research done at our college.

Attorney and Officers Meet

On November 25, Barbara Price, president, Jack Price, grievance officer, and Robin Devitt, CCA staff support person, met with legal representation to discuss outstanding issues with Coast Community College District. Discussion centered around: 1) the barring of the president from speaking to anyone at the district except Vice-Chancellor Joe Quarles, a violation of civil rights; 2) payroll issues that resulted in inaccurate dues collected by the district and incorrect part-time faculty information from Human Resources; 3) failure of OCC to adhere to the contract on travel verification; 4) parity pay; and 5) the arbitration for proper salary placement.

Next steps were discussed. As these situations unfold we will keep you informed on our website and in our newsletter.

One of Our Stars Presents

Renah Wolzinger was chosen as a presenter for the 14th Annual Technology in Education Conference and Exposition (Ontario, CA, March 22 to 29). The session, on Interdisciplinary Studies in New Media for Community College Students, addresses documentary film making as an effective way to combine digital media courses.

Some community college students have basic experience in video and audio editing, graphic design and website building. Incorporating interdisciplinary studies in student work better prepares students for today's workplace. Additionally, students in a traditional recording arts program are finding they can use editing skills in the video world to create new artistic and professional opportunities.

The presentation includes a hands-on computer lab where educators make a short video using Apple's Final Cut Pro and Logic and, with the Adobe suite for graphic editing and internet streaming, create content for DVD or websites such as YouTube. GWC student documentary excerpts will be shown to illustrate the successful teaching model in interdisciplinary studies.

The presentation demonstrates software similarities in different fields of study and shows how to teach students to combine audio and video in their work to give them more marketable skills upon program completion.

Renah teaches GWC courses in Commercial Music-Recording Arts and is President of Renzone Music. She is honored to present at TechEd 2009 and is proud to share the great work of her GWC students. To find out more about Renah, visit her website at renah.com

Annual Campus Equity Week

Campus Equity Week is traditionally celebrated the first week of November throughout the US, Canada and Mexico. We, here in the Coast Community College District celebrated this event at Golden West College, Orange Coast College, and Coastline Community College through our Part-time Teachers Association by having our members staff tables on our campuses placed in strategic spots to be visible to teachers, students and others to demonstrate the theme: "Teachers Working Conditions are Student Learning Conditions". Those stopping by were able to learn more about the Association's services and benefits, as well the efforts and needs of our part-time faculty. Posters were displayed throughout the campuses. Activities included an informational table on the mall and meeting individually with part-time faculty in their workroom in the Library at GWC. Faculty expressed concern about continuing salary underpayments and courses that had already been promised being cut from the Spring 2009 course schedule. While full-time faculty received salary increases, part-time faculty received pay cuts. While the Governor and State Legislature support parity pay for part-timers through legislative appropriations (even in a very difficult budget year) the Coast District continues to widen the gap between full- and part-time salaries. Equity Week was a reminder to us all that we still have a great deal of struggle ahead before equal pay for equal work is a reality in the Coast Community College District.

Your Coast CCA Team,
Tom Chambers, Don-Earle Turnbull, Jack Price, Paul Bunch & Barbara Price

Starring: You

We'd like to start featuring those elements that make our part-time faculty compelling and unique. So we need your help. Please email a description of your special interests and accomplishments, present or past, so we may feature them in an upcoming newsletter. Don't be shy: We want to celebrate your talents and experiences and boast on your behalf. Tell us anything of interest and you may see it spotlighted here on these pages. In this issue we feature Lane Igoudin and Renah Wolzinger. Send emails to barbara@coastcca.com.

Attention Part-Time Faculty

It is critical that we have your correct, current email and mailing address.

Please send your email address, mailing address and phone number to barbara@coastcca.com so that we may contact you with vital part-time faculty information.

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.

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 _____

Last Name _____

SS# _____

Address _____

City _____

State _____ Zip _____

Home Phone _____

Work Phone _____

College Phone _____

Email Address _____

May we contact you via email? ☐ YES ☐ NO

Signature _____

Circle your campus(es) CCC GWC OCC

List the course(s) you are now teaching

_____

_____

_____

_____

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

If yes, which District? _____

☐ I would like to become active in the Coast CCA.

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