

# FACULTY MATTERS



FACULTY  
ASSOCIATION  
AMERICAN FEDERATION OF TEACHERS  
LOCAL 6157

## Déjà Vu All Over Again

By David Yancey, President FA, AFT 6157

Well here we are again, another September welcome back article and the big statewide news is that we are in another budgetary struggle statewide. Last year at this time we were fighting hard for the passage of **Proposition 92**; a fundamental change in the way community colleges are funded. It was a valiant attempt to improve the budgetary process for California higher education. Today, one year later, we are once again struggling, trying to stave off draconian cuts to many of our most valued programs because of dwindling revenues and a lack of real leadership at the state legislative level. I wonder if there will come a day when California finally corrects this annual budgetary catastrophe. Perhaps a change in leadership at the national level will signal a new approach at the state level, we can hope.

Prop 92 would have made a world of difference for community colleges but we all know that our fight was unsuccessful. Even though the proposition failed, we should all be proud of the massive effort we made in this district and in college districts around the state to make it happen. The silver lining in the whole thing is that our efforts raised the importance of community colleges to a new level in the state budgetary discussion. Proof of that is evident this year. When the state is struggling against another huge budget deficit, at this writing 15 billion dollars, and the governor is taking draconian steps, like reducing the salaries of state employees to the federal minimum wage levels, the community colleges are fairing better than many others. One of the main reasons community colleges haven't

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## Save the Date!

**Saturday, September 27, 2008**  
**FA, AFT 6157 8th Annual Picnic**

*11am-3pm  
Raintree Picnic Site  
Vasona Park, Los Gatos*



For more information check :

- Your faculty mailbox
- Your email
- the FA AFT 6157 Website:  
[www.fa-aft6157.org](http://www.fa-aft6157.org)

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FALL ONE

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# Déjà Vu All Over Again

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## EXECUTIVE BOARD MEMBERS

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felt the pain quite as much as others is the increasing awareness of the importance of community colleges to the community and to the economy. Both of these factors are more apparent to lawmakers and the “bang for your buck” value of attending a community college for job training and/or transfer credit is clear. So the hard work and the political activism we have generated, even though it wasn’t specifically successful with Prop 92, is bearing fruit this budgetary season.

The long term solution to this long term problem is “new revenue” or that dreaded Republican phrase “new taxes”. This obvious solution is deadlocked over political ideology. I hope that someday we will all come to the conclusion that wealthy yacht owners could do with a little less to ensure that our state’s workers receive the education and job training they will need to sustain the state’s economic future.

## Catastrophic Leave Bank Boom

All is not gloom and doom. There are exciting things happening in our union and in our district. At the end of last semester I asked you to give a few days of your sick leave to our catastrophic leave program to assist several of our colleagues who were in dire circumstances and many of you did, some individuals with as many as 15 days. Over the past year faculty donated 141 days. Bravo! We give you tremendous thanks if you were one of those faculty members; you should feel proud!

If you haven’t decided to contribute to the Catastrophic Leave



bank, please do; the need is great, and the gift is tremendous. Continuing **someone’s full pay and health care benefits** when they suffer a catastrophic illness means so much to them and says so much about us. One of the folks we have been supporting is doing much better and may be able to return to work in the near future.

## Health Benefits Audit

Speaking of benefits, we are talking about collaborating with the district to conduct a benefits audit hopefully this fall to ensure that everyone that deserves coverage is getting coverage; and that those who no longer qualify are taken off the rolls to reduce costs. As we all know, it is in everyone’s interest, the employees and the district, to keep health care cost contained. The more effective we are in doing so, the better the benefits we can afford for all employees. The details of the audit are being worked out and more information will be forthcoming. The collaboration between the Union and District on this important issue is another good example of the trust and respect we have developed between the district leadership and the FA. It is hard to overstate the value of this relationship particularly in matters of this importance.

