

# SOUNDINGS

SHORELINE COMMUNITY COLLEGE FEDERATION OF TEACHERS LOCAL 1950

## Salary Increase Update

Karen Kreutzer

**B**e thinking about how you would like to have the salary increase dollars from the Legislature distributed. Although final dollar amounts are still not available from Human Resources, I can give you a very general idea of what the choices will be.

Two choices were presented to the full-time faculty at the Federation Breakfast on September 17<sup>th</sup>. The first choice is to give all eligible faculty an \$1850 increment, distributing the remaining salary dollars as a reduced COLA of approximately 0.1%. The total percentage increase ranges from approximately 5.3% at the lower steps to 4.2% at the higher steps.

The second choice is to give everyone the full 3.7% COLA and distribute the remaining funds as a partial increment of approximately \$400. This would give a total percentage increase of 4.7% at the lower steps to 4.4 at the higher steps.

## Cope

Ken Conder

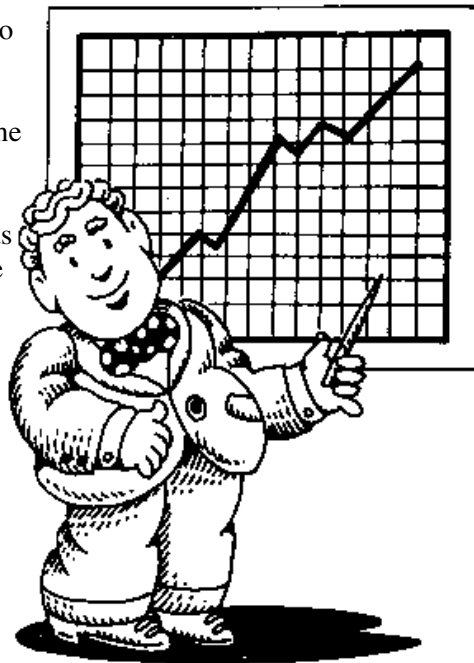
**O**n September 28 Local 1950's COPE representatives, Matt Orlando and I met with AFT's new state lobbyist, Bernal Bacca Ed.D. and Richard Burton Ph.D., AFT's new state political organizer. Dr. Bacca was a counselor at Yakima Valley Community College and has over 30 years as a counselor, teacher, and administrator at two- and four-year colleges. Dr. Burton has been a philosophy professor at Seattle Central Community College for 15 years.

Dr. Burton was highly complimentary of the large turn out at the SCC's faculty breakfast he attended and addressed. Both Burton and Bacca congratulated the SCC membership on the number of COPE contributions.

Dr. Bacca reported that he met earlier in the day with State Senator Deb Wallace (D) 17<sup>th</sup> District representing the

Associate faculty salary distribution has been complicated by the difficulty in obtaining precise step movement information from Human Resources. The best estimate at this time is that everyone eligible will receive an increment, with the remaining COLA and equity dollars being distributed evenly on the salary schedule. Each step on the associate salary schedule would increase by an estimated 6.25%.

All salary increases will be retroactive to July 1, 2007. Look for ballots asking members to ratify the distribution as soon as the Federation Executive Board has a chance to approve the choices. Every effort will be made to see the increases distributed before the end of Fall Quarter.



### What's Inside

President's Corner	page 2
M L K Labor Council Delegate Request	page 3
Contract Negotiations Team Forming	page 3
Performance Funding and Contracts	page 4
SCC Speakers at HEB Forum	page 5
The Woolgatherer	page 5
Calendar	page 6

*continued on page 6*

# All the Parts Make a Whole

The seasons change and life at Shoreline continues to change as well. The Human Resources department has lost a number of long-time employees over the past few years, but we are delighted that Joanne Warner will be filling in as Director of Personnel for a few months. She's back in her old office. The folks in HR are stretched thin. They continue to hang in there; they deserve our thanks for their dedication. Thanks especially to Nancy Teske in Payroll who has been working long hours making sure our payroll information is accurate.

There are some of us who will need to visit Veronica Botts in benefits to make sure that we are set for this year in terms of any health benefit changes. The PEBB website is pretty good and lists benefit fairs and describes the programs available. Don't forget to take care of this task should you need to make changes.

mation is available at the SBCTC website <http://www.sbctc.ctc.edu/>.

