



# The Redwing



Skagit Valley College Federation of Teachers  
Local 4985

## Mark your calendars

Upcoming SVCFT meetings:

- Exec, May 18, 12-2 pm
- General, May 25, 12-1

Outlook invitations sent to faculty. Check your inbox.

## Contribute!

We encourage contributions to the newsletter. If something is happening in your area that you feel your fellow faculty need to know about, send an article to Editor Elena Bianco at [skagitaft@gmail.com](mailto:skagitaft@gmail.com). Contributions will be edited for grammar, length and content.

## SVCFT Officers:

Kip Zwolenski, *President*

Jocie Slepian, *Vice President for Associate Faculty*

Brian Manning, *Vice President for Whidbey Island Campus*

Hilda Halliday, *Treasurer*

Diane Johnson & Elena Bianco, *Co-Secretaries*

<http://svcft.wa.aft.org/>

### Contact us:

[skagitaft@gmail.com](mailto:skagitaft@gmail.com)

## President's Update for spring

*By Kip Zwolenski, SVCFT President*

### Contract Language Votes

Thank you to our executive council for their leadership in navigating two contract language votes in the last three months. Also, thank you to the members who engaged in the conversation and voted. These votes resulted in two MOU's (see Neta's article in the Contract Corner) that will be integrated in the next full contract reopener. An overview of these votes is provided below.

### Unfair Labor Practice Claim

SVC-FT and the college reached a proposed resolution to the ULP claim related to faculty counselors and extended contracts in early February. The union retracted our claim after voting towards the end of February to approve new contract language. The proposed contract language received a general membership approval vote of 98%.

### High-Demand Negotiations

Negotiations ended in mid-April. The negotiation teams developed language necessary to utilize funding for high-demand faculty positions. This was similar to negotiations for nursing dollars and is funded through the same house bill — HB2158. The proposed contract language received a general membership approval vote of 85%.

### Return to Campus

Many faculty took part in the college president's Back to the Future Task Force during the end of winter quarter. These discussions helped inform the college's plans to have in-person services and instruction return this coming academic year. This is a constantly evolving situation and there are many questions we still need to answer as a campus. Administration shared an FAQ this past week, Dr. Keegan provided information at his monthly meeting, and we will be discussing this topic more fully at our May General Membership Meeting. Please do not hesitate to share any thoughts, questions, or concerns with members of our executive council as we prepare for summer and fall.

## Legislature 2021: Wins for faculty & higher ed

By Elena Bianco, Editor

The 2021 Legislative Session was a win for faculty in the form of the “[Our Colleges, Our Future Act](#).” This act seeks to increase access and equity in the college system by providing for counseling, financial aid and increased full-time faculty positions.

“Our Colleges, Our Future” addresses the fact that 45% of CTC students identifying as BIPOC and 70% of faculty are part time or non-tenure track. It will add 200 tenure-track faculty positions in the 2021-23 biennium.

“We want to develop the next generation of faculty, especially BIPOC faculty,” AFT Washington President Karen Strickland, who was quoted in the Washington State Labor Council newsletter, *The Stand*. We can’t do that if we are engaged in a race to the bottom and relying more and more on gig workers in colleges.”

Among the law’s other requirements and provisions:

- All community and technical colleges must submit strategic plans for achieving diversity, equity, and inclusion of all races on their campuses.
- Each college is directed to fully implement Guided Pathways, including providing dedicated counseling and advising services, “student success support programs,” and tracking and data analysis of student learning.
- Establishes a mental health counselor pilot program.
- Establishes minimum hiring standards for faculty counselors.
- Changes residency requirements for student aid, which would allow for improved access the Washington College Grant and in-state tuition, including for undocumented students.
- In addition, the legislature fully funded COLAs for higher education. See the [SVCFT Canvas site](#) for the AFT WA Legislative Report.