## Vice President Frank Espinoza- Important Nationwide Appointment

More exciting news comes in the form of the appointment of Faculty Union Vice President Frank Espinoza to the Higher Education Program and Policy Council (PPC) of the American Federation of Teachers (AFT), our national level parent union. Frank’s appointment is another example of how our union is reaching beyond our district to impact education policy and

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# Class Cancellation Policy

## Keep Our Colleges in Growth Mode

Below is a letter sent by FA, AFT 6157 President David Yancey to our District and College Administration regarding our class cancellation policy in this district and continuing need to keep our colleges in growth mode. In the past in more difficult budget times, the District has often taken the approach of tightening up to the extent that we have lost many of our students. It is critical to remember that we are here to serve the students in every way possible. The following letter was received by our administrators and they have indicated their support for the content:

Dear Friends and Colleagues:

The union has become aware that there is some talk, particularly by newer, but even some older administrators, to begin adhering rigorously to an 80 percent rule when it comes to class cancellation; the rule, if rigidly enforced would call for class cancellation either before the semester begins or at the beginning of the semester if the class does not have 80 percent of its seats full.

Class cancellation must be viewed as a very serious action, as it has real consequences for our students and District. Students who can not find another section or suitable class will likely become frustrated with SJECCD and shop for classes at any of the surrounding districts. So, the long term costs of class cancellation can be high.

The class cancellation rule is even more destructive when dealing with

larger sized classes. A maximum lecture size is 56 students and the 80 percent rule would lead to a minimum limit of 45 students, and needless to say canceling a class with 30 to 40 students makes no sense at all.

It is also important to emphasize to the deans that the stated position of the Chancellor and the Board of Trustees is to continue in our "growth mode" regardless of this year's budgetary shortfalls. In years past, this conservative enrollment management style has prevented our enrollment from growing. As a consequence, we have not achieved the level of financial stability you would normally see in a two campus district in this highly diverse and densely populated area. Actual growth will require that we become aggressive and even that we dare surpass our target number of students in a given year if we can.

Also, it is important for you to know that strict adherence to an 80% (or similar) rule is entirely counter to the spirit of our contract negotiations. The FA, AFT 6157 negotiations team members were reticent to include such restrictive language because we feared the district might turn maximum class size negotiations into a minimum class size argument. The district negotiating team allayed the union's concerns by assuring us that list would not be used to enforce minimum class size. As a result of the trust between both sides a class size agreement was drawn up in good faith. A strict interpretation of the "80%" rule would violate the good



faith agreement between the two sides.

Our concerns are not meant to imply that the colleges should do less than schedule with intelligence and efficiency. Mindful scheduling of classes benefits students, faculty, and the district alike. However, a hard and fast rule to fix some percentage, though easy to apply, is a dangerous approach to a very complex and important problem. We would ask that you reemphasize the importance of growing the enrollment to your deans and other administrative leaders to ensure what we have begun will continue.

Barbara and I very much appreciate the collaborative style we have between the constituency leaders and all of you and believe that together we can grow this district's enrollment and provide the quality education and opportunity to our students they deserve.

# California Raises Ceiling on Part Timers' Work

By Barbara Hanfling, Executive Director

On July 11<sup>th</sup>, 2008 California Gov. Arnold Schwarzenegger signed legislation that raises the limit on how much individual part-time faculty members can work at any one community college from **60 percent to 67 percent** of a full-time professor's load. The California Federation of Teachers was a strong proponent and advocate for this new law.

At the winter Community College Council in Oakland, the proposal to go to the State Legislature with an increase in the 60% law was put forward by the Part Time Committee. After much discussion it was agreed that the cap on adjunct work would be proposed to be moved from 60%-67%. Why is this?

While the increase of seven percentage points may seem relatively minor, it will have a significant impact on many adjuncts. Those who teach 5-unit courses (a common circumstance for those in languages and some other fields, and one third of a standard 15-credit load) have been unable to teach more than one course at a college. Those wanting to teach closer to 60% were only able to teach 33% at each Community College.

## The Union and District Must Bargain the Increase to 67%

Before any adjunct faculty can be placed in an assignment with greater than a 60% load, the Union and District must bargain the changes in the contract to allow adjunct to teach 67%. The Union has made the request to the District and we are in the process of making that change.

