

FACULTY MATTERS



FACULTY
ASSOCIATION

AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

We Return, Fighting

By David Yancey, FA, AFT 6157 President



Welcome back brothers and sisters, colleagues, friends and fellow travelers. As you know by now we achieved another great contract between the FA, AFT 6157 and the District and thank you all for the resounding show of support with a unanimous 100% vote of support on the new contract. You also know now of the defeat of Proposition 92, the Community College Initiative. So we have great collective bargaining news and not so good statewide funding news. Let me start with the bad news.

The defeat of Proposition 92 is initially disheartening because we have worked so hard for so long to first get it on the ballot and then to get it passed. We raised money, collected signatures, and lobbied our constituents, students, and neighbors.

Once on the ballot we raised more money, and lobbied more constituents, students and more neighbors. Then we held news conferences; our students on both campuses rose to the challenge and voted to take official positions in support while our Trustees, Chancellor, College Presidents and District Foundation provided both support and leadership in the effort.

We all phone banked and promoted the effort with great enthusiasm because we knew the importance of the passage of this proposition. However, it did not pass and now the post mortems are underway. Fine political minds are dissecting the successes and the shortcomings and we will have a better understanding of the "pluses" and "minuses" as time goes on, but it is

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The CFT 2008 Leadership Conference

By Debbie De La Rosa, Grievance Officer

Braving the cold and rainy weather on January 24, 2008, a group of committed California CFT union representatives, including AFT 6157 Executive Director Barbara Hanfling and myself, met for two days at the Crown Plaza Hotel in South San Francisco. The CFT 2008 Leadership Conference focused on topics near and dear to educators representing K-12 and community colleges. Budget concerns and health care reform were just two of the many issues examined.

Art Pulaski, Executive Secretary-Treasurer for the California Labor Federation began the conference by reminding those present that Governor Schwarzenegger's plan to cut the state budget 10% across the board makes "no sense." Art pointed out that in order for California is to remain competitive; the state must enhance our existing educational system, and maintain funding for education at the current levels.

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SPRING ONE

www.fa-aft6157.org

(408) 288-3106
fax (408) 295-7482

213 Student Center
San José City College

Acacia 1-205
Evergreen Valley College

San José City College
2100 Moorpark Avenue
San José, CA 95128

The CFT 2008 Leadership Conference

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State of the 2008-09 Budget:

Following Pulaski's presentation, CFT Research Specialist Patty Cox conducted a workshop entitled "Highlights of the Governor's proposed California Education Budget for Community Colleges." Cox noted that California's structural imbalance can no longer be ignored and that the proposed solutions use only cuts and ignore revenue enhancements. She further noted that the reduction in the vehicle license tax and various other "smoke and mirror" techniques to close the budget gaps have proven unsuccessful.

Much of the problem stems from rising energy costs, the housing market correction and the housing credit market meltdown. The result for education? Decreased General Fund revenues have lowered the minimum Proposition 98 guarantee, a "funding floor" by 1.4 billion dollars. This is further complicated by the fact the two budget years are involved, 2007-2008 and 2008-2009.

CFT President Marty Hittelman believes there are six progressive revenue options that, if enacted, will bring in 10-12 billion dollars per year, essentially solving the structural budget problem. These options would include reassessing non-residential property, reinstating the top income brackets to recapture part of the federal tax break for the wealthy, requiring that large corporations file as corporations, not "S"

type partnerships, enacting severance tax on oil produced in California and limiting mortgage interest deduction to \$50,000 in interest and restoring vehicle license fees to their former levels. Reforming Proposition 13, which locks in a broken budget system is the final and most urgent priority.

Health Care Reform:

Ruben Ingram, Executive Director of the California Education Coalition for Health Care Reform, shared a snapshot of the short and long term goals of the coalition with workshop attendees. A statewide partnership of employer and employee organizations, the coalition is committed to addressing runaway health care costs in the public section in California. The coalition of labor-management strives to understand the way cost and quality issues drive up health benefits costs and how to work effectively with and receive the highest quality services from consultants and brokers.