## Your SVCFT Executive Council Reps:

Travis Alexander, Associate Faculty Liaison	Matt Mardesich, Workforce
Claudia Avendano-Ibarra, Workforce	Beth McGuire, Counseling/Library
Jennifer Boland, BEdA/AESL	Cliff Palmer, Natural Sciences
Neta Cahill, past officer	Matt Scammell: Lead Negotiator
Sally Dixon, Social Science	Sunaina Virendra, BAS Programs
Jason Lind, Humanities	

## SVCFT Executive Council Update

by Elena Bianco, Editor

Our union executive council met in once in February, and again in April. Here's a quick roundup:

- The Unfair Labor Practices complaint regarding counselor work during breaks was successfully resolved in February before having to go to a hearing with new contract language, which is on the MOU page in the SVCFT Canvas Site.
- The Executive Board approved additional funding for the attorney related to resolution of the RIF and the ULP. The executive board will continue to discuss strategies related to the SVCFT budget and issues such as the need to hire an attorney to resolve issues related to the contract. We need to be strategic about future contract language to avoid similar issues.
- The Executive Board worked on alternatives to the schedule matrix proposed by college administration.
- In April, final agreement was reached in the High Impact Negotiations and that proposal went to a vote, where it passed. Find the details of that language on the SVCFT Canvas site.
- There were continued discussions related to the College and the High School program. There have been problems related to impacts on associate faculty as well as compensation.
- A number of issues surrounding the Associate Faculty Step C were discussed.

Among those were the fact that some full-time temporary faculty were not being considered for Step C. There also continue to be issues related to the rubric that is used to grant Step C advancements.

- Joint Labor Management Committee (JMLC) finalizing new faculty evaluation forms that will be implemented in Fall 2021.
- The board discussed the issue of 10th day contracts resulting in delayed payment for associate faculty. Jocie Slepyan, VP for Associate Faculty, has been working with HR to expedite that process.
- Student conduct work group continues to meet.
- The executive council is concerned about the potential impact on faculty of how ctcLink tracks and enrolls students. This is currently being addressed in JLMC

For more details about Executive Board happenings, our minutes are posted on the SVCFT Canvas site. If you would like to get involved in any of these issues, please contact us at [skagitaft@gmail.com](mailto:skagitaft@gmail.com).

The Executive Council meets the week prior to the General Membership Meetings. The next Exec meeting is at noon, May 18. Calendar invitations with the Zoom link were sent out earlier in the quarter, or check the Canvas SVCFT site for the link.



## Associate Faculty Update for Spring

by Jocie Slepian Associate Faculty Vice President

There are a variety of areas to touch on for spring! Here are a few areas with recent developments and upcoming events.

### **The High-Demand Funds: Benefits for designated Associates**

This year, the Washington State Legislature allocated funding to support high-demand, high-wage industry programs and instructors at the state community colleges. The recruitment of faculty from high-wage industries to the community college system is a challenge and the legislature funding aimed to offset these obstacles. As a member of the bargaining team, I was concerned that SVC might follow other Washington community colleges in designating these funds only for tenured faculty in high-demand areas or capping the amount of funds at a lower rate in contrast to their tenured colleagues. However, both of our negotiating teams (union and admin) were supportive of including associates in the pay enhancements and giving them comparable amounts. While the funding does only benefit faculty in designated high-demand areas, I consider it a win and a testimony to the Skagit's priorities that associates in these areas, who may be leaving industries where they could make much more, are being compensated alongside tenured colleagues.

### **Promotions this month**

May signals the promotion period for associates and this year, the application deadline is slightly later: June 1. The shift in deadlines this year is due to HR navigating ctcLink changes. Associates that qualify for Step B and Step C will be notified in early May. As a reminder, Step B requirements are teaching 120 credits at SVC and meeting the educational criteria for tenured work in the department. Step B promotion is fairly automatic, without a formal interview. Step C is a lengthier process; the requirements are 90 teaching credits at Step B, a series of application questions, and an interview with the dean and department chair. Step C is a newer promotion and has some complicating elements. Therefore, we will be having a Step C Info Session on May 17th (see below).

### **Associate meetings**

We have several meetings for associates over the next month:

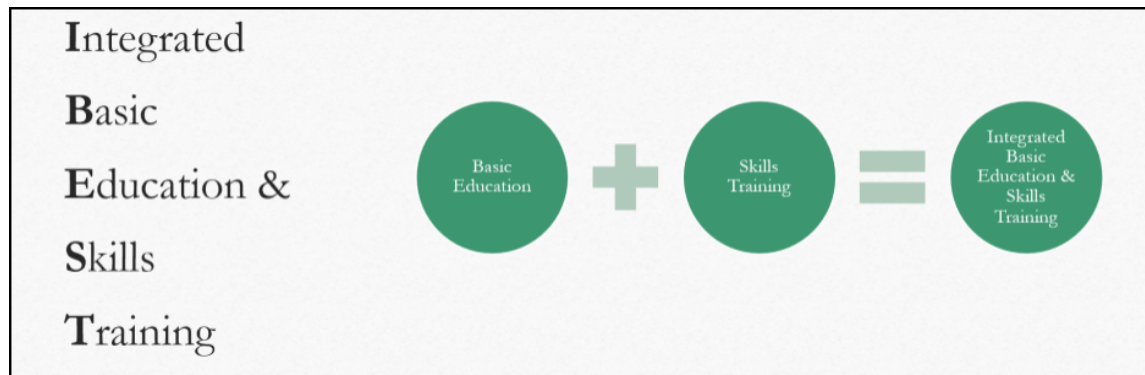
**Step C Information Session:** On May 17th at 12:00, I will host a zoomed info session for Step C candidates, as well as any other associates that want to know about the promotion requirements or process. Margaret from HR will be there to answer application questions, I'll give an overview of the criteria and rubric, and three Step C associates who successfully went through the process last year will share their impressions and advice. All associates, regardless of whether you're applying for Step C, are welcome. It may be helpful for associates anticipating Step C in future years to attend. I will send out the link to all associates a week beforehand.

**Associate Talks:** On May 25th at 12:00, we'll have a zoomed gathering for associates to connect with one another and discuss future goals. We'll have an informal discussion time to hear how you're doing and build connection among associates. We'll also discuss aims and ideas for the contract negotiations in fall. All associates and those supporting associates are welcome to attend. I will send out the link in mid-May.

## Instructional Tip of the Quarter: What is I-BEST?

by Stephanie Hunter, IBest Coordinator

IBEST stands for Integrated Basic Education and Skills Training. The purpose of IBEST is to allow students who might otherwise place into developmental courses to earn credit toward their degree or certificate while also improving basic skills in reading, writing, math, technology, and



professionalism. Students with a year of college and some sort of certificate are more likely to earn a living wage and continue with their education. IBEST helps students reach that tipping point.

### How Does IBEST Work at SVC?

An IBEST course at SVC pairs a content instructor (Welding, English, Math, Allied Health, Manufacturing, Human Services, Early Childhood Educations etc.) with a Basic Education for Adults (BEA) instructor. The instructors work together to deliver an integrated course that helps students master the content course outcomes while achieving College and Career Readiness Standards in reading, writing, and math.

- The first time an IBEST team works together, the BEA instructor spends 100% of their time in the content course to become more familiar with how the course works.
- After that, the BEA instructor spends 50% of their time in the content course.
- The BEA instructor may also deliver a CCB 99 support course to give students additional time to practice the skills they are mastering in the content course. CCB 99 support courses are 2 credits (3 credits for English 101 IBEST).

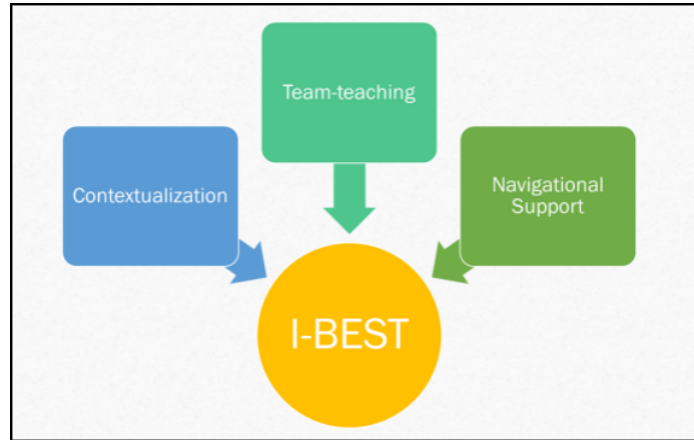
### What is the IBEST Philosophy?

IBEST stands on three pillars to help students reach their college and career goals.

- Contextualization: Research shows that students learn better when they see the relevance of what they're learning and can apply it in their own lives. IBEST courses put learning into context.
- Team-Teaching: IBEST works best when the content instructor and the BEA instructor fully collaborate to plan and deliver an integrated course that emphasizes both the skills to be mastered and the basic education needed to master them.



- Wrap-Around Support: The BEdA instructor helps direct students to college support systems such as financial aid, advising, counseling, TRIO, tutoring etc. This wrap-around support increases the likeliness that students will reach their goals.