However, until there is a formal document noting that change, adjunct cannot be assigned to a 67% load until the District has agreed to make the change in the Contract. Please note that we are in the process of making this change. Although we do not anticipate a problem with this, as adjuncts still should ask their deans about the status of the 67% load increase.

## Why Has there Been a 60% Cap?

The cap was originally put into law as part of an effort to pressure community colleges to hire more full-time faculty members. The 75% rule that passed the legislature many years ago stated that **at least 75% of community college courses must be taught by full time faculty**. This law has little effect and even less enforceability. Most districts

hover around 60%-65% of courses taught by full time faculty as opposed to the 75% rule.



“The original idea for the 60% rule was to assure that we had no non-tenure track, full-time positions,” said Marty Hittelman, president of the California Federation of Teachers, who teaches mathematics at Los Angeles Valley College. The problem, he said, is that “it wasn’t advancing the number of full-time positions. Districts were hiring for 60 percent and then people had to teach somewhere else.”

While some have argued for going higher than 67 percent or even eliminating the cap, Hittelman said some limit is needed. “We feel that the full-time, non-tenure track position is exploitation.”



SJCC Adjunct Center on Opening Day

## Here is what some of faculty members had to say about this victory:

*Barbara, Absolutely fantastic news! Thank you for all of your work on this.*

**Leslie Rice** (ESL-SJCC)

*full adjunct load, to have a roof, some bread, and a vase of gladiolas.*

**Margaret Goka** (Adjunct-EVC)

*Many thanks, Barbara, for the great news, and for all your time and efforts on our behalf!*

**Joan Riordan** (Adjunct English-EVC)

*Wow! Thanks so much!*

**Jean Embree** (English/BIS) EVC

*Thanks to all who worked so hard for this. I am now a widow, depending on my job to keep my mortgage payments going. I want to teach my*

*That is terrific. Thanks for your hard work Barbara. You continue to keep us breaking barriers.*

**Linda Hoogendijk** (Nursing-EVC)

*Barbara, This is wonderful. Your hard work on the project is appreciated. Thank you,*

**Doug Threet** (Adjunct-EVC)

*Barbara, Wonderful news! I applaud and appreciate your tireless efforts.*

*We really need to attract retiring baby boomers with expertise in Math and Science to start teaching in California's schools and colleges. Your work for SJECCD is indeed priceless.*

*Sincerely,*

**Hasan Z Rahim** Math Faculty (Adjunct) SJCC

# Déjà Vu All Over Again

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programs to better meet the need of our students and our faculty. This is a real compliment to the quality of Frank's professional reputation amongst his statewide colleagues and the status of your FA, AFT 6157 within our statewide union, the California Federation of Teachers (CFT).

## Union Mentorship Program

We are also very excited about the implementation of a new program to provide our new faculty, and there are at least 14 within our district this fall semester, a union mentor. This program is very different than the mentor assigned during the Tenure Review

Process, this is a UNION mentor. The idea is to introduce the new faculty to the union early in their career in as positive a way as possible by reaching out to them with the kind of support our newer faculty have been telling us they really need. We have appointed on each campus a Mentorship Coordinator to help organize and grow the program. At SJCC the Mentorship Coordinator is **Laura Sanchez** and at EVC it is **Vivian George Morgan** and **Frank Espinosa**. If you are interested in learning more please contact the Faculty Union and we will tell you more.

And lastly, as usual our negotiations team has been working hard, even in the summer, and we hope to have an agreement this fall with some very exciting accomplishments to announce. Is that a tease or what?

Sincerely, welcome back to the fray and I know you will continue to give our students and our district the best you have to give and remember your Faculty Union is working everyday on a multitude of fronts to give you the support and the positive environment you deserve to do the noble work in which we are all engaged.

