

FACULTY MATTERS



FACULTY
ASSOCIATION
AMERICAN FEDERATION OF TEACHERS
LOCAL 6157

Welcome Back

by David Yancey, President, FA, AFT 6157

This is a very different sort of “welcome back” message than those I have written over the last several years. In years past my welcome back was just that. I was welcoming you back to the campuses where I and many of our colleagues had been teaching during the intersession. But due to the budget crisis we are experiencing all intersession classes were cancelled. Intersession had become sort of the routine for many of our faculty, and it certainly had become an important part of our student’s educational progress. We know now just how important as we hear the stories of how this cancellation



negatively affected so many of our students.

It was a new feeling for me to have this much time out of the classroom. It was nice to have a break but at the same time it was sort of weird. We all love what we do but we can always use some time off to put “the stretch back in our rubber bands.” We are going to need that stretch.

New Challenges:

We are facing many challenges in our district beyond what the state budget crisis may produce. We are preparing

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Job Well Done

14 Faculty Make the Mark

by Barbara Hanfling, FA, AFT 6157 Executive Director

Receiving tenure is not just an everyday accomplishment. It takes 4 grueling years of preparation; teaching over 40 classes, developing curriculum and notes for presentations, participating in committees and other professional responsibilities. Moreover, tenured track faculty members are

being reviewed and evaluated by their peers and an administrator. Our newly hired tenure track faculty members go through lots of rigorous review, starting from the very competitive hiring process that we put them through all the way up to the tenure review process. After 4 stressful



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Welcome Back

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for a major change in the coming months in the leadership at the District level, and as all of you know, we have lost our college president at SJCC; President Burke took a position in Wisconsin. For the more veteran faculty these leadership changes are not new, in fact, just six years ago we saw replacements in twelve of the top thirteen leaders in our district/colleges. Our current changes are not nearly as widespread although they are important. We have committees being formed to search now for a new chancellor and president and hopefully, by the end of the spring semester, we will know who the replacements will be.

We are also electing a new governor and many new state and federal congressional and legislative leaders. New attacks on our retirements and on our ability to collectively bargain are being prepared by those who see any sort of union as a bad thing. The elections in 2010 will dramatically

impact how this state and to a large extent the nation recovers from the economic depression we have been in over the last several years. The forces aligned against us are great and it will take our collective action to defend what we have worked so hard to gain and to keep our promise to our students that their education matters.

Other important challenges will require all of us to come together to continue the good work going on in our district. Our focus needs to remain on our students and how we can do more with less during these tough budget years. Your FA, AFT 6157 will continue to support you and your important efforts to help our students in any way we can. The FA will ensure the contract is properly interpreted and we will continue to work closely with all the leadership in the district to further faculty issues and concerns, and to ensure the working environment is positive and supportive.

So, welcome back to all of us.

Executive Board Meetings and Other Important Meetings Spring Semester 2010

Date	Campus	Time	Location
Friday Feb 19 th	SJCC	<u>12:30-3:30</u>	SC 204
Friday March 5 th	SJCC	9:30-12:30pm	SC 204
Friday March 5 th			
CDR Meeting	SJCC	1:00-3:00pm	SC 204
Friday April 9 th	EVC	9:30am-12:30pm	Appi Mishra
Friday April 23 rd	SJCC	9:30-12:30pm	SC 204
Friday, May 7 th	EVC	9:30-12:30pm	<u>Gullo II</u>
Friday May 21 st	SJCC	9:30-12:30pm	SC 204
Adjunct Meetings:			
Thursday March 11 th	SJCC	4:00-5:15pm	Adjunct Center
Wednesday, March 24 th	EVC	4:00-5:15pm	Appi Mishra



CFT – Call For the Convention

March 19-21 Wilshire Grand, Los Angeles

Fighting for California's Future will be the theme of this next California Federations of Teachers (CFT) Convention scheduled in Los Angeles. One goal of the Convention is to move our locals into a stronger organizing mode and enable our members to lead the way. This meeting will have workshops on, College Part Time Faculty, and Student Learning Outcomes. Furthermore, our local will present a workshop on our Union Mentorship Program, and as always, the conference will feature information from our attorneys about Community Colleges. Our Past President



Mark Newton will receive the highest honor in CFT, the Ben Rust Award given to a top CFT Leader in California.

The Convention represents the highest policy-making body of the CFT. The

Union's vitality and democracy depends on strong participation by all locals. Delegates will decide important resolution and as important make important connections with other faculty/classified throughout the state.