Finally, the AFT will be mailing out national membership cards to all AFT members beginning January 15, 2008. The cards will provide all members with a unique membership number and will be issued every three years. Approximately 250 members will receive a prize of \$100 each for activating their cards, so watch for your card in the mail and make sure your name gets on the list for the \$100 prize.

FA, AFT 6157 Executive Board Meetings Spring 2008



Friday, Feb 22, 2008	EVC	9:30-12:30pm	Appri Mishra Room
Friday, Mar 7, 2008	SCCC	9:30-12:30pm	SC-104
Council of Div Reps	SJCC	1:00-3:00pm	SC-104
Friday, Apr 18, 2008	SJCC	9:30-12:30pm	SC-104
Friday, May 2, 2008	SCCC	9:30-12:30pm	SC-104
Friday, May 16, 2008	EVC	9:30-12:30pm	Appri Mishra Room

We Return, Fighting

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important to keep in mind that we always knew this was an uphill battle and that there were those who opposed our efforts. Regardless, it was the right fight to fight and we fought courageously and with great energy and purpose so there is no need to hang our heads or to be too critical of ourselves because we did not succeed.

We must continue to participate in the political arena despite this setback. After all, it is those that persevere beyond the setback or the lost battles that ultimately win the war. We have empowered our students and raised the issues of community college funding needs to the greater population in the state and even those that spoke against our effort started almost every editorial or mailing with “We all support community colleges and what they do”.

That is an important thing for us to remember. Most people have a positive opinion of our work and appreciated what we provide to the community and to our students. However, there is an old axiom in politics that says, “Timing is everything” and for us the timing turned bad when the economic crisis in the state took center stage with the Governor’s gloom and doom predictions and his call for a 10% across the board reductions in all state programs. In the face of such dire economic news, any request for guaranteed funding fell on deaf ears. The only funding related measures that received positive voter responses were the promises made by the supporters of the Indian Casino propositions, and they promised new revenue that many feel are hollow promises at best.

Still, take heart. Even in these bad statewide economic times our district is taking a very positive stance. Most of you saw the email from our Vice Chancellor Ron Root a few weeks ago, and then you received the letter from Chancellor Rosa Perez. Both correspondences reassured us all that the District was in reasonably good shape and that we would work our way through these difficult times collectively as a community; both offered very positive and important statements that are light years from what we would have heard from past administrations.

So stand tall and take pride in yourselves for all you did to try and make things better for our students and our district and continue your great and important work in the education of our community, you are the best!

California Federation of Teachers, American Federation of Teachers, AFL-CIO Educators Propose New Progressive Taxes to Protect Schools

SACRAMENTO - The California Federation of Teachers (CFT) today proposed new progressive tax revenues be enacted to protect school funding in the face of proposed cuts. “What was billed as the Year of Education is shaping up as the Year of Cutting Education,” said CFT President Marty Hittelman. “The education budget must be protected, but just preserving the current inadequate funding is not progress.” Educators will pursue new progressive taxes to fund education programs.

“The governor is proposing to slash education funding. This is not reform, but is instead destructive of quality education. We won’t allow school kids to be penalized so SUV drivers and yacht owners can get tax breaks. That’s not progress; it’s the same old politics where kids, who can’t

vote or contribute to political campaigns, take the hits,” said Hittelman.

The educators released a list of progressive tax increases that could fund education and other key programs. “The governor and Republican legislators’ position that there should be no new taxes is not tenable in a time of declining state revenue. The people of California rely on their schools and other vital public services,” Hittelman continued, and “progressive tax policies that ask the people who have benefited the most from living in California to pay their fair share is the only reasonable alternative to program cuts.”

There are numerous potential funding sources that can lift California from near the bottom of the states in providing school funding. The revenue options

below would raise an estimated \$8.4 billion per year:

- Reinstating the vehicle license fee (\$4 billion per year)
- Re-assess non-residential real property (\$3 billion per year)
- Limit mortgage interest deductions to \$50,000 in interest (\$47 million per year)
- Require that large corporations file as corporations, not “S” type partnerships (\$500 to 600 million per year)
- Enact severance tax on oil produced in California (\$800 million per year)
- Close tax loophole for luxury boats and planes exchanged in Mexico (\$55 million)
- Extend sales tax to Internet purchases (\$20 million)

