

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

A LOOK INSIDE

Presidential Potpourri
By David Yancey
PAGE 1

Election Endorsements
PAGE 1

**Traveling Through
My Banked Overload**
By Minerva Duke
PAGE 3

A Beautiful Day...
PAGE 4

FA-(WO)MAN
By Clem Lundie
PAGE 5

Know Your Rights
By Mark Newton
PAGE 5

**What Has the Union
Done for You Lately?**
By Barbara Hanfling
PAGE 6

Retiree Corner
by Bill Jacobs
PAGE 7

Adjunct Pay Survey
PAGE 7

FALL TWO

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

Presidential Potpourri

By David Yancey, President FA, AFT 6157

Potpourri is defined as a mixture of dried, naturally fragrant plant material, used to provide a gentle natural scent. It is usually placed in a decorative bowl, or tied in small bags made from sheer fabric. While I am not talking about a plant product, I think you will agree the topics included in this article will give off nothing similar to the fragrance of that spicy aromatic combination.



This article is about a mixture of material, not necessarily plant in nature that can provide a scent that is anything but gentle or fragrant. There are so

many important things happening this year that may sting your senses and make it feel like we are in some sort of whirlwind. For example, **the upcoming presidential elections** and the traumatic impact the wrong choice could have on our country; **the impending meltdown of the national economy and the proposed 700 billion dollar bailout from the Bush Administration** with the comforting words of “just trust us” to do this right. Add to that the terrible tale of the **California state budget crisis** and this potpourri starts to give off a bad smell.

New Semester News

However, in the midst of all of this political mess there is some good. We are starting a new semester with more students than last year and trying to

—continued on page 2

Election Endorsements

Tuesday November 4, 2008

As many of us recall, the last two presidential elections were determined by a very few votes. This Election on Tuesday November 4, 2008 is extremely critical. There are many local races that are important to our

Community College District. There are propositions that affect education in many ways. And most important, those people who are



—continued on page 8

Presidential Potpourri

-continued from page 1

EXECUTIVE BOARD MEMBERS

PRESIDENT David Yancey x3873
VICE-PRESIDENT Frank Espinoza* x6581
FISCAL OFFICER Linda Ferrell x3231
 *Negotiations Team

EVC REPRESENTATIVES
FULL-TIME Deborah DeLaRosa* x6607
FULL-TIME Minerva Duke x6663
ADJUNCT Vivian George Morgan x6855
 *Negotiations Team

SJCC REPRESENTATIVES
FULL-TIME Laura Sanchez x3254
ADJUNCT Jesse Votaw 288-3779

EX-OFFICIO
PAST PRESIDENT Mark Newton x3989
GRIEVANCE Debbie De La Rosa x6607
NEGOTIATIONS Jory Segal x3779
RETIREE PRESIDENT Bill Jacobs x6525

COUNCIL OF DIVISION REPRESENTATIVES

SAN JOSÉ CITY COLLEGE

MATH AND SCIENCE
 Iyun Lazik x3633

HUMANITIES AND SOCIAL SCIENCES
 Ciaran McGowan x3891
 Jesus Covarrubias x3885
 Anne Hickling, Adjunct x3779
 Bahram Behroozi x3845
 Dan Haley, Adjunct x2503

APPLIED SCIENCE
 Pat Space, Adjunct x3782
 Joe Cota, Adjunct x3781

BUSINESS/SERVICE CAREERS
 Carol Ramirez x3974

LANGUAGE ARTS
 Ron Levesque x3870
 Virginia Scales x3870
 Cynthia Solem x3867
 Javier Chapa x3862
 Rebecca Gamez x3308
 Dorothy Pucay x3860
 Don Mei Cao x3877

INSTRUCTIONAL TECH/LEARNING RESOURCES
COUNSELING AND ATHLETICS/PE
 Bob Wing x3945
 Marc Sola x3634
 Joseph King x3115
 Kieron Connolly x3667

EVERGREEN VALLEY COLLEGE

BUSINESS, APPLIED TECHNOLOGY

COUNSELING
 Elaine Ortiz-Kristich x6680
 Rich Baiardo x6565

LANGUAGE ARTS
 Phuong Banh x6672
 Maggie Fieler x6697
 Sravani Bannerjee x2029
 Ken Jardin x6695

TECHNOLOGY/INSTRUCTIONAL SERVICES
 Carol Bristow x6510
 Nasreen Rahim x6246

MATH/SCIENCE
 Teck Ky x6877

NURSING
 Linda Hoogendijk x6264

SOCIAL SCIENCE/HUMANITIES/ARTS/PE
 Jack Da Silva x6610
 Paul Fong x6579
 Nanette Regua - Adjunct x 3779
 Arturo Villarreal x6609
 Randy Pratt x6592

negotiate another contract with the hope of gains that could be very important for the majority of our faculty. Our negotiations team under the leadership of our Executive Director Barbara Hanfling has been working very hard all through the summer to construct the most positive collective bargaining agreement possible. Furthermore, our Faculty Union leadership along with the district's leadership and the leadership of all the constituency groups are working closely together to keep our focus on the great task of educating our students, growing our enrollment and protecting our employee's jobs.

