

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

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Tenure Celebrated

By Leslyn McCallum, SJCC Communications Instructor



It was in the back of my mind the whole week, the second week of March 2009 that the San Jose City College/Evergreen Valley College Board of Directors would be voting on my tenure on Tuesday night. (I was unable to attend the board meeting due to my night class). I unrealistically

worried that a board member would ask at the meeting, “Does anyone object to this instructor getting tenure?” And a voice from the audience would yell, “Don’t give her tenure; she can’t master the ever-changing add policies!”

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FA, AFT 6157 Celebrate with the Newly Tenured Faculty of 2008/09

The 9th Annual Picnic, a Truly Special Event

By: Frank Espinoza, FA, AFT 6157 Vice President

On Saturday, October 3, 2009, approximately 160 faculty members, family, and friends of your Faculty Union (AFT Local 6157) came together for the 9th Annual Faculty Union Picnic held at Vasona Lake Park in Los Gatos. Both the fantastic BBQ

and excellent weather provided everyone, including our colleague California State Assembly Member **Paul Fong**, with an opportunity to reconnect with other district faculty and their families, which made this annual picnic truly special.

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Tenure Celebrated

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I wondered all week how I would find out the results of the board meeting. Would my dean call me? Would I get an email from the president? Would the personnel department send me a fancy, formal letter? I put it on my to-do list to get the minutes from the meeting. The rest of the week, as students lined up during my office hours, as papers were graded, and as lessons were planned, I never accomplished that item on my list. On Thursday, March 12, I received an email from my union, FA 6157, asking me to reserve the date, May 1st for a celebration in honor of all newly tenured instructors. It was very appropriate that the organization that had worked so hard on my behalf, from salary to working conditions, would be the one to let me know I had tenure.

On May 1, 2009, the FA, AFT 6157 held an evening reception for newly tenured faculty at Caper's Loft Bar and Bistro in downtown San Jose. Asian-inspired Hors d'œuvres were served, as well as complimentary wine.

In attendance were many of the new tenured faculty: **Rachel Lazo, Robin Hahn, Leslyn McCallum, Robin Salak, Pamela Turner, Jack Da Silva; Jerry Kauffman, Graciela Cochran, Doriann Tran, Rebecca**



Gamez, Tuan Ngo, Carina Anttila, Wendy Pio, and Linda Hoogendijk. Congratulations to our colleagues who also received tenure but were unable to attend: **Guillermo Castilla, Shelley Blackman, Rama (RJ)Ruppenthal, Carmen Solorzano, Todd Marvin, David Hendricks, Bonnie Brown, Alan Johnson, Sandra Honesto, and Yelena Lipilina.**

The FA, AFT 6157 executive board members were present and several gave heart-felt speeches and congratulations. Thank you **David Yancey, Barbara Hanfling, Mark Newton, Laura Sanchez, Frank Espinoza, Jesse Votaw, Debbie DeLaRosa, Kieron Connolly,** for all your support.

Thank you FA, AFT 6157 for all you do on our behalf. Thank you for watching our backs and diligently fighting for our rights. Thank you for being our defenders, and warriors, and the bearers of good news! And thank you for celebrating with us one of the most important accomplishments in our careers!



“Good Will Hunting” SJECCD style: Custodians’ Stories Shatter Negative Stereotypes



By Fabio Gonzalez & Rosalie Ledesma (edited by Barbara Hanfling)

Imagine working 2 jobs for over 14 hours a day, returning home at 1 am for a brief respite and dinner, and then retiring to sleep, but only for 4-5 hours because you need to be at your next job by 8 am. This has been the life of **Antemio Preciado**, a custodian at San José City College for the past 19 years.

In 1998, Antemio came across a torn piece of paper in a garbage can that would not only lift his spirits and hope, but also the hope of other custodians in our District and beyond, for all we know. The letter described a program designed to assist custodians and their family members to prepare for and enter Santa Clara University (SCU) as undergraduate students—tuition free!

For Antemio, hope emerged when Chancellor Rosa Pérez came to the District in 2005 and met with custodians in her first semester. He pulled out the letter he found in the trash almost 9 years prior and thought about how to frame his ideas. He wrote to the Chancellor explaining that he had worked for the college for 16 years and yet he did not even know how to turn on a computer. He asked if the Custodian Project could be

replicated at SJECCD for the purpose of advancing the skills of himself and his co-workers.