SJECED Trustee: Ron Lind

2008 La Raza Leadership Award

By Frank Espinoza-Vice President, FA, AFT 6157

San Francisco Mayor Gavin Newsom kicked off the *Instituto Laboral de la Raza 2008 Labor Awards Dinner* with a passionate “welcome to the city of San Francisco...let it be known that that the workers of San Francisco have the full support of their mayor!” A round of applause filled the room. Union rights advocates and elected officials from throughout the United States packed the San Francisco Hilton Hotel on January 18, 2008, to honor the outstanding work of the “2008 Honorees”: Hillary Rodham-Clinton won the “*CONGRESSIONAL LEADERSHIP AWARD*” and our very own **SJECED Board of Trustee, Ron Lind** received the prestigious “*LA RAZA UNITY LEADERSHIP AWARD*.” SJECED representatives, including Faculty Union Executive Director, **Barbara Hanfling** and Faculty Union Vice-President, **Frank C. Espinoza**, attended the 2008 Labor Awards Dinner.



Frank Espinoza, Ron Lind & Barbara Hanfling

As Ron Lind was introduced to the podium, approximately one thousand persons in attendance honored Ron with a standing ovation recognizing his commitment to improve conditions for his members. Ron, a San Jose native, graduated from San Jose State University. In addition to his role as a union leader, Ron has served as a faculty member teaching courses in media relations, labor

history, and collective bargaining. In 2000, Ron was elected as a trustee to the SJECED Board of Trustees.

Ron currently serves as the President of the United Food & Commercial Workers (UFCW) Local 5, a 26,000-member union, which was created in 2007. Ron was instrumental in the creation of this union; it evolved as a result of his leadership efforts to merge seven locals into one powerful Bay Area union. He is credited as being “the leader in negotiating

ground breaking contracts for grocery store workers that provide health benefit improvements, pension security and the largest single-year wage increase in the history of the Northern California food industry.” The Faculty Union, AFT Local 6157, congratulates Ron Lind for his continued commitment to improve the lives of labor employees throughout the state of California.

Retiree Conference

By Bill Jacobs, Retiree Chair



Bill Jacobs, Retiree Chair

On November 27-29, I had the good fortune to attend the AFT National Retiree Leadership Conference in Washington D.C. As you would expect, I was treated to a

wealth of information, both printed and spoken. For me, it was an experience of both confirmation and consternation. Many of my interpretations of current events were confirmed, as was the appropriateness of our decision to align ourselves with AFT/CFT. Having my

insights confirmed, though, did give rise to my feelings of consternation—in the sense of revulsion and self-protection—and how important it is to join forces with other groups, both retired and still working, especially in terms of pensions, healthcare and upcoming elections. Allow me to share a few highlights as illustration.

As you are likely aware, the current Republican Administration, et al, has been trying to chip away benefits for teachers and other workers in an attempt to privatize things like pensions and healthcare. As an apt illustration, I learned that, following the Katrina disaster, all the New Orleans schools were closed—justifiably—and all the teachers were fired—huh? They all,

thereby, lost all their earned benefits. Some have been restored, most have not.

Before the disaster, one charter school existed in New Orleans; now there are forty. None of the teachers in the charter schools belong to a union, and whatever benefits they enjoy, which are few, are provided ala privatization—the ultimate goal of all union busters. The charter school pushers, under the guise of providing better education but secretly seeking the demise of unions, have successfully instituted numerous charter schools throughout the nation, many in the heart of traditional bedrock union locales.



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WWW.FA-AFT6157.ORG

Prop 92-CFT and our FA, AFT 6157

Putting Community Colleges in the Forefront

By Barbara Hanfling, FA, AFT 6157 Executive Director

The election results are in and **Proposition 92** has gone down to defeat. The most recent results show **YES 2,789,400 (43%) to NO 3,747,831 (57%)**. We know that the huge deficit in the State Budget was a decisive factor in our loss. And if the California Teachers Association had not joined with the California Chamber of Commerce and the anti-tax people in opposing the proposition, we might have still been able to pass the initiative.

The fight for Proposition 92 did increase the legislature's and the public's awareness of the need to fund community colleges and keep fees low. It also raised an awareness of the CFT. Our campaign strengthened our standing among community college employees – including those in the CTA and independent unions. We will make some long term gains based on our support.