The enrollment and budget information presented at the Board of Trustees meeting in October was to be on the agenda for the all-campus meeting on Friday, November 9. At this writing, that campus meeting has not occurred. The numbers are sobering. It's not doom and gloom time, but let's hope that enrollments begin to increase. I believe that our best advertisement is the student who met their goals here and then move on. We need to remember to serve well the students we have with the hope that they will go out and tell their friends and family about the fine experience they had here.

Did you see the notice near the 1300 Building regarding the tree that didn't survive the wind storm we had several weeks ago? I think the notice from VPAS Stuart Trippel is informative, addresses concerns about our environment, and exemplifies helpful communication with the college community.

How are you coping? I've heard many a lament about the workload and the increasing number of things that we have to do. I've heard dismay regarding the cost of copies and decisions that will need to be made regarding whether to make paper copies for our students or whether to use online postings only. I've heard the resignation in the sighs regarding common course numbering (I have

heard that Everett and Edmonds are not doing CCN). I've heard people say that they feel conflicted about this place—they love it but sometimes it drives them nuts!

I have heard people talk about being a professional educator and what that means. To me, it means that first and foremost are my responsibility to my students and my obligation to them and to myself to know what is current in my field and in education. It means helping students through advising and it means serving with colleagues on committees. It means taking an active interest in what goes on here, here at Shoreline where I spend and have spent so many of the hours/days of my life. It means that I fulfill my contract obligations. It means that I do not have to be checked up on to be sure that I'm doing my job. It means that I trust

that my colleagues are professionals who share many of the same values. And I believe that Shoreline should be a place that allows me to continue to grow professionally in a supportive environment. I believe that Shoreline should be a place where people walk the talk about valuing diversity in all its aspects.

## President's

Arren Toreson

Office 1411 X4657  
ktoreson@shore.ctc.edu

In Appendix A of the CBA, Article III, Section H, 1.c, you'll find information on retirement and that notification should occur by October 1. You should have received a memo requesting such notice from VPAA John Backes that was distributed by e-mail by the deans. There is a Memo of Understanding signed in December 2002

that requires that faculty who plan to retire "during a subsequent calendar year must contact the College Office of Human Resources by the fifth (5<sup>th</sup>) business day of December preceding the calendar year in which they will retire and indicate that they do not desire to participate in the plan [VEBA]. Upon such notice, the College Office of Human Resources shall call for a vote of the retiring eligible academic employees (faculty) employees [sic.] to determine if the Plan is to be suspended for the calendar year." Otherwise, VEBA will be in effect.

At the November 6 College Council meeting, President Lee Lambert was asked when the remaining vice president searches will occur. The plans are to have searches this academic year for the three vice president positions currently held by interim appointees: VP for Student Success, VP for Administrative Services, and VP for Human Resources and College Relations.

I hope that you have been following the information on the Student Achievement guidelines from the SBCTC. Student Achievement funding was previously known as performance funding. This is a response to the public's desire for accountability and the perception that the colleges aren't doing their jobs. These measures are for the state's community and technical colleges only. More infor-

*I have heard people talk about being a professional educator and what that means.*

# Martin Luther King County Labor Council Delegate Request

It has been my honor to serve as one of the five Shoreline Community College delegates to the Martin Luther King County Labor Council over the last several years. My primary responsibility has been to represent my constituency at these meetings and bring back news from the labor council to our local union. My reports are typically given at the Executive Board meetings and usually focus on larger union or political issues that the Labor Council has deemed to be of importance.

One aspect of the monthly meetings that gets very little attention is the passing of the hat asking for donations to the Puget Sound Labor Agency Food Bank that helps support union families who are in need of assistance. I typically donate \$5 to \$10 for this each month. This seems like a very worthy cause that I believe needs further attention. I can go on donating the \$5 to \$10 a month, or with your help we could up this donation to \$50 to \$100 per month to help out our union brothers and sisters who are less fortunate than ourselves. This month our union donation was \$100 as the SCCFT Executive Board voted to contribute \$100 to the Puget Sound Labor Agency Food Bank fundraiser to help needy union households during the holiday season. I applaud the Executive Board for this action. However, the E-Board cannot sustain this monetary level of effort because of dwindling union monies and growing labor expenses. So I am asking all union members to think about contributing to this worthy cause by setting aside some money each month for the Puget Sound Labor Agency. I will gladly deliver the money to their coffers each month at the Martin Luther King County Labor Council meetings.

