

CTA is your advocate for all issues related to compensation and workload. We need to know if the District representatives violate your rights under the contract at any time. Please contact your CTA representatives any-time you have questions or concerns.

Imperial Valley College CTA Newsletter

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“It’s great that we have this enthusiasm on campus,” said CTA President Mary-Jo Wainwright. “My concern is for the welfare of IVC faculty.”

Photo Credit: ivpressonline

What You Need to Know Teaching in the Prisons

CTA Workshop and General Meeting

Find out more about what “tenure” does and does not mean at California Community Colleges at a special workshop on Monday, May 23 at 12:50 p.m. in Room 2131.

CTA Representative Marianne Reynolds will give the workshop.

This workshop is open to all full-time and full-time temporary faculty of IVC, regardless if you are an active member of CTA or not.

IVC is currently working out details to see if the college can provide classes at Calipatria and Centinela state prisons starting in Fall 2016.

The ultimate goal is to develop certificate, AA and BA programs, and San Diego State has already agreed to participate in the program.

DE Coordinator Gaylla Finnell, who is spearheading the District’s efforts to provide services at the prisons, said more than 30 IVC instructors expressed interest in teaching in the prison system.

“It’s great that we have this enthusiasm on campus,” said CTA President Mary-Jo Wainwright. “However, because of the unique circumstances of offering college services at the prisons, CTA must negotiate a separate agreement with the college because our current contract would otherwise be violated by the agreement the college is proposing to sign with the prisons.”

CTA issues of concern include whether courses will be taught as part of load or overload, office hours and the extra time and mileage that will be required for faculty to provide services at the prisons.

There will be many unique restrictions on faculty teaching at the prisons. For instance, all materials, supplies, tools, and equipment must be approved by the prisons ahead of time.

There is also a dress code. “You can’t wear blue or denim because that’s the color the inmates wear,” Wainwright said.

Those who eventually pass the background check and are allowed to teach at the prison will need extensive training. At least 20 hours training is required before faculty can be allowed to teach in the prison. Although this training is provided free by the prison, CTA wants to assure that the time faculty spend in this training is appropriately compensated.

In an overload situation, faculty get paid for just the hours they teach the class. But teaching in the prison will take extra time. “We were told it will take at least fifteen minutes to get in and fifteen minutes to check out of the prison, which includes being searched,” Wainwright said.

Furthermore, the prison could go on lockdown when the faculty member is there. “If there’s a lockdown, a faculty member could be stuck inside **Cont. on p. 2**

Ed Wells wins the WHO Award

IVC CTA Treasurer Ed Wells was honored at the Spring CCA banquet in Anaheim last month with the WHO (We Honor Ours) Award.

Wells has served as treasurer for the local full-time CTA chapter for the last four years. And he stepped up to the plate again, winning re-election for a two-year term through the end of the academic year in 2018. Before that, he was a CTA negotiator for three years.

“This award means a great deal to me,” Wells said. “Looking at the past winners from our college, I am truly blessed to be honored in this way.”

Wells is the Peace Officer Standards and Training (POST) Coordinator at IVC. He also administers all of the Administration of Justice (AJ) and Correctional Science (CSI) programs.

His BA is from Marquette University in Milwaukee. He came to IVC after a 20-year career with the San Diego County Sheriff’s Department, and before that, Wells served in the Marine Corps.

While in the Marine Corps, he quickly rose through the ranks and was selected for an Officer Commissioning Program which is how he was able to attend Marquette University. A few years after he was commissioned, he was selected for a graduate school program, where he earned two master’s degrees—one in Public Administration and the other in Business Administration. He completed both of these while on active duty.

Wells grew up in the Washington, D.C. area, and he has three grown sons and three granddaughters.



Ed Wells receives the WHO award from Eric Heins, CTA President, and Lynette Nyaggah, Community College Association President

Teaching in Prisons

(cont. from p. 1)

the prison for an unknown amount of time and CTA wants to make sure the faculty are compensated for that extra time if it happens,” she said.

