

From the California Faculty Association

CFA HEADLINES

October 3, 2018 · Weekly news digest from CFA

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Join our colleagues at the CFA Faculty meeting at your campus

This fall term, CFA Chapters will hold [Faculty meetings on](#) every campus.

This is an opportunity for all faculty, but especially those who have joined the CSU in the last four to five years, to learn about the work our union has been doing for faculty, students, and the California State University.

“It’s quite amazing to realize that about 30 percent of our faculty were not here when we were fighting for our last contract, and so, they don’t know about the effort their colleagues put into the “Fight for 5,” said Jennifer Eagan, CFA President.

“These meetings will give newer folks—and those for whom the memory may have faded—a chance to see the kind of work that their union has done over the years to build power to win fair contracts, fight for quality public higher education and work hard against racism and for social justice in California,” Eagan said.

The meetings also will feature CFA’s work with the state legislature to increase state funding for the CSU, our efforts to elect strong advocates for public higher education, and our success in securing legislation that will improve the lives of faculty, students, and staff in the CSU.

The first faculty gathering will be held over lunch next week, October 10 in the Vintage Room at Fresno State. CFA Secretary and Bargaining Team Chair Kevin Wehr will discuss how the faculty builds our power to advance public higher education, and to win a fair contract when the next round of bargaining arrives. (Fresno faculty: [RSVP to confirm your lunch](#) at either 11 am-Noon or Noon-1 pm.)

“Our faculty lunches are always a great chance to socialize, catch up on bargaining information, and be in community with one another,” says Diane Blair, President of the Fresno CFA Chapter.



Two other chapters hold faculty meetings next week, too—The Bakersfield CFA Chapter will hold on Friday, Oct. 12, 1-2 pm, in Dorothy Donahoe Hall 146H; and the Channel Islands CFA on Thursday, Oct. 11, 11 am-1pm, Broome Library #1750.

More meetings will be held at other campuses throughout October. Find the meeting at your campus by [clicking here](#).

You have the power—Elect candidates who support public higher education

First, a word about [what's hot this month](#). And then, read on to learn how you can [advocate for public higher education right now](#).

One of the most contested positions in California state government is the Superintendent of Public Instruction. For the second time, a charter school administrator is attempting to win leadership of the state's public school system as SPI. The race pits a strong advocate of public education, Tony Thurmond, against a person who has spent his career pushing for the spread of charter schools in Los Angeles.



“I am joining with my CFA colleagues in working to elect Tony Thurmond to this critical seat,” says Margarita Berta-Ávila, CFA President at Sacramento State and a Professor of Education. “I urge those who can to volunteer through our CFA chapters to help in this election.”

Thurmond is a social worker by training and most recently has served in the California State Assembly where he worked to improve public education and fought for the funding it takes to provide quality education to California's students.

Make a difference. [Click here](#) to join with fellow CSU faculty in volunteering to help elect candidates who support public higher education.

THURMOND HIGHER ED TOWN HALL OCT 4 IN SAN DIEGO: Tomorrow, Thursday, Oct. 4, at UC San Diego, in Village West Building 2, Thurmond will host a “College Affordability Town Hall” beginning at 6:30 pm. As the [invite and RSVP form](#) point out, “If elected, Tony will serve on the UC Board of Regents, CSU Board of Trustees, and will influence community college policymaking.”

If you cannot attend in person, you can participate via conference call. Just [RSVP](#) for the town hall, then dial: (712) 770-4010, code 267256. Tony also seeks thoughtful questions to answer; email your questions to townhall@tonythurmond.com

CFA NOVEMBER 6 ELECTION ENDORSEMENTS: Every year, CFA members at each campus collect questionnaires and meet with candidates for public office. They make recommendations to CFA's Political Action and Legislation Committee which reviews and sends recommendations to CFA's Board of Directors for approval. See the list of [candidates endorsed by CFA on Nov. 6](#)

KEY DATES IN THE 2018 GENERAL ELECTION:

- If you vote by mail, watch for your ballot beginning this Monday, Oct. 8.