The Custodian Project

In July, 2009, 30 custodians and 12 Custodian Team members held a joint meeting to ascertain, from the custodians’ point-of-view, what they envisioned for the Project. Three key areas emerged from the meeting: English/communication skills, Email/computer skills and information about how to access resources to attend college. And thus, the SJECCD Custodian Project was “born.”

The Custodian Project acts as a broker between the custodians and our District’s vision of opportunity, equity and social justice. Opportunity provides them with a spot at the educational “table.” For custodians, social justice is evoked when we collectively stand up for and with them to challenge oppressive actions and help advance the trajectory of their full potential.

Since the first team meeting in July, email workshops have been conducted to assist custodians with communicating

online, a taken-for-granted task for many of us. With only one old computer for the custodians at each college, the District ITSS team swung into action and scheduled computer stations to be set up in a month at EVC and SJCC. Shortly, a customized English language class will be designed for the custodians to improve English skills. The classes will take place before they begin their regular work schedule.

Success stories of our custodians include: **Ernesto Bermudez**, a 13-year employee and former custodian at EVC is now an ITSS network technician.

Carmen Vasquez was a custodian at EVC for 10 years who is now an Admissions and Records assistant at SJCC. **Mario Quinones** was an EVC custodian and now works at SJCC as a maintenance technician.

Many of our faculty are involved in this Custodian project including, **Fabio Gonzales, Martha Hardin, Elaine Ortiz Kristich, Josie Gutierrez** and **Marjorie Clark**. Keep up the good work and let us know how we can continue to participate in this great endeavor.

CFT Convention: Freedom to Learn

By: Shelley Blackman, EVC Council of Divisions Reps/Librarian

In March of 2009 I was given the opportunity to attend the sixty-seventh annual California Federation of Teachers (CFT) Convention in our state’s capital, Sacramento. The CFT, the chief decision-making body of the statewide organization, is an affiliate of the American Federation of Teachers (AFT) and is the state-wide

organization representing faculty and other school employees in public and private schools and colleges, from early childhood to and K-12 to higher and adult education.

The convention featured dozens of workshops and sessions organized under the umbrella of the convention

theme, *Freedom to Learn: the Foundation of our Democracy*.

Chemerinsky’s Address

This theme, *Freedom to Learn*, was best captured for me in the address by Erwin Chemerinsky, former professor

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The 9th Annual Picnic, a Truly Special Event

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Professor Emeritus William “Bill” Jacobs arrived at the picnic bright and early Saturday morning ready to take his rightful place as “Chef Extraordinaire of the BBQ”. Those who were not able to join us, but have attended in the past, are fully aware of the outstanding BBQ that Bill and his crew prepare each year. Although none of the cooking crew have culinary graduate degrees, and have instead chosen to pursue studies in areas like Biological Sciences, Counseling, English Composition, Literature, History, and so on, I have to acknowledge that our colleagues can whip-up one heck of a BBQ. Various members of your Faculty Union received a great deal of positive feedback from faculty, family, and friends that attended, with their promises to attend next year.

The entire Faculty Union Executive Board will continue to work on your behalf to ensure that your annual BBQ is a quality event. We are fully aware that time is valuable, and the manner in which each of us chooses to spend our time speaks to what we value. The San Jose / Evergreen Faculty Union, AFT Local 6157 truly values the faculty membership: Together we will make our 10th Annual Faculty Union BBQ a memorable event.

P.S. Which campus had the largest turnout of faculty at the recent San Jose / Evergreen Faculty Union, AFT-Local 6157 Picnic? The results are—as you may have guessed—still too close to call. The Executive Board unanimously agreed this year is a tie!





Members of the FA, AFT 6157-R (Retirees) at the Picnic



What Has the Union Done For You Lately?

By Barabara Hanfling, AFT 6157 Executive Director

Full Time Temporary Faculty-Education Code Rights Enforced

Over the past 8 years, the Union has strongly advocated for filling essential vacant positions on a temporary basis with what is called: "Full Time Temporary Faculty". We also have encouraged the Colleges to create categorically funded positions when there is grant money that is ongoing for a number of years, such as the HSI (Hispanic Serving Institutions) Project and METAS program which will enable faculty to be hired on a temporary basis, but with most of the benefits of

the contract such as: benefits, sick leave, movement on the salary schedule etc.

Often times these full time temporary or categorical faculty then immediately get hired into the full time position which become vacant. If a full time temporary or categorical faculty member gets hired in the next consecutive year, the Education Code allows the District to count their previous consecutive year as the first year of their tenure track process.