Another prison stipulation is that a trained and qualified substitute needs to be ready to step in just in case the primary instructor is absent. If a class is cancelled by the prison for some reason, the instructor will have to teach the missed class at a time designated by the prison.

“There are many factors to be considered,” Wainwright said. That is why CTA will advocate that faculty assignments at the prison be solely on a voluntary basis.

Both prisons are high-level security prisons with Level 3 and 4 prisoners. Centinela’s current total population is 3,568 and Calipatria has 3,701.

Students in the prison classes will be carefully vetted, prison officials said. Students will have no cell

phones or access to computers to do any of their work, although there will be a computer/projector/screen/white or blackboard for the instructor to use in the classroom, but no Internet access.

“The college will need to provide books for students and there will be a push for faculty to use open educational resources. A lot of photocopying will need to be done for student materials.” Wainwright said.

In addition, the college must provide inmates with all of the services available to students on campus. For instance, inmate students will need access to counseling, financial aid, tutoring, etc. Counselors will have to travel to the prison and complete their work on paper, rather than use computer programs normally used at the college.

IVC had hoped to receive a grant to help pay for any additional costs

associated with offering classes at the prison but did not receive the grant. The only revenue the college will receive is FTES apportionment.

There will be 25 students per class and the prison guarantees retention. Due to the current budget deficit projected for next year, IVC needs this program to be cost neutral. The State has said Student Equity funds can be used for program costs, and IVC may have other grants that can cover some of the costs.

This is a pilot program that will be reviewed after the first year. To start off, IVC hopes to offer one or two courses a semester at each prison. Prisons are interested in General Education courses, such as English and math, as well as fields such as business courses. The goal is to provide inmates with skills that can be used to find jobs upon their release.

Meet Beatriz Avila

CTA Faculty Rep

By Kathleen Dorantes

Beatriz Avila, the new IVC CTA Faculty Representative, said her biggest goal as your new faculty rep is to get faculty familiar with the contract.

"Faculty should remember that they can always find the contract at the IVC CTA website to see if they are being treated fairly as to their working conditions," she said.

If a faculty member feels the contract is being violated, then look for the specific section of the contract that is not being followed and contact Avila.

"I want faculty to know that I am there for them," she said.

The IVC CTA website can be found at www.ivccta.com.

Avila has been at IVC since 1996 when she began working as a Talent Search instructional specialist at Calipatria High School. In summer of 1997, she joined the Student Support Services Program as a part-time academic counselor, and in January 2000, she was hired as a full-time tenure track evening academic counselor.

Currently, Avila works as an academic counselor of the Extended Opportunity Programs & Services (EOPS) where she assists students in achieving their academic



goals.

"I guide and assist students with applying for degrees and certificates, applying for transfer, and understanding financial aid," she said. "It's a very rewarding job."

Avila, a native of Brawley, enjoys baking and collecting Precious Moments figurines.

Reflections of your CTA President

By Mary-Jo Wainwright

CTA negotiators were kept busy most of the spring semester.

There were three Memorandums of Understanding that were negotiated on behalf of individual faculty members as a result of District violations of the contract. In addition, the District requested to negotiate on a few issues. Also, some errors were discovered while consolidating the old contract with the new CTA 2015-2017 contract resulting in a new Tentative Agreement.

This new Tentative Agreement, if

ratified, will result in "more consistent and clear" language throughout the contract.

The two major issues that were clarified in this agreement included working conditions for 194-day teaching faculty and full-time faculty rights with regards to class selection. Your union leadership and negotiators support all of the changes in this Tentative Agreement and ask for your support.

I want to again congratulate and thank CTA Corresponding Secretary **Kathleen Dorantes** who edits

our newsletter. Our newsletter won a 2016 CTA Communications Award by coming in first statewide for best newsletter for associations with fewer than 499 members. We're lucky to have Kathleen's journalism background and expertise. We hope you appreciate the newsletter as well.