- If you want to vote by mail, [your request](#) must be to the [Secretary of State](#) by Oct. 30.
- If you are not registered to vote, you must [register by October 22](#) or you will miss out.
- The Teamsters Union has a way to register to vote by text—text the word “Register” to 86466

BE AN ELECTION SEASON VIDEO STAR: CFA affiliate the California Teachers Association is asking you to submit a video explaining why you [support Tony Thurmond](#) for Superintendent of Public Instruction—and you do it in 30 seconds right on your smart phone. Get involved: [Submit your video and/or picture here!](#)

PHOTO: Tony Thurmond, candidate for California Superintendent of Education in the general election on November 6, addressed a rally calling for more state funding for the CSU. The rally was organized by CFA and Students for Quality Education at the State Capitol on April 4 this year.

Range Elevation for long-term Lecturer and temporary Librarians provides opportunity for raises of 5% or more

Long-term Lecturers and non-tenure-track (“temporary”) Librarians can increase their salaries through the Range Elevation process and move from one salary range to the next (e.g., Range A to B, B to C, or C to D). A salary increase of at least 5 percent comes with Range Elevation.



Under the terms of the Collective Bargaining Agreement, Lecturers and Temporary Librarians are eligible to apply for Range Elevation if they have worked for five years in their range and are at or above the “SSI Max” (meaning capped out in the salary range).

In 2016, CFA negotiated a supplemental agreement to expand the group of eligible faculty to include long-term faculty who have not capped out in their salary ranges. Campus administrations are supposed to notify those who are eligible, but check with your CFA chapter to be sure.

In the 2017-2018 Academic Year, there was a **success rate of over 95 percent** for Lecturers and temporary Librarians who applied for Range Elevation. It pays to apply!

Campuses with fall deadlines include Channel Islands, Los Angeles, Long Beach, Pomona, San Jose, and Stanislaus. Those who miss this year’s deadline can still apply next year.

[See all campus policies and application details](#) on CFA’s policies page.

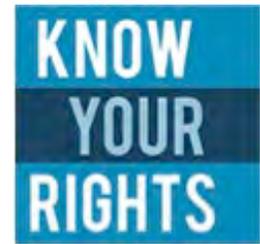
CFA has [numerous resources to help](#) eligible faculty.

Be on the lookout for workshops and meetings on your campus where union leaders will help faculty through the process of identifying the criteria and putting together the best application.

You can also reach out to [your campus CFA chapter](#) directly for help in applying and getting Range Elevation and the raise that comes with it.

Faculty Rights Tip: Lecturer Preference for Work at the start of the academic year

At the beginning of each new term during the academic year the teaching assignments for Lecturers are often in flux until the last minute. It can be a challenging time for both Lecturers and department chairs.



[Article 12.29a](#) of our Collective Bargaining agreement governs the assignment of classes during the academic year (i.e., in terms other than Fall). This article provides protection for long-term Lecturers. The administration must follow the order of appointments specified in this article.

If you are a Lecturer who has lost classes this term, we urge you to review [Article 12.29a](#) of our Faculty Contract and contact your campus CFA chapter faculty rights representative if you have questions.

It's useful to know that qualified Lecturers with 3-year appointments must be offered work up to their entitlements before their department offers the same work to Lecturers without 3-year appointments. Furthermore, Lecturers who worked in 2017-2018 have preference for work over newly hired Lecturers.

All qualified 1-year and 3-year Lecturers have the right to work beyond their entitlements before that same work is offered to a brand-new Lecturer.

If you believe that your rights have been violated, please contact your [CFA Faculty Rights Representative](#). Please note that faculty members only have 42 days to file a grievance from the date they found out about the violations. At most campuses, that deadline is coming very soon.

If you have questions about a Faculty Rights Tip or would like to suggest a tip [please write us](#) with the subject line "Faculty Rights Tip."

See [previous Faculty Rights Tips](#) on a range of topics in our contract.