This is a great opportunity for active union members to learn more about the CFT and to join with the Executive Board and the Council of Division Reps and interact with faculty and staff from community colleges across the state.

If you are interested in being an AFT 6157 delegate to the convention, please contact President David Yancey by February 24, 2010 at 9:00am.

Union Audit Review

by Linda Ferrell, FA, AFT 6157 Fiscal Officer

Every year, the Union engages 3 of our faculty in an audit of our Union Budget. This is a very important task and we don't take it lightly. In light of budget troubles everywhere rest assured that your union dues are safe and secure. The Faculty Association, AFT 6157 has instituted adequate internal controls to safeguard our assets and ensure the reliability and accuracy of our accounting records. Each month the Executive Board reviews the budget checking to make sure our income and expenses are on track.

Annually our Union's financial records are audited, not just once but twice. First, a team of very experienced and

highly reputable C.P.A.'s review the union's records and system of internal controls. These C.P.A.s have many years of experience in auditing unions.

Second, an internal audit is performed by a team of three faculty from Evergreen Valley College and San Jose City College. They review our financial records and all their questions are answered. They then report to the Executive Board if they have any recommendations to improve our internal controls. This year no recommendations were made. This year's team comprised of **Tech Ky, Ann Soman, and Kevin McCandless**. Please thank them for

their time in ensuring that the union's finances are in order. I greatly appreciate their work as volunteers are a strong part of our union.



Linda Ferrell, FA, AFT 6157 Fiscal Officer

Adjunct News and Views

1. Report on the Statewide CFT Part-time Committee Meeting by Jory Segal, FA, AFT 6157 Adjunct Negotiator

As a new committee member attending the Part Time meeting in Oakland on January 23, 2010, I was amazed at the agenda and the amount of topics that were covered the participants. I remain impressed with the dedication and efforts by individuals, who volunteer their time, to improve the lot of part-time, (adjunct faculty), at Community Colleges throughout the state. Some of the topics discussed at the meeting were:

- 1) Resolutions to be presented to the Statewide California Federation of Teachers Convention in LA in March. The CFT Part-Time Committee hope to be able to convince the full CFT convention to vote for resolutions the Part-time Committee has been working on.
 - A) The resolutions are about improving salary, moving towards equal pay for equal work, and
 - B) The allocation of classes during intersession and summer school
 - a. The status of Resolutions 19 & 20 that address job security for part-time faculty
 - b. The status of STRS funding. There are campaign efforts to reduce benefits for future faculty with an emphasis on reduction for part-time faculty. How will we address the threat?



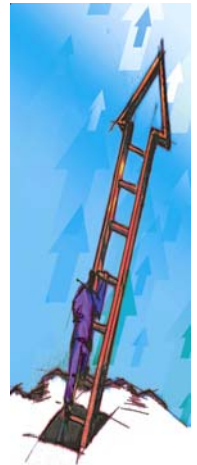
- c. The possible “merger” of the community college part of CFT and CCA, a new joint organization for Community Colleges.
- d. Discussion about the workshops for the State CFT Convention. The Part-time Committee hopes to present 2 workshops. One will be titled “Improving the Safety Net for Part-Time Faculty.” (It will include a discussion of the State Disability Insurance program and STRS.) The other will be a workshop on “Imagining a Perfect World for Part-Time Faculty”.

The committee will be meeting again at the Convention and again in May. The amount of work is staggering, but I was amazed at what the group accomplished.

2. A New List Serve for Adjunct by Jory Segal, FA, AFT 6157 Adjunct Negotiator

Colleagues on listserves are invited to join the first national organization to advocate exclusively for the nation’s 800,000 contingent faculty members in higher education. Modeled on NOW, the National Organization for Women that was founded in the sixties, New Faculty Majority NFM began forming in February and is now incorporated in Ohio under the name of New Faculty Majority: The National Coalition for Adjunct and Contingent Equity. It rolled out its new website today: <http://www.newfacultymajority.info> Membership is free for people joining now.

3. Adjunct Rights for Professional Growth Payments (Article 10.2): by Barbara Hanfling, FA, AFT 6157 Executive Director



In December, 2009, the District and the Union agreed to the following:

10.2 Option 1-Professional Growth Activity payment is available to both regular and adjunct faculty

10.2.2 Option 2: Professional Recognition Salary Increments-Steps 14, 17, and 19 are available to regular faculty. They will become available to adjunct only when negotiations include these steps for adjunct faculty.

“**Article 10.2.1.1** -Professional Growth Activity Payments: For approved professional growth activities, payment shall be made on the basis of \$175 per semester unit or the equivalent to a maximum of six units within in three year period.”