Another faculty member I want to thank is **Leticia Pastrana**. As part of her internship in CTA's efforts in building future union
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President's Report, continued

cont. from p. 3

leaders, Leticia undertook to start a "Future Teachers Club" at IVC. This is something I have wanted to see happen at IVC for a long time, so CTA is very supportive of Leticia's efforts. California is facing a shortage of teachers in the future, and as educators, I believe we need to help our students see the value of teaching. Please contact Leticia if you would like to support Leticia and the students.

Mary Lofgren is stepping down as lead CTA negotiator. Mary has served in a difficult role for several years, and I cannot thank her enough.

Eric Lehtonen will leave the CTA Executive Board after two years of service as Vice President. Thank you, Eric, for all of your time and effort in leading the PAC and helping with the CTA work.

Finally, I want to thank faculty for their support

in voting to reelect me as your CTA president for the next two years. I did hear a few people grumble about the lack of competition in the CTA Executive Board elections, and the only thing I can say to that is, we wouldn't even have a full slate of officers if I hadn't gone out to recruit faculty to run. I wish there was more interest in union leadership at IVC.

I truly want to thank the new 2016-2018 Executive Board: Vice President **Kathy Rodriguez**, Treasurer **Ed Wells**, Recording Secretary **Dolores Diaz**, Corresponding Secretary **Kathleen Dorantes**, and Faculty Representative **Beatriz Avila** for stepping up to the plate, and bringing their skills and energy to the CTA Executive Board. I look forward to working with the new leadership team for the next two years. I hope you will join me in thanking them.

Political Update: *Friedrichs*

By **Mary-Jo Wainwright**

Two important decisions resulted in victories for CTA. The Supreme Court decision on *Friedrichs v. CTA* resulted in a 4 to 4 tie because of the death of Justice Scalia, so the lower court ruling stands.

This means that public unions still have the right to collect "fair share" union dues and have dues deductions from paychecks. This case was a direct attack on CTA's, (and all other public sector unions) ability to advocate for their members.

The other important decision was in the *Vergara* case which would have ended tenure rights for teachers. The Court of Appeals overruled the lower court's decision in favor of *Vergara*.

Although CTA breathes easier as a result of these decisions, CTA has warned that we dodged two bullets, but there are at least 26 more cases in the pipeline that target union and teacher rights.

I hope these two cases under

score "why unions matter." Ask teachers what compensation, benefits and working conditions are like in "right to work" states.

On the local level, CTA FT and PT faculty associations, as well as CSEA are working with the San Diego and Imperial Counties Labor Council on local elections this year. This year's campaign "Get Out the Vote Imperial Valley" is focusing on voter registration, especially young people and IVC students have joined in precinct walking and phone banking. Different unions working together are more powerful than working in isolation.

Finally, CTA signature gathering efforts has resulted in the submittal of nearly one million signatures to qualify the initiative "California Children's Education and Health Care Protection Act" for the November ballot.

IVC students and faculty helped gather more than 700 signatures, more than any other school in Imperial Valley. This initiative would

"We dodged two bullets, but there are at least 26 more cases in the pipeline that target union and teacher rights."

extend the higher tax rate for those making over \$500,000.

This new initiative will NOT extend the Prop 30 higher sales tax rate which ends in 2017. Prop. 30 resulted in an extra \$6 million for IVC.

IVC CTA's Political Action Committee Teachers for Excellence will focus its efforts in November on getting this initiative passed. CTA wants you to stay connected and get regular updates on this campaign by signing up here:

http://www.protectingcalifornia.com/act/cta?sc=tp.201605_cta-launch.

Don't call the Union????

By Mary-Jo Wainwright

If any faculty member hears the words "Don't call the union" or any similar words from a District administrator at any time, that is a big red flag that an administrator probably knows that what he or she is asking you to do is a violation of the contract. If this happens, you need to call the union immediately.

Every IVC full-time or full-time temporary faculty member, tenured or non-tenured, is protected by both law and the union contract. The Educational Employment Relations Act (EERA) guarantees union rights and the IVC CTA Collective Bargaining Agreement (CTA Contract) outlines the compensation, benefits, and working conditions agreed to between the Union and the District.