A few years ago the District and the Union agreed to ensure this Education Code was implemented which lead to moving at least 3 faculty at EVC up one year on their tenured track process. The implementation of this Education Code section makes it even more important that all faculty get evaluated in their first year of hire. Many of our bright and shining new faculty get hired as full time temporary and then permanent tenured track and the Union is pleased to be able to enforce the Education and benefit our faculty in many ways.

Your Schedule Making Affects Adjunct Faculty Too

By Mark Newton, Past President, and David Yancey, President FA, AFT 6157

Virtually every day we hear or read of something terrible about the economy (new jobs down, unemployment up). And, most of us also probably know of someone who has lost their job in recent months. Our adjunct faculty are threatened by the poor economy too; many local colleges and universities have had to cut back on their course offerings, and some of those cutbacks are now starting to affect San José/

Evergreen schedule of classes (e.g. the loss of intersession and up to 5% cut in spring offerings).

Well, as the bumper sticker says "Think globally and act locally". If it is at all possible for us full-time faculty to do so, I would like to suggest now is the time, to limit your use of overload and summer classes as much as is possible for the benefit of our adjunct faculty

who might really be struggling in looking for work. Believe me I know everyone's financial situation is different, and I do not mean to imply that someone is selfish if they need a little more income. I am only suggesting that if it is within your means to do with a little less it will be greatly appreciated by our adjunct colleagues. Help if you can.

FACULTY ASSOCIATION, AFT 6157 EXECUTIVE BOARD MEETINGS - FALL 2009

<u>Date</u>	<u>Campus</u>	<u>Time</u>	<u>Location</u>
Fri, Oct 23	EVC	9:30-12:30pm	Appi Mishra Room-Library
Fri, Nov 6	EVC	9:30-12:30pm	Appi Mishra Room-Library
(Council of Div Reps)	EVC	1:00-3:00	Appi Mishra Room-Library
Fri, Nov 20	SJCC	9:30-12:30	SC 204 Community Room
Fri, Dec 11	SJCC	9:30-12:30	SC 204 Community Room

RETIREE MEETING FALL - 2009

Mon Nov 2	EVC	1:30pm	Appi Mishra Room
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Retiree Corner:

By Bill Jacobs, AFT 6157-R Retiree Chairperson

The AFT central office is based in Washington D.C. so that they can be effective participants in national politics. One of the branches in their large organization is devoted to retirees, and every couple of years, they host a conference for leaders of AFT Retiree Chapters. This year the conference with our VP George Forrester. Expenses were paid in part by AFT, and by the FA, AFT 6157-R (Retiree Chapter).

I can proclaim that our retiree committee is doing well. The support of our membership is outstanding, and I am proud to be affiliated with you. You already knew that, of course, so let me move to the primary focus of the meeting.



Healthcare Reform

Washington seems abuzz with talk of healthcare reform, as does the media. AFT has devoted great energies to develop positions on healthcare reform and, of course, to lobby their positions to congress—in that regard, they even enlisted our aid on one of the days we were there. George and I got a chance to talk to Rep. Zoe Lofgren, and healthcare Reform aids in the offices of Senators Diane Feinstein and Barbara Boxer. All three are pretty much in alignment with AFT positions. Using the Baucus Bill as a spring board let me give you a quick summary of the AFT positions:

1. The Baucus Bill wants to tax health insurance plans (for the first time) that cost more than \$8,000 (individual) and 21,000 (family) at a rate of 40%.

AFT Position: Oppose taxation of benefits as it would encourage employers to eliminate or reduce

coverage. It also ignores the campaign promise to not tax healthcare benefits.

2. The Baucus Bill includes no National Public Plan. Instead, it encourages state and regional co-operatives to provide a new source of coverage.

AFT Position: Supports a strong national public plan which will make coverage more efficient and affordable. This would be much more likely to force private plans to become more efficient.

3. The Baucus Bill does not require employers to provide coverage. Employers who do not provide coverage or drop coverage would only be required to pay up to \$400 per employee or pay the amount of any federal subsidy the employee gets from the federal government.

AFT Position: Require employers to maintain a high quality health plan or pay a significant fee to help pay employees' own plans (this is referred to as "pay or play" or "the employer mandate"). Further, AFT strongly opposes exorbitant premiums for older workers and retirees.