Although Prop 92 did not pass in our state, the lessons that we learn and the climate we created will remain. We continue to raise public awareness of the vital role played by community colleges in California society. We drew attention to the under-funding of the community

colleges compared to the other segments of public education. We put our students out there and they took up the challenge.



In SJECCD, the student participation began over 2 years ago, when students at EVC helped put the Community College initiative on the ballot. During the last months or so, students at both SJCC and EVC set up tables with Prop 92 information, helped at phone banks, and leafleted their neighborhoods.

Not only did our students pick up the banner and run with it, but this campaign enabled us to build closer relationships with the other 2 Community Colleges in the South Bay. Foothill/DeAnza, West Valley/Mission and San Jose/Evergreen met together

on a number of occasions, put forward a strategy for education and involvement and enabled our union, associations, administrators and Board of Trustee members to be involved in the campaign for fair funding for Community Colleges.

There has never been this kind of sizable, sustained support for our community colleges from so many quarters: business, labor, community organizations, and our college communities. We won't rest until our needs and funding concerns are taken seriously by the state legislature.



Proposition 92 Phone Banking Team:
AFT 6157 members, friends and family.

Retiree Conference

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Strong Pension Funds

Personally, one of the reasons I stayed in education was the promise of a livable pension. For that reason, I am glad that STRS is strong and relatively healthy, but you all know how it is lusted after and constantly attacked by those who would love to parcel it out to individual, for-profit firms. The problem for those wanna-be thieves, however, is that the sharing of pension investment between employer and recipient is a proven formula for long-term solvency—i.e. the ability to pay recipients. Those who want to privatize persist, though, by often citing the words “under-funded” as a kind of scare tactic. We were treated to some detailed illustrations of how under-funding equates to the payment of a mortgage, which is also under-funded until it’s due. The bottom line is that STRS (and PERS) are probably two of the healthiest programs in the state, but they must continue to have strong backing by those of us who are in a position to do so. I received enough information relating to the problems of funding pensions around the country to fill a book, but you get the idea.

Funding Health Care—A Priority

Another major thread throughout the conference related to the problems of funding healthcare. As the average age of U.S. citizens increases, attention to the rising cost of healthcare is increasing as well. The current Republican approach to budget management, labeled “Pay-Go,” claims to hold the line on spending by allowing new programs to be funded only if another program is reduced by the same amount. It is an ingenious way to say no. Somehow, though, the **\$400 billion**—or whatever the figure is today—they have spent on the Iraq war does not apply; nor does the \$400 billion “tax reduction” Republicans implemented the minute they were able to control the vote; nor does the projected \$1 trillion legacy cost for wounded veterans over the next ten years.

Obviously, the rising cost of healthcare for aging Americans is of grave concern to us all, certainly in this district as the “post ’82” employees begin to approach retirement. Projections of the viability of Medicare, parts A and B, tend to be frightening. How does a district like ours, dependent upon state funds, which are dependent, in part, on federal funds, which are controlled by a “Pay-Go” mentality and the kind of unlimited greed so evident and prevalent at the top, find a way to provide healthcare for its employees after they retire? Priorities will need to be changed by those who control the current congress and administration.



SJECED Retiree Meeting

To that end, AFT has endorsed Senator Hillary Clinton. She has a proven record of union support throughout her career. New York has probably the largest and best organized union of educators and healthcare workers in the U.S. Senator Clinton has consistently been a strong supporter of this union and responsive to its concerns. Of all the other candidates, she has probably the best working knowledge of healthcare. We were treated to a couple of hours of discussion with her campaign manager, and he assured us that she does, indeed, have a plan to finance universal healthcare, which she will discuss when the time is appropriate.

My memory of her time spent working on universal healthcare at the beginning of Bill Clinton’s presidency convinces me that she might finally be able to make it happen—it must be a huge dream of hers to finally

finish such a monumental job. Her manager shared some of the abuse she has received from other candidates—and how well she is able to handle it. She is truly a seasoned veteran—and therefore the scariest of contenders to her opponents. My purpose is not to proselytize here, but to simply tell you some of the reasons why the AFT has chosen to endorse Senator Clinton over all the other candidates.