California State Budget

The California state budget was signed by Gov. Arnold Schwarzenegger amounting to \$143 billion spending plan after the longest budget deadlock in state history, freeing up billions of dollars in payments to education, medical clinics, nursing homes, daycare centers and contract vendors. It gives community colleges 2% growth money and a 0.69% general apportionment COLA and a consistent funding of most of our categorical funds, and this is better news than we all expected.

The compromise was reached in the end by lawmakers agreeing to the governor's demands for a stronger rainy day fund and authority to make spending cuts during the year, but they did not address the state's imbalance between revenue and spending.

And of course the hard decisions they leave to us. California voters will have to approve the changes to the rainy day fund dollars by approving the

convoluted use of \$10 billion from future lottery revenue to help stabilize the next two state budgets. Schwarzenegger said a special election is likely to be scheduled for June. And of course, we will live this year with the threat of more "mid-year" cuts.

Our Economic Mess

The nation's economy is not so easy. After decades of Republican preaching that government is bad and regulations choke business and cost jobs we see the result. "Wild West" style banking with no one watching or keeping score led us to the brink of economic collapse unseen since the great depression. I can't help but think that Ronald Regan is spinning in his grave to hear John McCain now claim to be a populist and an advocate of fiscal regulation.

Hopefully, the Democrats in Congress will finally stand up and demand real reform and regulation to not only stave off economic collapse but to help the average family. It is critical that we all pay close attention to the issues in this election and to encourage everyone to be engaged in the debate and to turn out in November and vote.



Traveling Through my Banked Overload

By Minerva Duke, EVC Executive Board Representative

The first time I heard “banked overload” was in one of our PDD workshops put on by the Faculty Union, and it sounded pretty good to me. I immediately started banking 10% that fall semester, and continued banking 5% to 15% every semester that followed,

My mother’s father was born and raised in Spain. Mother’s dream had been to some day visit her father’s birthplace in Santander. My brothers and I promised to send her to Spain once we finished college. Unfortunately, my mother died when I was 18 and her dream was not to be.

My Families Heritage

Traveling in my family’s footsteps, I decided then that I would fulfill my grandmother’s dream and take her granddaughter, Vanessa with me to find my grandfather’s birthplace. I decided on Malaga, in the province of Andalucía by the Mediterranean as our home base. There, Vanessa and I started our incredible adventure, and we were able to live comfortably because every month I had a regular paycheck from SJECCD deposited to my account. And it was all thanks to the Union contract and my banked overload!

We traveled all over Spain, and, yes, I went to my grandfather’s birthplace, walked on the street where he lived and took a picture of the apartment where he was born—a place that is now a historical site. We visited Paris, London, Scotland, Greece, Egypt, and for Vanessa’s 16th birthday, we took a cruise on the Mediterranean. One of our stops in Italy was a visit to Florence. As I stood with my girl at the



Minerva Duke, EVC Faculty

beautiful and famous “Ponte Vecchio,” I told myself, this is where I will return in four years.

Ciao Italy

Fast forward to 2007; where I was making plans for my next Banked Overload trip to Florence. People who know me at Evergreen realize I am a very tenacious person once I decide on a certain plan of action. This trip presented a challenge. One of my goals was to travel alone, make my own arrangements, use public transportation, and avoid high rent apartments.

I applied and was accepted at the Accent/San Francisco City College program for a trip to Florence including intensive studying. My daily schedule was not too shabby. I attended classes Monday through Thursday. On the weekends I traveled, sometimes with my roommates, but mostly on my own. I first explored Florence because it is such an exciting city. I then started

traveling all over the province of Tuscany. I became braver and took a long four-day weekend to visit Sorrento, Capri, Ischia, Pompeii, and Napoli. For all of you who loved the book, *Eat, Pray, Love* by Elizabeth Gilbert, you know I had to eat at the pizzeria in Napoli mentioned in the book. I am proud to say I found it without getting a taxi and fully enjoyed the restaurant’s great food.