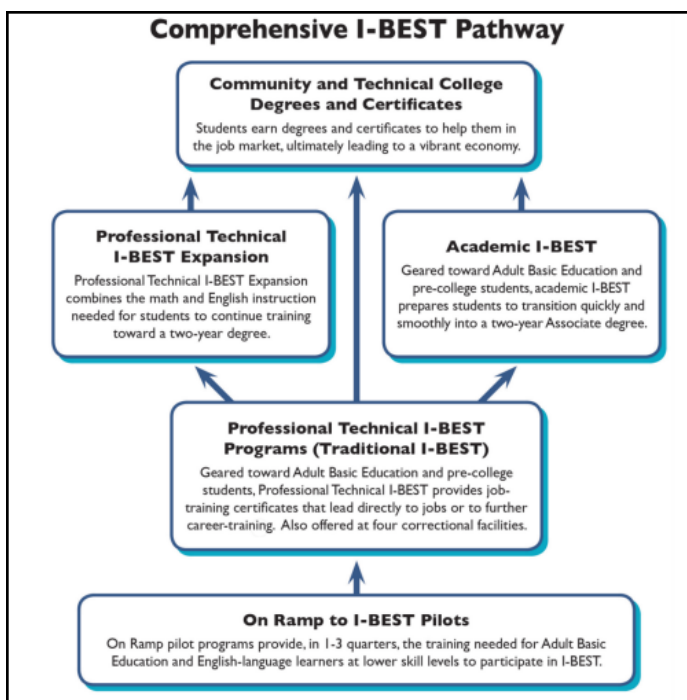


**How is IBEST funded?**

To IBEST a pathway (Medical Assisting, Welding, Education Paraprofessional etc.), SVC must apply to the State Board of Community and Technical Colleges (SBCTC). This application needs to show that the pathway will lead students to living-wage jobs. Once the courses in the pathway are approved, SVC assigns them an IBEST code. Students registered in IBEST-coded content courses generate 1.75 Full Time Equivalent (FTE) rather than the usual 1 FTE they generate in a non-IBEST content course.

- 1 FTE is generated for the student’s usual registration in a content course.
- .5 FTE is generated for the student’s registration in a content course that’s at least 50% team taught.
- .25 FTE is generated for the student’s registration in a content course that includes wrap-around support.

In addition, students registered for CCB 99 generate 1.3 FTE which translates to a direct dollar amount provided by BEdA’s Title II grant.



**How does IBEST affect me?**

IBEST serves as a win-win-win for SVC. The college benefits from the additional funding generated by the enhanced FTE associated with IBEST. Programs benefit from increased student retention due to wrap-around support and teaching collaboration. Students benefit from course upgrades that include a bonus teacher and additional support.

**Does IBEST have a place in my program?**

If you notice classes where students struggle to master skills, submit assignments, or display the professionalism required for career success, IBEST may be able to help. Contact Stephanie Hunter ([stephaniea.hunter@skagit.edu](mailto:stephaniea.hunter@skagit.edu)) to discuss the possibilities.

## Call for submissions: Special Retirees issue

In pre-Covid times, the SVCFT recognized our faculty retirees in person at an end-of-the-year celebration. That celebration was canceled last year and this year due to the pandemic, but we still would like to honor our colleagues by featuring them in a special issue of *The Redwing* to be published at the end of Spring Quarter.

The plan is to publish names and photos of our fellow faculty, both full-time and associates, who retired this year or last. If you have a colleague that you would like to recognize, or if you are a retiree who would like to write a word or two about your time here at SVC, please send submissions of text and/or photos to [skagitaft@gmail.com](mailto:skagitaft@gmail.com) by June 1. Text should be brief (no more than 300 words, please) in .rtf format and photos should be .gif, .jpg or .png.

Questions? Contact *Redwing* Editor Elena Bianco at [elenabianco727@gmail.com](mailto:elenabianco727@gmail.com).

## Contract Corner: The Mysterious MOU

By Neta Cabill

The MOU, or Memorandum of Understanding, is an important tool used in conjunction with the Collective Bargaining Agreement (“CBA”, also sometimes referred to as our “contract” or the “negotiated agreement”). Our CBA and MOUs are housed in the SVC Staff Portal, in the HR homepage, under “Negotiated Agreements for Classified and Faculty”. Click on “Faculty”, and you will see links to our most current contract with updated appendices and a file containing MOUs.

