

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

Our Future is in Our Own Hands

By: David Yancey, FA, AFT 6157 President

By now most of you are becoming aware of the **Community College Initiative** and its importance to the future of community college funding and therefore directly its importance to you and me. As Jonathan Lightman, the Executive Director of FACCC said at a recent Bay Area Faculty meeting in Oakland the original percentage of community college enrollment that factored into the Proposition 98 education measure in 1990 has grown dramatically without a corresponding change in the funding to community colleges. He also said that the total amount of funding coming to education from the state is based on an enrollment of the K-12 sector, that is currently declining, which will mean an ever decreasing pot of money to be shared between K-12 and the Community Colleges.

That is not the right trend to follow, says Lightman; it should be the Community College enrollment, which is trending up, that should decide how much money the college system gets. The Community College initiative will do just that.

Unity among All Ranks in the Community College Structure

To policy wonks like me, what makes this initiative unique is the political unity it has

created. It has brought all the components of the California community college system together to form a unified effort from the state chancellor's office and state wide faculty organizations to local district boards of trustees, district chancellors and local union leaders—all working together to support the CCI.

The reason for such unanimity is that the benefit is so wide spread and goes so deep into each district, college, and campus. It is fair to say that from the peak of the state and college administrative structures to the individual employee, faculty, classified staff, and students will benefit from the passage of this initiative.

On Friday, September 28, 2007, members of your union AFT 6157 Executive Board, **Executive Director, Barbara Hanfling**; Grievance Office and negotiation team member, **Debbie De la Rosa**; full time EVC campus representative, **Minerva Duke**; and myself attended an enlightening, encouraging CFT sponsored session where the efforts to organize and promote the CCI were described. Our parent union, the CFT, is putting forth an enormous effort in support of this initiative.

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Community College Initiative Every Dollar Counts

Please use the attached envelope to make your very important donation to the **Community College Initiative**.

Please return the envelope to the Faculty Association mailbox.

For more information please visit:

www.faccc.org/Initiative.htm



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FALL TWO

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Learning Through the CFT

Community College Council

By Minerva Duke-EVC Full Time Representative to Executive Board

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Once again, I attended The Community College Council in Oakland, California on Friday, September 28, 2007, and even after being on the Executive Board for 2 years, I was overwhelmed by the amount of information that our agenda covered. I will try and summarize some key points:

1. Legislative Action- www.saccft.org

This report on all of the CFT Sponsored Bills in the legislative process fascinated me. Our Sacramento Registered Lobbyists are **Judith Michaels**, who serves as CFT's Legislative Director, **Dolores Sanchez**, who is the CFT's Legislative Representative specializing in retirement and classified issues, and **Mike Weimer**, who is the CFT's Legislative Representative specializing in K-12 issues. The website is <http://www.saccft.org>

One bill we discussed was AB 1548 (Corbett, Ellen – Democrat) that addresses the increasing cost of college textbooks. Another, SB 755 (Alquist, Elaine – Democrat) increases the death benefit for retired state members of PERS from \$2,000 to \$5,000. The CFT is seeking amendments to include retired school members of PERS. Included on this website are many sponsored bills & their status, as well as bills awaiting the support or veto of the Governor. I am always surprised at how many of these bills directly affect community colleges, and faculty don't have any knowledge of them. Check out the site listed above for more information.

2. Local issues and reports

My favorite topic on the agenda is other college faculty union presidents reporting on their negotiations and other issues with their district. Here are some examples:

• **Peralta Community College's** adjunct instructors who teach Intersession are then credited towards their load for the next semester.

• **Palomar Community College** faculty members were having a hard time negotiating their contract with their district. As they researched, they found that their district was paying some administrators who were teaching part-time at a much higher pay scale than adjunct instructors who were not administrators. This is just one example of the deceitful practices that were discovered. Now that these things are in the open, the district is ready to start negotiating with the faculty.

• **Cerritos Community College** wants full COLA of 4.53%. Unfortunately, the district brought to the negotiations table a very strong lawyer and the district does not want to give them full COLA. They are starting their negotiations expecting it to be a long process.

• **San Mateo Community College** faculty is having a huge argument with the chancellor and president who want to introduce college courses in the high school because they are having an ongoing struggle with enrollment. The good news is that the majority of community colleges, including our district, had growth this year. The sad news is that the state is only giving Community Colleges 2% in growth. San Mateo C.C. received only 1% for COLA, then ¼ went to pay part-timers for one office hour. Then, they used a small % to increase some of their faculty steps.