In Other News

SB 1421 "RIGHT TO KNOW" SIGNED INTO LAW: Governor Brown has signed SB 1421, [changing four decades of precedent](#) in which California barred public access to records of police misconduct and use of force. Under the old law, not even prosecutors have been allowed direct access to records of officers found guilty of misconduct. More than half of states in the country make some or all police misconduct records available to the public. CFA co-sponsored the bill along with, among others, the ACLU, Black Lives Matter, and the California Newspaper Publishers Association.

JUSTICE FOR JOSIAH—CAMPUS ACTION COMING WEEK OF OCT 15: CFA joins Students for Quality Education to work with the Justice for Josiah campaign on CSU campuses beginning October 15. CSU student David Josiah Lawson was murdered near his Humboldt State campus on April 15, 2017, and since then SQE, Humboldt students, faculty and supporters have been marching on the 15th of each month, calling attention to the unsolved case of the African-American Criminology and Justice Studies major, and raising questions about safety on CSU campuses for

students of color. Now other campuses are joining in. Plans include rallies, banner drops, teach-ins and more. [See a schedule by campus.](#)

THREE CSU CAMPUS PRESIDENTS TO RETIRE AT END OF THIS ACADEMIC YEAR: CSU San Marcos President [Karen Haynes](#) and San Francisco State President [Leslie Wong](#) both announced their retirements in the past week. The third to announce is Humboldt State President [Lisa Rossbacher](#), who has come under criticism for inattention to the Lawson murder, to requests for help from his family, and to the atmosphere for students and faculty of color on and around campus.

CALPERS OPEN ENROLLMENT ENDS THIS FRIDAY, OCT 5: CalPERS Open Enrollment is the time when people who have CalPERS medical or pension benefits can change health plans, add dependents to the plan, add optical insurance, or change pension beneficiaries. The deadline is this Friday, October 5. Contact your campus HR department to make changes. Retirees can access CalPERS via: mobile.mycalpers.ca.gov. For more information, read [10 Things You Need to Know About CalPERS Health Open Enrollment](#).

Links of the Week

These California public schools are the worst for black students, according to a USC study
[San Francisco Chronicle](#)

UC Berkeley and Cal Poly San Luis Obispo were two of the worst performing schools in terms of underrepresentation of black students in 2016. Black students made up 1.9 percent of the student population at Berkeley, the third worst in the state, and they made up .7 percent of the student population at Cal Poly San Luis Obispo, which was the worst in the state.

Abortion pill mandate for California universities vetoed by Brown
[San Jose Mercury News](#)

Cal Poly students involved in racist incidents didn't break laws, AG says
[The San Luis Obispo Tribune](#)

"The Attorney General's Office also noted that the acts that occurred at Cal Poly, while profoundly offensive and insensitive — and demonstrating an appalling lack of judgment — were protected as free speech by the First Amendment," SLO Pres. Armstrong wrote in email.

California's persistent teacher shortage fueled by attrition, high demand, say newly released studies
[EdSource](#)

There is concern that the UC and California State University systems, which prepare nearly 60 percent of California teachers, no longer have the capacity to educate enough teachers to fill the needs of school districts, researchers say.

Harassment at the Annual Meeting
[Inside Higher Ed](#)

Historians join political scientists in documenting the unprofessional and illegal behavior women experience at annual gatherings.

'Time Poverty' of Students Who Are Parents
[Inside Higher Ed](#)

Study adds to the growing evidence that students with young children have a much harder time completing their degrees than their childless peers.

Record number of Californians ready to vote in midterm election
[Sacramento Bee](#)

Nearly 1.5 million more people are registered to vote than were in the last midterm election in 2014.

'Turnout will be key.' What California leaders think will happen in congressional races
[McClatchy DC](#)

The case for spending 32 percent more on California schools
[EdSource](#)

Two separate panels of experienced California teachers and administrators were given background information and three days together to help answer a longer version of this question: How much would it cost to provide all California students the academic knowledge, skills and opportunities they'll need to successfully pursue their plans after high school and participate in civic life?

Meningococcal outbreak declared at San Diego State University
[Los Angeles Times](#)

See more at [CFA in the News](#)

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