The District has to abide by the law and the contract or the union has a right to file a grievance if they violate the contract or an "unfair labor practice" with the Public Employees Relation Board (PERB) if the District violates the law. PERB can impose financial penalties and put the District on probation to ensure compliance with the EERA.

It is the union's job to make sure the District complies with the law and the contract. A contract is only as good as the union's ability to enforce it. If members of the union do not contact the union to let them know what is happening, how can the union enforce the contract or make sure the District is in compliance with the EERA?

With all the new IVC administrators in the last few years and the five new administrators to be hired this year, it is even more critical for the faculty to know the contract and not be afraid to contact the union with their questions or concerns.

It is against the EERA for the District to retaliate in any way against a faculty member who asserts his or her rights to contact the union. Here is a set of guidelines that I hope will help faculty know when they should contact the union:

- You feel pressured to do something, including taking on extra classes that you do not want or having the District impose a class schedule on you that you had no choice in;
- If you feel bullied, yelled at, or intimidated by an administrator in any way;
- If you are unsure what your rights are under the law or the CTA contract;
- If an administrator says or insinuates in any way that you should not call the union because it can be worked out without union involvement;
- If an administrator asks you to divulge your conversation with a union rep or interferes in any way with your com-

munication with a union officer, (don't forward a union email to an administrator, or let an administrator tell you not to respond to a union email);

- During any meeting with a chair/dean/VP and the conversation starts to make you feel uncomfortable in any way, or the topic involves compensation, discipline or working conditions, you have a right to stop the meeting and ask for a union representative to be present before the meeting continues.

If a District administrator tries to change your working conditions or negotiate any kind of compensation without the union present, that administrator is violating the EERA.

What should you do if any of these things are happening to you? **You should call the union immediately.**

CTA can:

- Make sure the District is following the law and the CTA contract;
- Make sure there is an independent set of ears at any meeting
- Answer any questions you have about your rights under the law or

contract;

- Make sure the District does not retaliate in any way if you do consult the union;
- File a grievance against the District for violating the contract;
- File an unfair labor practice complaint with the Public Employee Relations Board (PERB).

Even if it turns out the District is not violating the contract or the law, it is worth knowing for sure. If the District knows that the union will respond rapidly and hold the District accountable for the actions of its administrators, the District is more likely to make sure to avoid such behavior in the first place.

If you are wondering, yes, District administrators did engage in conduct this past year that violated the EERA. The union was not aware of it at first, but one word from one person resulted in an investigation that resulted in the union having to threaten the District with PERB charges.

Fortunately, the District has responded to remedy the situation, and CTA is currently working with the District to make sure such illegal behavior does not continue.

Please help CTA enforce the contract and the law by contacting either your new faculty representative or me.

You may contact us at:

- ◆ Beatriz Avila: beatriz.avila@imperial.edu or 760-355-6482
- ◆ President Mary-Jo Wainwright: maryjo.wainwright@imperial.edu or 760-355-6527.

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IVC CCA/CTA/NEA

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YOUR ADVOCATE

ivccta.com

UPCOMING EVENTS

Spring General Meeting and Workshop

Monday, May 23, 12:50-1:50 p.m.

Room 2131

Topic: What Will Get You Fired, Even if You Have Tenure

Retirees and Years of Service Celebration

Thursday, May 26, 1-2:30 p.m.

College Center

Graduation

Saturday, June 11

9 a.m. Arts and Letters and all others except

2 p.m. Math and Science

Congratulations!

To the 2016 retirees:

- ◆ Gaylla Finnell, Professor of Political Science, 11 years
- ◆ Jose Lopez, Professor of Industrial Technology, 36 years
- ◆ Fonda Miller, Professor of Child, Family & Consumer Sciences, 16 years
- ◆ Thomas Morrell, Professor of Biology, 10 years
- ◆ Frank Rapp, Professor of English, 29 years

To the 2016-tenured faculty:

- ◆ Gordon Bailey, Nursing
- ◆ Kevin Howell, English
- ◆ Audrey Morris, English
- ◆ Kathy Rodriguez, AJ
- ◆ Xochitl Tirado, English