In Solidarity-David

# What's Behind Door Number One, Two and Three?

By David Yancey, FA, AFT 6157 President

Usually people have to choose and hope for the best. In many ways that's how coming to work in this district as a new faculty member used to feel. Employees were subjected to a whirlwind of orientation vignettes covering everything you needed to know but would never remember. They wouldn't remember because the multitude of presentations came at them so fast that before long, **they** were just trying to stay afloat. And somewhere in that deluge of orientations was a quick vignette about the Faculty Union, AFT 6157.

## Full Time Orientation

All of that is changing. This fall, in collaboration with the Chancellor and the District Office personnel we tried something new. In talks with the Chancellor over the last year, she and



your FA leadership decided to embrace our new tenure track faculty in a more positive and personal way. We extended the orientation process that gives the Chancellor more time to meet and get to know the new faculty and the Faculty Union will have a much longer orientation time frame. We are all aiming at creating a more inclusive and welcoming environment for our new faculty that will help them transition into their new careers more easily. This is, of course, a work in progress and we will continue to refine and revise the process as we go through it and as we get more feedback from our new faculty members.

## Adjunct Orientation

We have also agreed to increase the amount of time that the FA, AFT 6157 has in orienting adjunct faculty. In the past, the Union had about 15 minutes to orient new adjunct. In our conversations, we have agreed to double that time to 30 minutes and be placed as the last presenter in the adjunct orientation. This will enhance our ability to connect with the many adjunct hired each semester.

These changes are another example of how management and unions can work collaboratively and constructively together. We want to thank the Chancellor Rosa Perez for her continued positive support of all the district's employees and her unyielding passion for improving the education of our students.

# Faculty Union Sponsor Successful Fundraiser

by Barbara Hanfling, Executive Director

On April 25, 2008 more than 75 faculty, administrators, friends and family attended an extremely successful fundraiser for our Board of Trustee members up for reelection in November. Trustees **Randy Okamura, Autumn Gutierrez, Richard Tanaka and Ron Lind** raised and split more than \$3,500.

Tremendous thanks go to **Walter and Sandra Soellner** who opened up their spectacular Victorian home in downtown San Jose to this fundraising event. A retired jewelry instructor from Evergreen Valley College, Walter continues his active involvement in the SJECCD as a member of our Retiree Chapter of the FA, AFT 6157.



At the event, each of the Board members spoke about issues affecting community colleges. Most significant in their presentations was their analysis of the strong relationship and support between the Board of Trustees and the FA Union. Board of Trustee members **Ron Lind** stated: "This fundraiser is probably unique in the state of California. Where would we find the Faculty Union sponsoring a fund raiser for 4 of the Board of Trustee members?"



Trustees: (front row) Richard Tanaka, Randy Okamura, Autumn Gutierrez & Ron Lind

The Union remains pleased with this unique relationship because it believes that both groups share similar interests; therefore, it is critical for the Union and Board members to meet, exchange ideas and collaborate where possible on providing the best education to our students.

Here is what our Board of Trustee members had to say about this collaborative event:

#### **Richard K. Tanaka, Trustee:**

*I would like to firstly, to thank the San Jose/Evergreen Faculty Association, its gracious hosts, as well as other members of our District who have taken time off from their busy schedules to come support the trustees running for the upcoming November 2008 election.*

*I believe the single issue facing all districts is to fight for greater funding for community colleges so that we could do our work.*

*The significance of the Trustee and Faculty coming together and working together colloquially is important, yet beyond that, receiving financial support is unprecedented, as evidenced by my visitations to various college districts as the Past President of the California Community College Trustees.*

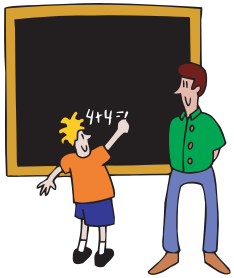
#### **Autumn Gutierrez:**

*"The spring Faculty Association fundraiser for the Board of Trustee members up for reelection denotes what a unique partnership we have in the San Jose Evergreen Community College District. The FA, AFT 6157 and academic leadership demonstrate their commitment to students through their active engagement in the growth and success of our colleges. As a board member I value the input and support and through events like the fundraiser, and I am reminded that this is not "business as usual" for a college district.*

# College Courses for High School Students

By Jack DaSilva-EVC Council of Division Reps

Unanimously, the CFT convention break out session on high school (HS) students concurrently taking community college (CC) courses agreed that there are many benefits for both the students and the schools. A lively discussion among the statewide audience of certified and classified employees followed introductory comments from a distinguished and diverse panel.