Adjunct now may get approval for classes from the PRC (Professional Recognition Committee) and get their activity payments. If you have any questions, please contact our grievance officer Debbie DeLaRosa at EVC or Michael Divinia at SJCC, the Chair of the PRC.

Job Well Done: 14 Faculty Make the Mark

by Barbara Hanfling, FA, AFT 6157 Executive Director

years, they have been guided and molded; their rough edges have been rounded, and they finally have finished their journey (or perhaps they have of started a new one). So it is now surprise that we have the following great groups of Faculty from EVC and SJCC making tenure this year. On February 9, the Board of Trustees acknowledged the value of these newly tenured faculty by accepting them into the Community College as tenured faculty. Please feel free to stop these faculty members, congratulate them and make sure they know how valued they are.

SJCC

Jessica Breheny-English
Eugenia Del Rosario-Cosmetology
Linda Meyer-Librarian
Tait Rafit- Physical Education
Jessica Smay-Physical Science
Ada Weeks-Cosmetology

EVC

Laimi Cong-Huyen-Math
Hanh Deng-Counseling
Kevin McCandless-Math
Khanh-Hoa Nguyen-Wong-
 Vietnamese

Felicia Perez-Physical Education/
 Athletics

Barbara Tisdale-Nursing

Susan Wetzel-Nursing

Leslie Williams-Counseling



Spring 2009 Tenure Celebration

Know Your Rights

By Debbie DeLaRosa, AFT 6157 Negotiator and Grievance Officer



Class Cancellation and Full-Time Faculty

Knowing the various aspects of class cancellation procedures should be on the minds of all full time faculty members, particularly in these difficult budget times. The contract is very clear about what happens. Here are some of the important points related to class cancellations.

- Scheduled classes shall be canceled only after consultation with the instructor.
- Classes may be canceled with the consent of the instructor at any time.
- A class may be canceled within thirty (30) days before the class starts if the enrollment is less than 60% of the class maximum without the consent of the instructor.
- During the first two weeks of instruction, a class may be canceled if enrollment is less than 80% of the class maximum.
- Classes shall not be canceled after the second week of instruction without the consent of the instructor.
- The contract lays out how faculty members are reassigned when their class is canceled. If one of your classes is canceled, please be aware of the following process.
- A faculty member, whose regular load has been displaced through cancellation, and the immediate dean shall consult and agree on the alternative(s) to complete the faculty member's regular load.
- If no agreement can be reached between the dean and the faculty member, the faculty member may choose among any unstaffed instructional assignment in one of

the faculty members FSA's.

- If no such unstaffed instructional assignment which falls within the normal work assignment exists, then the faculty member and the division Dean will collaboratively choose an instructional assignment in one of the faculty members FSA's, first among those staffed by academic adjunct faculty or second among those staffed as an overload by a full-time faculty member.
- If none of the above is chosen, the dean may assign any instructional assignment to the faculty member in one of his/her FSA's.

In the situation where the above alternatives do not exist or are not chosen, the faculty member shall have an under load as describe in 12.2.

Grassroots Global Education

by Nasreen Rahim, EVC Council of Division Reps, Faculty, Instructional Technology, Evergreen Valley College

Global education is becoming one of the most important aspects of 21st century life. As educators become more knowledgeable about global education and understanding of different cultures and educational systems, they will be able to work with professionals with whom they previously had no connection. Global education opens up opportunities to better understand cross-cultural efforts to effect positive global educational change.

In the book, *'The World is Flat,'* Thomas Friedman describes how swiftly technology and communications connect people all over the globe. In other words the world has become flat in terms of instant communication and global economics. Therefore, a number of skills are necessary for students to be able to succeed in the work environment in the increasingly flat world of the 21st century. Students need the ability to use emerging technologies to learn the 21st century skills and knowledge known as information, communications, and technology literacy.



Young scholar majoring in English and Nasreen Rahim, EVC faculty

Technology Trend in Bangladesh

As the Instructional Technology faculty, I have been training faculty to use technology in education and to develop online, hybrid and web-enhanced courses at Evergreen Valley College for almost a decade. In the past couple of years, I began following the technology trend in my native country, Bangladesh. That's when I realized that



7th Grade English class in rural Bangladesh

technology, if integrated more effectively in education, holds the promise of helping teachers prepare the students with necessary skills for employment in our changing world.