SJECED FA, AFT 6157 Retiree Committee-Proud to be CFT/AFT

I have a pile of other stuff to share, but I won’t bore you with any of it now. I will wait to pull it out of the bag when it’s appropriate. As a kind of final comment, I am proud to say that we are one of the first Community College retiree Chapters in California. I think that has a great deal to do with the strength and viability of local 6157, and that has a lot to do with our choice to invest in a full-time executive director—of course it helps that we found such a good one. The key here is investment. I was amazed to learn that New York has a retiree membership of 585,000 members—with even a chapter in Florida—a membership that translates into power, the only thing that seemingly works in politics. Most of you have some memory of the truth of that in our own district. In any case, from my few examples, you can understand why my trip to Washington D.C. was one of both confirmation and consternation.

There will be a call in the near future for our retiree membership to participate in the upcoming election; I hope we can show some strength in that participation. By the way, we now have 70 dues-paying members. I think that is pretty phenomenal.

In case you were unaware, we just had a scheduled trip for retirees to the Body Works show and are planning a museum trip, conducted by Walt Soellner, in the very near future. Stay turned for that. We wish you your best year ever.

What Has The Union Done for You Lately?

By Barbara Hanfling, FA, AFT 6157 Executive Director

1. Bargaining Unit Integrity: Article 5.12 states that no supervisors, deans or administrators are to teach in our bargaining unit (unless it is part of the job description). The reason this language is a part of the contract is to ensure that bargaining unit work remains with our faculty. We have many adjunct faculty who would appreciate larger loads etc.

In the fall it came to the Union's attention that there were administrators/supervisors on both campuses teaching in our bargaining unit. As a matter of fact, one person had been teaching for 4-5 years and was just assigned at 50% load. Not only was this a violation of Article 5.12, but this person had a full time job with the district and was teaching 50%.

We immediately contacted the two College Presidents and there was agreement that the contract would be enforced and bargaining unit work would remain with our faculty. This will enable our FA, AFT 6157 faculty to teach these classes.

2. Victory for Adjunct Faculty-More Fields for Adjunct Pay Stubs- with our wonderful victory of placing our adjunct faculty on the pro rata salary schedule adjunct faculty received their first pay raises of up to 24% on October 10th. The adjunct were quite pleased with their increases, but the perennial problem—*how to read the pay stub*—remained. We received many queries about the need for transparent pay stubs.

In the Union's typical fashion, we immediately notified our Chief Business

Officer, **Ron Root**, that there weren't enough fields for adjunct to understand whether they were paid for Professional Development days and their salary. Without much ado, discussions took place at the District office and there was an immediate move to modify these checks and create more fields. Below is a list of the new fields available for clarity. Please check the payroll folder under Public Folders to get the entire list of fields for all faculty.

Create 9 additional "Earn Types" in the Datatel system -

- a) APD = Adjunct Professional Development
- b) OPD = Overload Professional Development
- c) AFS = Adjunct Substitute
- d) OVS = Overload Substitute
- e) AFN = Adjunct Non Instructional
- f) OVN = Overload Non Instructional
- g) AFW = Adjunct Work Experience
- h) OVW = Overload Work Experience
- i) OFC = Overload Concurrent Assignment

Our Union takes the position that paychecks must be understandable and logical. Moreover, since mistakes always can be made, it is important that all faculty continue to check their pay amounts each month.

3. Payment for 40% Overload Outside the Academic Semester: Intersession and Summer

Article 15.3 of the contract used to have a very convoluted formula for paying full time faculty for the first 40% of overload

performed outside the academic semester.

With the move toward pro rata, the District and Union agreed to eliminate that outdated formula and pay full time faculty in their first 40% outside the Academic calendars as follows:



- a. Non-Instructional faculty will be paid at the flat amount of \$69.90 per hour.
- b. Instructional faculty will be paid from the Intersession and Summer Pro-Rata Salary Schedule (Appendix D-4 and D-5). What this means is that all full time faculty will be paid on the full adjunct salary schedule for the 40%, from Step 1 through Step 19 depending on where the faculty member is currently placed. For instance, if you are at Step 14 of Class V, you will be paid the PRO RATA amount of the Adjunct Schedule D-4, D-5 for the first 40%.