• **Ventura College** received a 6¼ % increase last year. This year the increase will be 4¼%. Though it may seem like a large increase, it is not. Two years ago they only had 2% salary increase and the year before that they had a 0% raise.

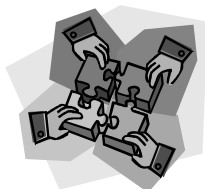
• **San Francisco City College** will be hiring 50 full-time faculty. Also, because their district pays parity for salary and pays for medical benefits for all part-timers who work a 50% load, **the cost for an adjunct faculty member is not much higher than that of a full time employee.**

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Our Future is in Our Own Hands

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We met and heard from **Ken Burt**, the political director for CFT, **Fred Glass**, the Communications Director and from a public relations group, Acosta/Salazar, LLC who are all promoting media events around the state, and it was very well done with all of the professional touches one sees in major campaigns in our political season. Mr. Salazar was a member of the media and public relations department in former President Clinton's Administration.



The list of supporters ranges from members of the Congress to California State Senators and Assembly members to a list of state and county and City office holders, many Labor Councils around the state, as well as a lengthy list of community college trustees and presidents. Many public entities have passed resolutions supporting the CCI, including our district and the Board of Trustees.

Chancellor **Rosa Perez** has been a strong voice and recently arranged for the District Foundation to donate \$25,000 dollars to support the successful passage of the CCI. The FA, AFT 6157 COPE fund and members, voluntary donations by our full and adjunct faculty have also made significant donations, \$11,000 to help qualify and pass this initiative. Your Executive Board members have also made important donations. More on your role in fund raising will follow later in this article.

Why is the Community College Initiative So Important?

Historically, the community college system has provided an affordable and accessible pathway to college educations. Low student fees and financial aid have made it possible for millions of Californians to have a better life. We all know that those with a college education make on average far higher wages than those without them. In California we have 109 community college campuses compared to the CSU system of 23 and the UC system which has 10 campuses. Our enrollment is over 2.5 million diverse and hard working students, five

times more than the other two systems combined.

We provide far more access and opportunity to people of color than the other two systems by huge margins. In fact over 70% of the college students in this state are in community colleges. It is also the main gateway for our diverse student population into the CSU and UC systems. It would make eminent sense that the two other educational systems in this state should be huge supporters of this proposition, but the CSU faculty organization is not. Further, we know that community college students, after they transfer to the CSU and UC systems, maintain GPAs equal to those students who started in CSU or UC as freshmen.

The community college system suffers in enrollment when fees are raised. When the fees for students in community college went up in 2004 we lost over 300,000 community college students. Our student population is very tuition sensitive and we must keep fees low. The Community College Initiative (CCI) will lower student fees to \$15.00 and tie any increases to the cost of living; which in reality means they will stay at fifteen dollars for the foreseeable future.

Students and the District Will Benefit from the CCI

In terms of how our students will benefit and by extension the whole economy of California, we need to look no further than the projected needs for workers in this state.

California will need a growing percentage of its work force to be college educated workers. Nurses, teachers, engineers and others will be needed to make the California economy competitive and the community colleges' dual role of transfer and vocational training is a major provider of those educated workers. And if investment means anything, then the return on education is a critical factor **and for every dollar the state puts into community**

college educations they receive a \$3.00 return on that investment. Our students and the taxpayers WIN.

Supporting the CCI is also an opportunity to be part of something historic. This initiative will finally create a community college system that is funded by counting its students population and their needs and not the K-12 system as well as identifying community colleges as a state educational entity like the CSU and UC systems. In giving the community colleges in California its own system designation with a guarantee of local autonomy it will provide our colleges protection from the political whims of whoever is the Governor.

Why Each and Every Faculty Member Must Make A Contribution!

So, what can you do? **CONTRIBUTE!** If you have not given something to support this effort then please do. **We have attached an envelope for your convenience in making a donation.** If you have given then please think about giving just a little more. If you have questions then contact me or any other Executive Board member for answers. The amount is your choice but the key to winning this election is \$\$\$\$\$\$.