We are on a three year contract cycle, so it is natural that issues may pop up in between bargaining periods. An MOU is a useful temporary ‘band-aid’ to tide us over until the issue or language can be fully addressed in the next bargaining cycle. MOUs are also very useful when a pilot project or fresh idea just can’t wait three years for negotiations. Typically, MOUs are carefully discussed by both sides in the Joint Labor-Management committee, then it is taken to the SVCFT Executive Committee for review and a vote. Once both parties are in agreement, the MOU is signed by the SVCFT president and the lead negotiator for the administration and filed. It then functions legally as part of our contract until it expires or is addressed in future negotiations.

Go ahead and visit [this link](#) to see the MOUs that have been created since our last formal negotiations’ session!

Here is a definition of a Memorandum of Understanding (MOU):

“A formal, signed agreement that serves as an addendum to the collective bargaining agreement. An MOU usually addresses a significant issue that emerged during the term of the agreement, and it represents the mutual understanding between the parties on that issue.”

## Classified Staff Happenings: Spring Quarter news & updates

*By Lance Levesen, WPEA Shop Steward/ District 6 Vice President*

The SVC Shop Stewards have been a busy bunch with the news that we all got from President Keegan during our last all-campus meeting in April regarding the college's plan to get employees back on campus through limited hours.

We have been working diligently with our newly appointed Job Representative, Deb Montez. Deb was a union member/Senior Shop Steward at Olympic College. Not only have we added to our Union at the state level, we have also added a new shop steward at the College level. Shirley Confer, Business Office Accounts Payable employee, joined our Shop Stewards team in early April. Hopefully we will be able to get a couple more in the near future.

Last quarter the Shop Stewards met with the Faculty Union to discuss topics that we are both working on mutually yet separately, and those that are unique to our respective members. We have decided to keep meeting once a quarter to see if there is anything that we can work together on, or maybe help the other on getting the desired results.

I truly believe that we can achieve great strides for both of our Unions if we work together on issues and support each other and not let us be pitted against each other, we will be able to achieve our goals.

### **These are the WPEA Representatives:**

Joe Buenaventura  
SVC Network / Telecommunications  
WPEA Shop Steward  
Work: 360.679.5216  
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**WPEA Staff Rep**  
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Cell: 425.679.0390  
Email: [Deb@wpea.org](mailto:Deb@wpea.org)





## Statewide AFT WA Presidents' Council update

By Elena Bianco, Editor

Here is a quick digest of topics that were discussed at the February, March and April meetings of the AFT Washington CTC Council, consisting of local presidents from around the state:

- Presidents discussed various re-opening plans for their schools and how they are working to get faculty voices heard in the planning. Some are bargaining for additional stipends for faculty to once again reconfigure their courses, this time to accommodate hybrid classes. Several colleges reported concern related to whether faculty can choose teaching modalities in the fall.
- Continued to discuss High Demand bargaining, which is taking place at colleges around the state and has had bargaining teams struggling with how to define what is high demand and how to most equitably distribute legislated funds.
- At the April meeting it was announced that COBRA payments will be paid at 100% for the next six months as part of the Covid relief American Rescue Plan Act of 2021. The premium assistance applies to periods of health coverage on or after April 1, 2021 through September 30, 2021.
- Presidents reported on how their colleges have been impacted by ctcLink. Several reported problems with payroll, stipends, and registration, but those issues are being resolved. SVC is scheduled to go live with ctcLink in October 2021.
- Discussed the College for All Act, a bill introduced recently by Bernie Sanders (D-Vermont) and Pramila Jayapal (D-Washington) in the US Senate that would allow students in families earning less than \$125,000 a year to attend college tuition-free. The proposed law would also increase student aid and Pell Grants, triple TRIO funding and aim to bring higher ed up to 75% tenure track/tenured workforce.

## From the Mobile Food Lab: A 'mocktail' for spring

by Chef Josh Young, Culinary Arts Instructor/Mobile Food Lab

### Hurricane Non-Alcoholic Cocktail

Yield 64 oz

- 3 cups passionfruit juice
- 1 ½ cups orange juice
- 1 ½ cups pineapple juice
- ¾ cups freshly squeezed lime juice, about 8 medium limes
- ¾ cup simple syrup
- ¾ cup grenadine
- 1 teaspoon rum extract
- Chilled lemon-lime soda, such as Sprite
- Crushed ice, for each glass



#### Garnish:

- 8 maraschino cherries
- 8 orange slices, from 2 navel oranges
- 8 bamboo skewers

# What's new in the Library Spring Quarter

By Libby Sullivan

Happy Spring! Here are some quick updates from the library this quarter.