This is major news because it allows full time faculty to be paid at all steps of the adjunct pro rata salary schedule. Lecture faculty will receive the same amount as the old formula provided; lab faculty will get an increase in pay for this overload.

- c. Instructional overload assignments over the 40% annual maximum will be paid at the faculty member's placement on the Adjunct Pro Rata Salary schedules (Appendix D-1, Lecture, and Appendix D-2, Lab) which only goes to Step 8 currently.

Adjunct Meeting Schedule



Monday March 3, 2008 SJCC 4:00-5:15pm
Thursday March 6, 2008 EVC 4:00-5:15pm

GE 119 Adjunct Faculty Center
Apri Mishra Room

Know Your Rights

By Barbara Hanfling, FA, AFT 6157 Executive Director



1. Adjunct Non Instructional Faculty:

Adjunct faculty who are in non instructional positions must also ensure that they are appropriately accruing sick leave and the right to jury duty/personal necessity, bereavement etc, according to **Article 9.19**. Whereas instructional adjunct faculty are assigned their load at the beginning of the semester, adjunct non instructional, don't always know their load until the end of the semester.

Even so, it is incumbent upon Academic Support Services to ensure that all adjunct faculty members have sick leave accrual placed on their pay stub each semester based on the load that the faculty member worked.

Also if non instructional adjunct faculty members are scheduled to work and become ill, they may use their sick leave; or if called for jury duty, they will be reimbursed for their time off; or if there is a death in the family, they will have a pro rata amount of bereavement pay. Please remember, our goal in achieving 100% parity is not just an economic goal. Our goal is to also enhance the rights of all adjunct faculty too.

Please notify the Union if your sick leave accrual is not appearing on your pay stubs.

2. Overload Assignments:

Article 15.3 of the contract

spells out very clearly how overload is to be offered both inside and outside the academic semester.

Full time faculty always have first priority for an overload assignment. During the summer and intersession, there is no limit on the amount of overload that a full time faculty may work; in contrast, during the academic semester, faculty members are allowed up to 40% overload; see Article 15.3. Therefore full time faculty get offered overload first, and then it is offered to adjunct faculty. SRP adjunct first, then the remainder of adjunct faculty.

There is a specific order in which overload inside and outside the academic year must be offered. Please read this carefully and ensure your dean is following these contract sections.

15.2.3 Priority of Assignment for Overload within Academic Semesters of 156* Day Calendar. Faculty shall be selected and assigned at a college on the following priority basis:

1. Full-time regular academic staff from home campus;
2. Full-time regular academic staff from the other District campus(es);
3. Temporary full-time contract academic staff.

15.3.3 Priority of Assignment for Overload Outside of Academic Semesters:

1. Contract or regular faculty from home campus who were not employed the preceding summer and/or winter sessions
2. Contract or regular faculty from other District campus not employed during preceding summer and/or recess sessions;
3. Contract or regular faculty from home campus who were employed during preceding summer and/or winter sessions;
4. Contract or regular faculty from other District campus who were employed during preceding summer and/or winter sessions.

What Happens if You Work in One Department But Want to Teach Overload in Another?

There is only one logical interpretation of the FA, AFT 6157 Contract: full time faculty on the same campus in another department but with the appropriate FSA's would fall into number 1 of 15.2.3 and 15.3.3 (see above) *both* during both the outside and the academic semester Here's how it should work.

Once the full time faculty in a department receive their full load, then all full time faculty with appropriate FSA's at that college who want an overload shall work together to appropriately divide up the remaining courses for them to teach. It is very important that we follow the contract when assigning overload on the campuses.

Have You Moved?

- Have you:
- Moved recently?
 - Changed your phone number?
 - Changed your email address?



If so, please notify the FA of any changes
faculty.association@sjeccd.org

FACULTY MATTERS
PRODUCTION TEAM

Editor/Lead Writer: Barbara Hanfling
Assistant Editor: Sterling Warner
Layout: Patti Berg

Content Contributions and Guidance from
the FA, AFT 6157 Executive Board
and Faculty Members

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