It was noted that incoming students who apply themselves are able to increase their grade point

average, begin a transition into college and see the benefits of taking their education seriously. The more demanding structure of the college can balance well with the new community that they become a part of on campus. College appears more attainable and establishes higher education as a part of their future.

A Mid-Year Report on the Concurrent Enrollment Pilot Project, College of San Mateo, headed by SMCCD Academic Senate President, Professor Pat Dolko was distributed to the break out session audience. For more information about the “2007-2008 Concurrent Enrollment

Pilot Project,” see: *Enhancing “High SchooltoCollege” Success: Enhancing High School and College Partnerships in San Mateo County*. The document—just like the break out session—addresses the perceived “need, rationale and benefits for enhancing concurrent enrollment as well as guiding principles and strategic approaches to dealing with program expansion.” It further includes specific “questions related to legal issues, student success and faculty and student services concerns.”  
<http://www.smccd.edu/accounts/smccd/committees/academicssenate>

## Faculty Union Sponsor Successful Fundraiser

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*In my vision that collaboration and coalition building are key to strengthening our community and students, I am proud and grateful to be associated with such an esteemed group of faculty that share those values and are willing to take action.*

*Thank you for all that you have done to contribute to my growth personally as a board member and your continued daily commitment to our students. Having been a student myself recently, I know the impact your efforts have in changing lives. The shining faces at graduation of students and families alike are the beacons that light our way and confirm we are all on the right path, together. In deepest gratitude,*

### **Randy Okamura:**

*“I am grateful to be part of a unique partnership with our union. This partnership will be critical as we begin to deal with the challenges that are not completely within our*

*control like our current state budget situation.”*

### **Ron Lind:**

*Thanks to the Faculty Association for hosting a fun and successful fund raiser for the re-election of District trustees. As I said at the event, this is a wonderful dynamic that is not likely replicated at many other community college districts in the country. The collaborative partnership that has developed between faculty, staff, administration and trustees at the San Jose/ Evergreen Community College District is a model that we can all be proud of and one that will continue to serve our students and our community well.*

# Educators for Hobbs - Save the Date!



Trustee Richard Hobbs

“Educators for Hobbs” and Faculty Association, AFT Local 6157 will be Co-Sponsoring a fundraiser to elect SJECCD Trustee, Richard Hobbs for Santa Clara County Supervisor.

**Date:** October 3, 2008  
**Time:** 6:00-8:00 p.m.  
**Place:** the home of Professor Emeritus Bill Jacobs and Julie Jacobs.  
 580 E. William St  
 San Jose, CA 95112


## FACULTY ASSOCIATION, AFT 6157 EXECUTIVE BOARD MEETINGS — FALL 2008

<u>Date</u>	<u>Time</u>	<u>Location</u>
Friday, Sept 5, 2008	9:30-12:30pm	SC204-Community Room
Friday, Sept 19, 2008	9:30-12:30pm	Library Appi Mishra Room
Saturday, Sept 27, 2008	11:00-3:00pm	PICNIC - Vasona Park
Friday, Oct 3, 2008	9:00-4:00pm	Retreat - TBA
Friday, Oct 10, 2008	4:00pm	Oakland-Hilton, Community College Council
Friday, Oct 17, 2008	9:30-12:30pm	SC204-Community Room
Friday, Oct 31, 2008	9:30-12:30pm	Library-Appi Mishra Room
Council of Division Reps	1:00-3:00pm	Library-Appi Mishra Room
Friday, Nov 14, 2008	9:30-12:30pm	SC104-Downstairs Conf Room
Friday, Dec. 5, 2008	9:30-12:30pm	SC204-Community Room

Faculty Association,  
AFT 6157 Executive Board



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