On another long weekend, I traveled on the overnight train to Zurich, Switzerland. After living in chaotic Italy for several months, it was refreshing to go to a clean place where cars stop for pedestrians, and everyone welcomes you. After 3 months in the program, I visited Vienna, Poland, Hungary, Germany, and then flew back for 10 days of more travel in Switzerland. I then traveled to Barcelona, Spain to see my niece who was working on her master’s there. Then I went to Lisbon, Portugal, and started another tour that included seven days to several cities in Morocco and ended up back in Spain. This experience was a great journey that will always bring great smiles to my face.

Our Contract Enabled Me to Have These Great Travels

The faculty at SJECCD is very lucky to have this opportunity to bank up to 20% of its overload each semester with a maximum of 40% each summer and a maximum of 60% each year (see Article 15.4.7.3). Banking my overload gave me the chance to travel, and most importantly, the opportunity to experience different cultures and make new friends. I am already planning my next adventure to New Zealand in January 2011. If you have any questions, please don’t hesitate to call me at extension 6663.

Great Future Adventures!

A Beautiful Day at the 8th Annual Picnic

Here are a few photos from the FA, AFT 6157 8th annual picnic. Look for the complete article in the next Faculty Matters newsletter or view all the photos on the FA, AFT 6157 website: www.fa-aft6157.org/photos/08_picnic/index.html



The FA Picnic = Good Friends & Good Food



Laura Sanchez & Folks from the Dental Department



The FA Picnic = Good Friends Bring Good Wine!



Vivian George Morgan and Friends relax in the Shade

FA-(WO)MAN

By Clem Lundie, SJCC CIS Instructor

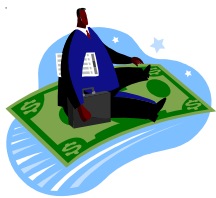
It's not easy to be me
 What you get is not what you see
 I am an advocate for the collective
 As I use all my powers to be most effective
 I will stand with you while others run
 I will challenge issues that management shun
 Your work and loyalty to the district's goal
 Is all a part of the cost of goods sold
 And a significant impact on balancing the sheets
 I will ensure you get no tricks, just treats
 Mere words cannot express how much you are elated
 When your efforts are justly and fairly compensated
 When your benefits cover your needs to a high degree
 And your work place is happy and stress free
 Oh no! Thanking me is not required
 Just doing my job getting more of us hired
 We grew our ranks and helped management to boot
 Some now suggest I should wear a "super suit"
 Blue spandex with a big "FA" on my chest
 I'm simply a mild mannered teacher just doing my best
 Its not that I'm unaccustomed to wearing tights
 Perhaps not the best attire when fighting for faculty rights
 My advocacy is not singular as I work with a superb team
 Working for the collective toward our common dream
 A dream where all are represented through bargaining as agreed
 Management and Labor working well together indeed.

Know Your Rights: How to Get a Raise

By Mark Newton, Past President, FA, AFT 6157



I got a raise in my salary this fall that many of you did not get. How? I made use of one of several provisions in the **FA, AFT 6157/SJECCD Collective Bargaining Agreement** that allows individuals (**both full-time and adjunct faculty**) to improve their position on our salary schedules. You will remember on this fall's opening Professional Development Day that Chancellor Perez spoke about her belief in the importance of professional development and how she was directing the District to keep on supporting it even in this tough economic year. Well, our contract also reflects the District's desire for faculty to continue to expand their knowledge, skills, and experiences; there are several ways you could be rewarded for doing such.



In my own case, I got a 2.35% (\$2,244/yr) raise via executing a professional development plan (described in Article 10.2.2 and at the bottom of Appendix C-1) that allowed me to advance from step 12 to step 14 on the full-time salary schedule. (If I teach for 13 more years, I have increased my earnings by over \$29,000.) Although there are a variety of ways one could earn credit (Article 10.3), my plan simply involved completing nine units of computer related coursework at SJCC. (**Note: district classes are completely free to faculty [Article 4.11]**). Aside from the newly acquired computer skills, it was fascinating to again adopt the student perspective; and I am implementing some changes in my own teaching from all those experiences. This specific article is designed for more senior full-time faculty and it requires coordination with the Professional Recognition Committee (PRC). Step 17 (another 2.35% raise) is next for me.