Unfortunately, the rightness of your position, the quality of your argument, or the benefit to all this initiative will bring is no guarantee of victory. We must raise enough money, about \$5 million statewide, to ensure our initiative will have what it needs to become law. Each district has a minimum amount of money to raise but the fact is that those limits are low if we are to ensure winning.

We are also going to have a number of events in our area: some sponsored by our district, others by the local Labor Council and others by our sister districts in this area. We need help promoting and putting on these events so please join us in making this all happen. You will get a very rewarding feeling knowing that you are **personally** helping in making our students chance for success greater and their lives better.

THE COMMUNITY OF COLLEGE

Faculty Association AFT 6157 7th Annual Picnic

By: Debbie DeLaRosa, AFT 6157 EVC Full Time Representative

With Saturday, September 29, 2007 dawning sunny and warm, your Faculty Association Executive Board members headed over in the late morning to Vasona Park in Los Gatos to begin preparations for the Faculty Association/AFT 6157's seventh annual picnic extravaganza. Working together in community and led by Master Chef **Bill Jacob** and, Executive Director **Barbara Hanfling** faculty members guaranteed that all was ready for the arrival of the hungry crowd, which included faculty, friends and family.

True to form, Bill instructed his food assistants in the art of skewering tasty marinated vegetables to compliment the vast array of barbecue entrees. Aply assisted by sous chefs, President **David Yancey**, former President **Mark Newton**, EVC faculty **Sterling Warner** and SJCC faculty **Marc Sola**, the team barbecued a succulent array of chicken, sausages, and beef, prepared to perfection. For the kids, **Marc Sola** made sure hot dogs made it onto the grill.

Adding to the savory food and upholding tradition, FA Vice-President **Frank Espinoza** provided his flavorful homemade sangria and this year SJCC faculty member John Song brought along his homemade beer for all of us to taste and enjoy.



The team of Chefs and their trusty assistants



This is too much fun!



Laura Sanchez & Minerva Duke



The FA, AFT 6157 Executive Board & Ex Officio



Chris Frazier, Miguel, Carina Antilla, Brian, Madeline Adamczeski & Mark Newton

Board of Trustee members **Richard Hobbs, Ron Lind** and **Balbir Dhillon** accepted our FA invitation and mingled with the 150 faculty, friends and family members while enjoying the fine weather and excellent food.

A jump house added to the fun for the tiny tots and young children who attended the picnic. It seemed to keep their parents busy too!



Chloe, daughter of Laura Cavanagh



Frank Espinoza & Sterling Warner

The picnic is the only major social event that the FA, AFT 6157 sponsors each year and provides the opportunity for faculty to socialize with fellow colleagues, feast on the fine food and meet fellow faculty members away from the confines of the workplace. Let's start right now reminding our fellow faculty members who have yet to join us for this annual event about what they are missing: great food, excellent company and a chance to join in community with one another. See you all next year!



Board of Trustees: Ron Lind, Balbir Dhillon & Richard Hobbs



President David Yancey & Vice President Frank Espinoza



David Yancey, Carole Young & Flo Curnutt



A Time to Relax

NEWS FLASH

Change in IRS Rules for 403b

By David Yancey, FA, AFT 6157 President

Colleagues,
At the last Community College Council we attended on September 28, 2007 a disturbing report was given regarding recent changes in the law governing 403 (b) investment instruments. It appears that the Internal Revenue Service, in response to abuses they find in the current set of rules, has drastically altered how these investment instruments will be managed in the future. The changes are multiple but the most significant may be the requirement that each college district will now be responsible for more managerial duties. If you wish a loan or a hardship withdrawal



from your 403(b) account it will have to be requested from and controlled by your college district. The district will also oversee your investment transactions in other ways that are going to require a much more detailed involvement of the district personnel into your personal investment practices. At this time these new IRS rules don't seem to involve 401(k) or 457 types of investments.

How each district will handle these new requirements and responsibilities is unclear but there are options being developed. One option entails the use of outside providers of investment options to do the regulatory

work for the privilege of providing/selling other investment instruments to employees. Another option being developed is for Cal/STRS to contract with an outside group that doesn't also sell other investments instruments to take over the responsibility to complete the required paper work and oversee the operations of 403(b) investments in each district. The latter seems to have less potential for conflicts of interest but it will be based on fee to be paid by each district for those services.