## Reminders:

- Library website: <https://subjectguides.library.skagit.edu/web>
- For Circulation (checking stuff out) Email: [library.circulation@skagit.edu](mailto:library.circulation@skagit.edu).
- For Librarian help: Email [mv.library@skagit.edu](mailto:mv.library@skagit.edu) OR Zoom appointments <https://skagit.libwizard.com/f/librarianzoom>
- Research Guides: <https://subjectguides.library.skagit.edu/>

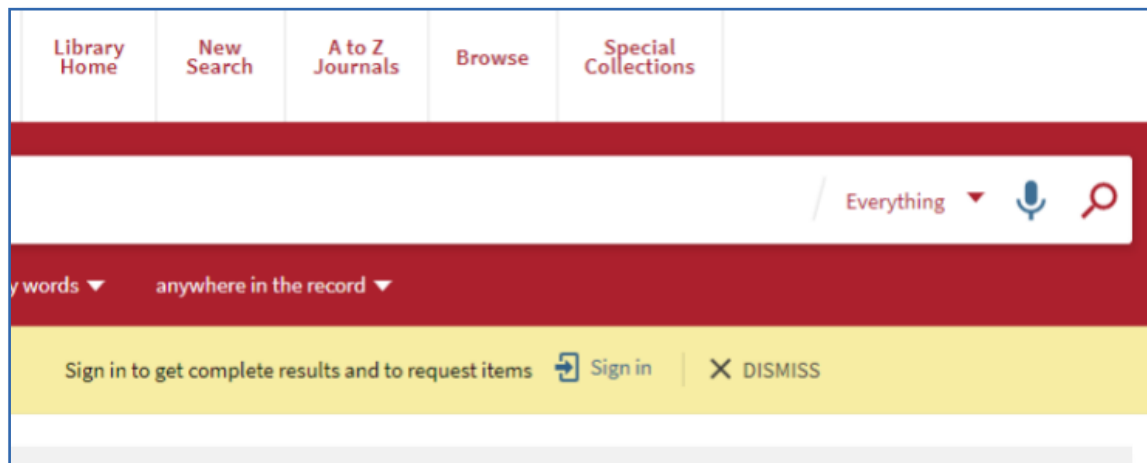
## Highlights:

### *The New Learning Express (formerly known as PrepStep) offers:*

- Test preparation of all kinds (including TEAS Tests, Civil Service Exams, SAT, Citizen Tests, Military Flight Aptitude, LSAT)
- Career prep tools
- High School Equivalency Center
- School Center - skill building and homework success
- Adult Core Skills
- Resources for Spanish speakers
- Want to know more? Ask us!

### *Special Collections:*

We've created some special collections for you to browse including ELA, Graphic Novels, New Titles and more. They will be updated as titles arrive. They can be accessed from the [Library OneSearch top menu](#):



(Cont'd. p. 11)

## What's new in the Library

*(Cont'd. from p. 10)*

### ***Black Student Union recommended titles:***

We are thrilled to share that the library collaborated with the BSU to provide this collection, search for “BSU” in the library catalog, or check out the titles on the Library’s Black History Month Guide (<https://subjectguides.library.skagit.edu/BlackHistoryMonth/BSU>)

### ***Other new titles of note:***

- *Flamer*, by Mike Curato

Graphic novel: "It's the summer between middle school and high school, and Aiden Navarro is away at camp. Everyone's going through changes--but for Aiden, the stakes feel higher. As he navigates friendships, deals with bullies, and spends time with Elias (a boy he can't stop thinking about), he finds himself on a path of self-discovery and acceptance." (Page [4] of cover.)

- *Such a Fun Age*, by Kiley Reid

Fiction: A striking and surprising debut novel from an exhilarating new voice, this novel is a page-turning and big-hearted story about race and privilege, set around a young black babysitter, her well-intentioned employer, and a surprising connection that threatens to undo them both. (Amazon)

- *When They Call You a Terrorist: A Black Lives Matter Memoir*, by Patrisse Cullors and Asha Bandele

Non-fiction: A poetic and powerful memoir about what it means to be a Black woman in America—and the co-founding of a movement that demands justice for all in the land of the free. (Amazon)



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