The monies can be sent to Robert Hayden, Room 5359 rhayden@shoreline.edu with a note denoting the funds are for the Puget Sound Labor Agency.

Thank you for letting me serve you,  
Robert E. Hayden, MCKCLC delegate



## Contract Negotiations Team Forming

Karen Toreson

If you are interested in serving on the SCCFT negotiations team, please contact Karen Toreson [ktoreson@shoreline.edu].

From Article VIII of the SCCFT Constitution,

“Section 3. The Negotiating Team shall represent the Federation in negotiations. The negotiation team for the entire contract shall be appointed by the President and ratified by the membership of the SCCFT. This team shall prepare and substantiate salary and other contract proposals. For openings during the contract the President shall appoint the appropriate persons to serve with the approval of the executive board

Since this is a year for full contract negotiations as opposed to a limited re-opener, the process for identifying a team will take place very soon.



## PERFORMANCE FUNDING AND CONTRACTS

There are several types of performance funding and performance contract proposals; however, there is no significant research that shows that any of these models improve student achievement. In most cases, states that have enacted performance funding models, including Washington State in the 90's, have abandoned them.

AFT Washington has concerns about performance funding experiments, but we also have solutions such as those below that are certain to produce increased student achievement and retention.

An example of our concern can be seen in the performance funding model proposed by the State Board for Community and Technical Colleges, we have expressed the following concerns, among others:

- Performance funding will disadvantage low funded colleges and their students. If new funding is offered only for earning "performance points," well resourced colleges can more easily move money from other areas or from savings to temporarily fund new student success programs, and then use the increase in their base budgets to permanently fund the new programs. Low funded colleges cannot.
- Many aspects of achievement are outside the colleges' control, such as changes in the local economy. Points will be won or lost as a result of such external factors.
- If points are earned for retaining students, a major concern is that standards could be lowered to gain points. Part-time faculty are particularly vulnerable to pressures to pass more students if they want to be rehired, whether the students have mastered the material or not.

The momentum points developed by the SBCTC staff will be an important research tool for colleges and faculty to evaluate and improve instructional programs, but we do not believe that using these inadequately tested methods for funding will be healthy for the colleges or their faculty and students.

We already know several major ways that colleges can improve student achievement:

- 1) Increase individual or small-group interaction between students and faculty, through intensive advising, tutoring, college readiness activities, and other individual communication with students. An example of such a program is I-BEST. Research-based criteria were used to pilot the I-BEST model and when it proved successful, based on further research, the legislature increased funding for it.
- 2) Another way to increase faculty/student interaction is to hire more full-time faculty.
- 3) Increase financial support directly to students to pay for tuition, books and supplies, child care, transportation, and other student needs. Again, the legislature increased funding for Opportunity Grants, which have been shown to improve student retention and achievement.
- 4) Keep tuition affordable, which similarly helps low-income students to enroll and remain in college.

Rather than rewarding colleges with unrestricted funds following the attainment of points, we believe we should seek legislative appropriations targeted to specific programs that have been shown to improve student achievement.

opeiu#8afl-cio  
intranet/gd/constituencyissues/perffundingandcontracts



# SCC Trustees, Faculty and Staff Speak at HEB Forum

Karen Toreson

On November 1, I attended a public forum held by the Higher Education Board at North Seattle Community College. A brief presentation on the challenge to “meet the rising demand for skilled and talented citizens by educating a much greater percentage of our young and middle-aged workers to much higher levels than we are currently doing. Population growth and in-migration of educated workers will not be enough to fill these needs.” We learned that Washington is one of eight Global Challenge States which are states with the greatest potential to be successful in the global economy. The HEC Board has identified two goals:

## Goal 1

We will create a higher education system that truly serves everyone—a system that anyone can enter and

afford, and a system that personalizes education so that everyone can succeed.

## Goal 2

We will create a higher education system that drives great economic prosperity, innovation, and opportunity.