The three items above are pretty distressing. The good news is that **Zoe Lofgren** told us that she has been caucusing for the past three weeks on healthcare reform and that she and many others strongly support the AFT position on all three issues. She also supports the AFT provisions to strengthen Medicare. These provisions are:

1. **End Overpayments to Medicare Advantage (MA) Plans:** These overpayments, averaging about 14 percent more than payments to



traditional Medicare, would save Medicare up to 190 billion.

2. **Eliminate the Part D Prescription Drug Doughnut Hole:** The term "doughnut hole" has become common parlance to mean those who have prescription drug costs exceeding \$2,700/annum. Such a person must then pay all of the next \$3,454. After that, Medicare pays the rest. More than 3.4 million Medicare beneficiaries fall into the doughnut hole.
3. **Authorize Medicare to Negotiate Drug Prices with Pharmaceutical Companies.** Medicare is currently banned from negotiating prescription drug prices—read into that fact whatever you want. This prohibition must be repealed.

The above represent a few of the hotly contested items in Washington. What should be an easy decision for all is, as usual, complicated by the zillions of dollars at stake. One final note: While visiting offices, we were shown the very sophisticated tabulation systems employed to keep track of constituents' opinions, whether by phone call, email or snail mail. If ever you were inclined to send one of the above, this might be a good time to let your opinion be registered.

CFT Convention: Freedom to Learn

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of law at Duke University who is now Dean of the Law School at U.C. Irvine. Chemerinsky, who has authored an influential treatise on constitutional law and over a hundred law review articles, is considered to be one of the top leading legal thinkers and constitutional law scholars in America.

Dean Chemerinsky shared his view that the freedom to learn has been steadily eroding in America over the past few decades through a process that he calls the “deconstitutionalization of education.” Education is being “deconstitutionalized” as the Supreme Court has steadily withdrawn its involvement in American schools and has deferred almost unlimited authority to school districts in a number of key decisions on education and policy issues.

Re-segregation

In his address Chemerinsky spoke at length about the steady erosion of equal educational opportunity in American school systems because of the increasing re-segregation of schools.

This trend towards re-segregation begins only twenty years after segregation was officially ended. In the 1974 ruling in *Millikin v. Bradley* Supreme Court failed to step in to force a remedy that would address an inequity in funding in a multi-district system. The multi-district system included one predominantly white suburban district and one predominantly black urban district. Even though the differences in school funding between the districts were marked, the court found that the

districts did not have to be included in busing plans aimed at integration.

In the Milliken case and in similar cases that followed throughout the 1990s, the court released school districts in large urban centers from desegregation plans and forced busing. The result of these decisions has been a rise in the rate of segregated schools in the U.S.

Chemerinsky outlined the extent of re-segregation and referred to a much-cited study by Gary Orfield of the Civil Rights Project at Harvard:

- In 2003, 73% of black students attended schools where the majority of pupils were minorities, up from 66% in 1991. That was partly attributed to segregation in housing, with white and minority students often living in different school districts.
- Black students are the most likely racial group to attend what researchers call “apartheid schools,” — schools that are virtually all non-white and where poverty, limited resources, social strife and health problems abound.
- Latino students are the most segregated minority group in U.S. schools. They are segregated by race and poverty; immigrant Latinos also are at risk of experiencing linguistic segregation.
- Asian American students are the most integrated group in the nation’s public schools. Three-fourths of Asian Americans attend multiracial schools.
- Racial segregation in schools is strongly linked to segregation by class. Nearly 90% of intensely segregated, black and Latino schools are also schools where at least half of the student body is economically disadvantaged.
- Students in integrated schools perform better on tests, possess

elevated aspirations for educational and occupational attainment, and lead more integrated lives.

From A Multiracial Society with Segregated Schools: Are We Losing the Dream?, a 2003 report from social scientists at Harvard’s Civil Rights Project.

The Need for Judicial Action

Today, more than fifty years after the landmark U.S. Supreme Court decision in *Brown v. Board of Education* American schools are more racially segregated than ever.

Going back to 1974, it was also in that year that the Supreme Court decided (in *San Antonio Independent School District v. Rodriguez*) that education is not a right that is *constitutionally guaranteed*. The irony of that decision was as apparent then as it is today. Education, which is inextricably linked to the exercise of constitutional rights such as freedom of speech and voting, is itself not a fundamental right.

Chemerinsky concluded his address by encouraging the delegates to lobby the Obama administration to fill openings in federal courts with judges who will be “courageous” in championing fundamental rights for equal educational opportunities so that our students will truly have the “freedom to learn.”

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