Please contact your provider and/or financial advisor for further help or you can contact Cal/STRS at: www.calstrs/403bcomply.com

SJCC'S POET LAUREATE - Reggie Lockett

By David Yancey, FA, AFT 6157

Congratulations are in order, again, to San Jose City College's Poet Laureate, **Reggie Lockett**. Reggie, was invited to bring his poetry to New York's Bowery Poetry Club in New York City on September 18th, 2007. He also had readings at the Harlem Arts Salon and the Memorial Baptist Church on the 22nd and 23rd of September.

Reggie has been described as one of the most contemporary writers of the issues and experiences of African American males in the United States. His new book of poems *Random History Lessons*, his fourth, is described by Mary Monroe, the author of *God Don't Like Ugly* and *The Upper Room*, as "a flawless treat...the most powerful, impressive and thought provoking poetry I have come across in years". Al Young, Poet Laureate of California praises Reggie's writing in a prior work, *The Party Crashers of Paradise*, by saying "These poems from Reginald

Lockett's American colored landscape accentuate the inner spirit the way other artists merely celebrate the Inner City...his boppish, bluesy lines do not stop until the story or song he happens to be delivering jumps right into your heart..."

In this latest book Reggie writes about the survival and resilience of African Americans throughout significant periods of U.S. History. In his poems, Reggie, "puts into perspective the oppression and racism that persists with the realization that history, like life, is short". One reviewer, Jack Foley, says "Random History Lessons is a flawless treat and should be required reading...indeed the most powerful, impressive, and thought provoking poetry I've come across in years", "a five star collection from a five star poet!"

Reggie's writings and poetry have been published in over 60 Anthologies and periodicals. He was also given the PEN



Reggie Lockett, SJCC Faculty

Oakland/Josephine Miles Literary Award in 1996.

We are indeed fortunate to have Reggie Lockett as a member of our college family and our students are truly studying with one of the shining literary stars of times. Please join me in congratulating Reggie on this latest acknowledgement of his talent and his extraordinary contributions to understanding the trials and tribulations of being black in America.

Welcome to our New SJCC Adjunct Representative - Iris Jerke

In a very exciting call for a replacement for Laura Cavanagh's adjunct position from SJCC on the Executive Board, we had three adjunct faculty request to be considered as appointments for the next year. It was not an easy decision, but the Executive Board through a unanimous vote, appointed Iris Jerke as our SJCC Adjunct Rep. to our Board. Below is her statement.

Iris Margareta Jerke is a history professor at San Jose State University and San Jose City College. Ms. Jerke was born and raised in Germany. During her twenty years stay in the multi-ethnic city of Berlin (West Germany) she gained a well-founded diverse cultural background. Extensive travel throughout Europe and the United States added to her understanding of different race relations inside and outside of the United States. Between the years 1998 and 2003 Ms. Jerke received an A.A. in Intercultural Studies at DeAnza Community College, a B.A. in African American Studies, a B.A. in Social Science with emphasis in Race, Class, Gender, and Ethnicity, and a M.A. in U.S. History with a concentration in African American History from San Jose State University.

Ms. Jerke received honors as a President's Scholar and Dean's Scholar; she is the



recipient of several scholarships and a First Year Fellowship from the University of California, Department of History, Davis, California. Her academic interests are African American History, 19th century American History, and History of the West.

Iris's experience in the California Faculty Association (CFA at San Jose State) began when SJSU was gearing up this year for the strike. She was involved in recruiting new members to increase the numbers on our campus, SJSU, as well as getting members and non-members to the voting both. As the outcome showed, we

were very successful ... 94% of the faculty voted.

Iris's wonderful experience at SJCC began in January of 2004. Since then she continuously taught classes in US History as well as African American History, and will in the future be teaching Women in US History. In all her classes, Iris was blessed to teach a diverse student body and was able to attract and keep them in her classes due to the fact that she is teaching US history from a European point of view. Except for lacking office space, which will be remedied in the near future, adjuncts receive all the help and support necessary to succeed in their goals with the help of the FA, AFT 6157.

However, aside from gaining parity, Iris believes that we can do better for adjuncts. We need to establish job security for adjuncts as well. As the newly appointed SJCC adjunct representative to the union's Executive Board, Iris's goal will be to fight for adjuncts rights to 1-year contracts after a negotiable seniority or even 3-year contracts for long-time adjuncts instead of semester contracts. This will eventually lead to entitlement for adjuncts to a minimum of courses being offered. Furthermore, our goal should be to offer long-term adjuncts paid benefits.