There were several folks from Shoreline in attendance at the HEC Board Public Forum. Victoria Lauber, Kim Cambern, Trustee Dick Stucky, and Trustee Roger Olstad—all spoke during the open comment period. The one amusing thing is that many of us thought we were signing in as attendees; little did we know we were signing in for public comment! Victoria, Kim, Dick, Roger and I arrived early for the meeting and were among the first to sign up. I was very glad to hear their comments and felt that Shoreline was very well represented.



**THE  
WOOLGATHERER**  
*a play by William Mastrosimone*  
**New Space Theatre**

17517 15th Avenue NE, Shoreline Washington  
Directed by former SCC faculty member  
and current full-time SCC student **Pearl Klein**  
Starring **Katy Higgins** (SCC alum) and **John Lynch**

Plays daily at 8 pm through Saturday November 10  
Doors open at 7:30 pm Tickets are \$10  
**Call 206-650-9448 for reservations**

# SOUNDINGS STAFF

http://www.sccft.org

Editor: **Leslie Potter-Henderson**  
lhenders@shoreline.edu

Production: **Bob Hutchinson**  
rhutchi@shoreline.edu

## Soundings submissions policy

We welcome submissions of articles to the Soundings. Priority will be given to information that aids faculty in their professional pursuits, informs them of union-related issues and their understanding of the contract or provides information about campus-related news and events. Any other information is printed on a space-available basis.

All submissions may be edited for length, factual accuracy, spelling and grammar. We also reserve the right not to publish any submissions that are potentially libelous or which may violate a person's right to privacy. All submissions must include the author's name and contact information, including phone number and/or email address. The Soundings does not publish anonymous letters to the editor.

To submit an article, please submit it on a disk or as an email attachment to Leslie Potter Henderson, lhenders@shoreline.edu, Library/Media Center.

## COPE... continued from page one

Vancouver WA area. Senator Wallace is the new chair of the Higher Education Committee. He discussed the importance of membership involvement in the election process.

Dr. Burton discussed the planning process for organizing a "Meet the Legislature" event.

Matt and I did not feel comfortable committing to this kind of event without gauging the level of participation that could be expected from the membership. We are continuing to work with Dr. Burton on this topic and will be consulting with the EBoard. If you have comments or suggestions, please forward them to

your EBoard representative.

Matt and I look forward to working with Bernal and Richard in the future.

### From AFT's website

"Do you know unions cannot use members' dues for political purposes? That's why "the Committee on Political Education (COPE)" is one way your union can have an affect on elected leaders and elections. Your voluntary contribution to COPE, either through payroll deduction or personal account withdrawal, will allow us to help elect education- and labor-friendly candidates to state and federal office."

## Calendar

### E-Board Meeting

Monday, November 19<sup>th</sup>  
2:30 to 4:30 pm  
Room 1402

### Faculty Senate Meeting

Wednesday, November 14<sup>th</sup>  
2 to 3:30 pm  
Room 1402

### Thanksgiving Break

Thursday, November 22<sup>nd</sup>  
Friday, November 23<sup>rd</sup>

### Board of Trustees Meeting

Wednesday, December 5<sup>th</sup>  
4 pm  
The Board Room  
Building 1000



*Thank you, Veterans,  
for your sacrifices  
and your love for  
our country.*

## S C C F T Executive Board

President	Karen Toreson	ktoreson@shoreline.edu
1st Vice President	Gary Parks	gparks@shoreline.edu
2nd Vice President	Shannon Flynn	sflynn@shoreline.edu
3rd Vice President	Bonnie Frunz	bfrunz@shoreline.edu
Secretary	Duvalle Daniel	ddaniel@shoreline.edu
Treasurer	Karen Kreutzer	kkreutze@shoreline.edu
Advising & Counseling	Jeanne Strieck	jstrieck@shoreline.edu
Automotive/ Manufacturing		
Business Administration	Phyllis Topham	ptopham@shoreline.edu
Humanities		
Intra-American Studies	Betsey Barnett	tbarnett@shoreline.edu
Health Occupations	Molly Morse	mmorse@shoreline.edu
Library & Media	Larry Cheng	lcheng@shoreline.edu
Math/Science	Lauren Sandven	lsandven@shoreline.edu
Physical Education	Louise Lindenmeyer	llindenmeyer@shoreline.edu
Social Science	Bob Francis	bfrancis@shoreline.edu
King County Labor Council Rep.		
King County Labor Council Rep.	Robert Hayden	rhayden@shoreline.edu