Younger full-time faculty and adjunct faculty do not have the opportunity to advance through professional development salary steps on their salary schedules. However, both groups can vastly improve their salaries by moving across the salary schedules (across classes e.g. from Class III-Class IV) as described in Articles 8.9 and 9.8. These articles are specifically directed at individuals placed in Classes II through V. There are a number of ways to earn credit, including: graduate courses, undergraduate courses, non-academic experiences, Learning Communities, and Service Learning.

Lastly, individuals who simply want to take classes for professional growth can earn \$175 per semester unit or the equivalent up to a maximum of six units within any three year period. Professional growth opportunities are out there and rewarding in many different ways. Seize them.

The FA, AFT 6157 Executive Board Fall Retreat

The popcorn is expensive, but your tickets don't have to be.

+ buy where it counts! www.aftplus.org

ENTERTAINMENT | *The Community Advantage*

- Movie ticket savings of up to 40 percent.
- Sightseeing savings at theaters, zoos, Broadway shows, museums, aquariums and sporting events in selected cities.
- Savings of up to \$15 at theme parks across the country.


A Union of Professionals
AFT +
Member Benefits

AFT has an agency endorsement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/278-1133, ext. 4433, send an e-mail to disclosure@aft.org, or visit www.aftplus.org/disclosure.



From left; David Yancey, Clem Lundie, Barbara Hanfling, Debbie De La Rosa & Jesse Votaw



From left; Jory Segal, Minerva Duke, Laura Sanchez David Yancey & Vivian George Morgan

What Has The Union Done for You Lately?

by Barbara Hanfling, Executive Director

1. Discrimination Procedures Finally in Place—Union Plays A Strong Role:

After more than 4 years of intensive time and energy, new discrimination procedures are finally in place. We have been working with outdated and interim procedures for the last 4 years.

The Union through many officers beginning with **Barbara Hanfling, Patrick Butler, Mark Newton and David Yancey** met regularly and continually with the District over these new procedures for at least 4 years. It was always the Union's position that these discrimination procedures were bargainable and therefore agreement needed to be reached in order to implement these procedures. The slow, plodding process eventually concluded with an agreement/compromise on all issues. Along with the Union input, the Academic Senates approved these procedures on both campuses. In order to implement discrimination procedures, the Union and the district needed to agree on the particulars because the Union believes because these discrimination procedures affect working conditions, that we have the right to bargain these procedures.



Finally on July 8th, the Board of Trustees voted on the new changes in Board Policy and received the new discrimination procedures. Procedures are not voted on by the Board, just reviewed for comments. These

procedures and policies should be available on the District web site.

Some of the important changes/compromises are listed below:

- Both the Union and District encouraged everyone to proceed through the informal process first, if possible. This was very important to the Union.
- Strengthened some of the definitions of discrimination and included perceived discrimination as one of the allowable forms for a complaint.
- Eliminated including the right of the District to move forward on anonymous complaints.
- Included timelines for filing and responses from the District; this ensured that both the complainant and the respondent would have their due process rights fully protected.
- Put into the procedures that the immediate dean/supervisor would handle the informal complaint first (if the complaint wasn't against this person), ensuring that there be training and involvement by this dean.
- Insisted that discrimination complaints follow Title V which requires that complaints be filed within one year of knowledge of the discrimination
- Included a question on the formal discrimination form that requests why the individual filing the complaint did not go through the informal process first or why he or she did not believe results at the informal level effectively resolved the complaint
- Eliminated the determination panel—too often comprised of administrators who were not trained in evaluating a formal complaint in the past—and put the formal decision into the hands of the President/designee

The Union played a critical role in creating these procedures. Clearly, ensuring due process and continuing protection for all faculty constitute a strong part of our role; these procedures should continue to enhance and shield our faculty from any harm with regards to discrimination.



2. Parking Issues:

SJCC-Parking is a working condition of our faculty and it is very important that there are sufficient parking spaces for all our full time and adjunct faculty members. Last year the Union fought back and ensured that during the first weeks of classes that staff parking lots remained just that...parking for staff. No more parking free for students.

However, our battles on parking are never done. At the beginning of this year, it became apparent that 11 spaces in **front of the President's office/GE building at SJCC** were reserved for "guests". We know that the president has a lot of friends, but 11 guests at one time . . . ? Thankfully after discussions between our FA, AFT 6157 President, David Yancey and SJCC President Michael Burke, a good compromise was reached. 3 spaces would remain guest spots but with required permits and the rest would return to staff parking.

The Union is also in the process of modifying the new **14 reserved spots for "clients of cosmetology"**. We have been observing those spots for a few weeks and will continue next week and have noticed that few if any of those spots are filled during Weds-Fri client time, so we will probably be lowering that number to 7 or 8. Any other concerns please let us know.