Know Your Rights-Sabbatical Requests

By: Michael Divinia, PRC Chair

Please be aware that sabbatical leave applications for sabbatical leaves that take place in the 2008-2009 fiscal year must be filed in the Human Resources Office by **1 November 2007**. Sabbatical leave applications must be submitted to the appropriate Dean for comment and signature with sufficient time to comply with the requirement to file the application with Human Resources by 1 November 2007. The Dean must then forward the sabbatical application to the college President for review and signature. This must be completed by the November 1 date for filing

in Human Resources. Please refer to Article 14 of the Collective Bargaining Agreement for useful information pertaining to Sabbatical leaves.

Faculty members who have recently completed a sabbatical leave can provide ideas and suggestions concerning sabbatical leaves. Also, sabbatical leave final reports are available in the SJCC and the EVC college libraries—these reports can be a helpful resource. In addition, the members of the Professional Recognition



Committee (listed below) can offer support for the preparation of a sabbatical leave application.

The faculty on the Professional Recognition Committee consists of **Stephen Blades, Michael Divinia, Joseph King, Patricia Nguyen, Sterling Warner, and Jose Valentin**.

If you want to have a sabbatical leave during the 2008-2009 fiscal year, I encourage you to begin now to prepare a sabbatical leave application.

What Has The Union Done for You Lately?

Tremendous Victory: 4 New Faculty to be Hired District Wide

By: Barbara Hanfling, Executive Director, AFT 6157

Over the past 2 years the Union has been meeting with Chancellor **Rosa Perez**, EVC President **David Coon** and SJCC Presidents over the decreasing number of full time faculty in the District. We have taken a firm stand that this is not the direction that this District wants to be taking. We have emphatically stated that a District that prides itself on being a progressive one and one that takes the role of students seriously and conscientiously must continue to grow, by hiring more full time faculty not losing full time faculty.

This year, we did an analysis for full time faculty over the past 7 years and the ratio of full time faculty to adjunct faculty (FT/PT Ratio) by gathering data from the state that was submitted by our District. The chart shows the dismal direction we have been heading.



History of Full Time Positions and the 75/25% Rule for SJECCD State Data-July 2007

Year	FT Faculty	FT/PT Ratio Percentage
2007	252 as of April 1, 2007	
2006	256	63.5%
2005	255	67.5%
2004	262	72.6%
2003	266	72.6%
2002	267	71.8%
2001	271	68%

In July Chancellor **Rosa Perez**, Presidents **Coon and Burke**, met with your Union President, **David Yancey**, and Executive Director, **Barbara Hanfling**. We made a strong case for picking up these 19 lost positions over the next few years. Union President **David Yancey**, in a stroke of brilliance, proposed 4 additional positions each year for the next 5 years to make this happen. The District agreed to begin this process this year.

All faculty should have received the joint letter sent out by Union President **David Yancey** and the Chancellor, **Rosa Perez** celebrating our collaborative move towards hiring more full time faculty members over the next years to both make up for the loss of the 19 positions. This letter also reflects the commitment of both sides to create conditions for investing in the future of our students.



Learning Through the CFT

—Continued from page 2

•**Los Angeles** is re-opening their negotiations and is hoping for full COLA. They are adding approximately 2 million dollars to pro-rate their part-time instructors in certain steps.



Friday was a busy day for many of us. Our faculty union Executive Board meeting had been that morning at 8:30AM

at Evergreen. Around 11:30 PM, we drove to Oakland to participate in a 1:00 PM workshop on the Community College Initiative. The College Council meeting began at 4:00 PM and ended at 9:30PM. The Council is always informative and always gives us the opportunity to ask questions and contribute with our ideas. I always learn so much from this type of meeting.

FA, AFT 6157 Executive Board Meetings Fall 2007

Friday, Oct 26, 2007	EVC	9:30-12:30pm	Appi Mishra Rm
Council of Div Reps	EVC	1:00-3:00pm	Appi Mishra Rm
Friday, Nov 16, 2007	SCCC	9:30-12:30pm	SC-Community Rm
Friday, Nov 30, 2007	EVC	9:30-12:30pm	Appi Mishra Rm
Friday, Dec 14, 2007	SCCC	9:30-12:30pm	SC-Community Rm



FACULTY MATTERS
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