Retiree Corner

by Bill Jacobs, FA, AFT 6157 Retiree Chair

Fellow Retirees: First of all, thank you to all who have sent in your \$50.00 annual Retiree Chapter AFT 6157 dues payment. Payments go to Walter Soellner at 523 S. 6th St., SJ, 95112. Our war chest continues to grow; let's hope we never need to use it.

In case you have not marked these dates on your calendar, the following events are coming soon:

1. Semester general meeting of the Retiree Chapter on **Tuesday, Oct. 14th at 1:30 p.m., home of Bill and Julie Jacobs**, 580 E. William St., S.J. 95112. Barbara Hanfling, the font of all benefits knowledge, will be on hand to answer questions.

2. Tour of the Stanford Cantor Art Museum, led by Walter Soellner, on Thursday, Oct. 16th at 11:00 p.m. We will meet in the Rodin Sculpture Garden.



FACULTY ASSOCIATION, AFT 6157 EXECUTIVE BOARD MEETINGS — FALL 2008

<u>Date</u>	<u>Time</u>	<u>Location</u>
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

ADJUNCT MEETINGS — FALL 2008

<u>Date</u>	<u>Time</u>	<u>Location</u>
Thursday, Oct 30, 2008	4:00-5:15pm	EVC-G-110 (near the cafeteria)
Monday, Nov 3, 2008	4:00-5:15pm	SJCC-GE 119 Adjunct Center

Adjunct Payroll Survey:

The District has suggested that adjunct faculty be paid twice during the summer for instructional work. Currently all summer work for full time and adjunct is paid once on July 31st. Summer School generally begins in mid June and finishes at the end of July. We would like your input into whether you would like to continue the current practice of one paycheck on July 31st or two paychecks-July 10th and August 10th.

Adjuncts faculty: Please check only ONE choice below and return to:
 FA, AFT 6157 mailbox in repro **or** email your response to Barbara Hanfling at: barbara.hanfling@sjcc.edu

Name: _____ College _____

_____ Continue current practice of one paycheck for summer work (July 31st)

_____ Provide two (2) paychecks for summer work (July 10th and August 10th)

Election Endorsements

Tuesday November 4, 2008

-continued from page 1



elected to serve in Sacramento determine the resources for Community Colleges.

Since the Faculty Association, AFT 6157 is part of the AFT/CFT, we are able use the resources of a nationwide Union. Through its political

organizations, the CFT and AFT endorse candidates and take positions on the propositions. Below is a list of recommendation from the FA, AFT 6157. The most important part of this election is to be informed and to vote. Take this list with you to the polls and let's hold onto the few gains that we have made over the past years.

The first 3 races are especially important to us. Please be sure to vote for our fellow SJECCD faculty member **Paul Fong** and Board of Trustee member **Richard Hobbs**. They have both played instrumental roles in our district and in the state.

**President/Vice President:
Barack Obama/Joe Biden**

**California Assembly
District 22-
Paul Fong**

**County Board of
Supervisors-Seat 2
Richard Hobbs**



PROPOSITIONS

- YES Proposition 1A – Safe, Reliable High Speed Passenger Train Bond Act for the 21st Century
- Proposition 2 – Treatment of Farm Animals
- YES Proposition 3 – Children’s Hospital Bond Act
- NO Proposition 4 – Waiting Period & Parental Notification Before Termination of Minor’s Pregnancy
- YES Proposition 5 – Non-violent Offenders, Sentencing, Parole & Rehabilitation
- NO Proposition 6 – Criminal Penalties and Laws
- NO Proposition 7 – Renewable Energy Statute
- NO Proposition 8 – Limit on Marriage
- NO Proposition 9 – Criminal Justice System, Victims’ Rights, Parole
- NO Proposition 10 – Alternative Fuel Vehicles & Renewable Energy
- NO Proposition 11 –Redistricting
- YES Proposition 12 – Veterans’ Bond Act of 2008

California State Senate
SD RECOMMENDATION
 3 Mark Leno
 5 Lois Wolk
 7 Mark DeSaulnier
 9 Loni Hancock

California State Assembly
AD RECOMMENDATION
 19 Jerry Hill
 20 *Alberto Torrico
 21 *Ira Ruskin
22 Paul Fong
 23 *Joe Coto
 24 *James Beall, Jr.
 25 Taylor White
 26 John Eisenhut
 27 Bill Monning
 28 *Anna Caballero

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