With time I became more curious and decided to visit Bangladesh in January of 2009. I landed in Dhaka, Bangladesh after more than ten years. So much has changed! The impact of technology in the daily lives was quite obvious even with limitations and barriers. I was able to present at a seminar arranged by the Bangladesh English Language Teachers Association (BELTA) on Online Teaching and Learning at the Presidency University in Dhaka. The audience of new and experienced teachers who attended received the presentation with curiosity and

fascination. That is how I got more enthusiastic about the idea of global education.

Village Schools and Orphanages

My next stop was to explore the schools and orphanages in the villages to get an idea of technology and education in rural Bangladesh. There may be some areas where they have a better infrastructure but where I visited there were no such set up. There is an unbelievable 'digital divide.' However, the most productive means of communication is the mobile telephone. Presently, more and more research is being carried out on how to use the mobile telephone as educational tools.

Once I returned to the US, I deeply felt the need to connect the students and teachers of Bangladesh with the college where I teach. In June of 2009, I again left for Bangladesh and this time I was invited to present in the 8th International Conference on Language and Development. My topic was Teaching and Learning Language with Web 2 Technology. The workshop dealt with fundamentals of Web 2.0 technologies. What are they? How do



4th grade Social Studies in rural Bangladesh

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Grassroots Global Education

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they work? Why should we use them? How are they changing teaching and learning language? How these technologies are shaping the ways millennial students choose to learn? It provided an overall understanding of each technology, and the potential uses in teaching and learning of language with these emerging technologies.

From thereon I was in a roll doing some philanthropic services for my country of origin. Thus, I was able to give back to my roots by presenting seminars and day-long hands-on workshops in the

various educational institutions. It was obvious that there was a tremendous need. These were services I provided in the cities. Where I long to contribute the most is in the village schools, for I cannot forget those large eyes looking up to me, so eager to learn!! Perhaps I'll be able to fulfill my goal during my sabbatical next year.

Our Global Village

We live in a global village where international events affect us locally in ways unthinkable only a few years ago. Technologies developed at the speed of

light and global communications are all bringing the world to our living rooms, offices and shopping centers. Practically any service can now be delivered from half a world away.

Beyond economics, knowledge and understanding of other cultures supports greater social cohesion and increased appreciation of one another. At the heart of education is its power to help us overcome fear and ignorance that so often leads to conflict. The globalization of education will help enable greater numbers of students from across the world to access some of the finest teaching and learning available. It will also help eradicate poverty and hunger and particularly empower women.

As President Obama emphasized in his June 4, 2009 speech in Cairo, '....we will expand exchange programs, and increase scholarships, '.... invest in on-line learning for teachers and children around the world; and create a new online network...' Thus a college student in Bangladesh can communicate instantly with a college student in San Jose.



Fascinated and curious audience for Online Teaching and Learning

Personal Notes

Jakob Jaruphat Berke is HERE!

Jakob Jaruphat Berke (Jaruphat means "he who brings progress" in Thai) was born to our SJCC Faculty Member, **Michael Berke** and wife Mayuree. Jakob was born January 3, 2010 at 10:29 PM in SF weighing in at 6 lbs, 12 oz and length 19 inches.

"We are both so happy to have Jakob in our lives - having a child gives new meaning to our lives. As a new dad (I never before could imagine myself saying that "DAD"), I am truly overcome with joy and awed by the miracle of birth and life. It's a great beginning to a fantastic journey".



Jakob Jaruphat Berke

What Has the Union Done for you Lately?

By Barbara Hanfling-Executive Director, FA, AFT 6157

1. Sick Leave for Non Instructional Adjunct and Non Instructional Overload:

About two years ago, the Union was contacted by **Bev Stewart**, Counselor Coordinator at EVC regarding questions and concerns about her overload sick leave accrual. It turns out that the Academic Support offices were not accruing sick leave to full time non instructional faculty for overload or adjunct non instructional faculty. Here is what the contract states:

13.5.1.3: Adjunct Faculty: Adjunct faculty members shall be credited with a proportion of five (5) days of sick leave based on their percentage of load for each semester and for intersession and for each summer school session.

13.5.1.2 Full Time Faculty-Overload, Intersession and All Summer School Sessions: Full time faculty or non-instructional faculty who teach/work overload, intersession or summer school shall be credited with a proportion of five (5) days of sick leave based on their percentage of load for each of these sessions.

The justification for excluding adjunct non instructional and full time overload from sick leave centered on the fact the both are often paid by timesheet although our contract clearly stated both groups were entitled to sick leave accrual. In our meetings with Human Resources, we reached agreement that it was the

responsibility of Academic Support/ Services to track all work time and allow accrual of sick leave for all faculty during all instructional/non instructional time.

The deadline for posting sick leave on My Web was December 2009. The agreement included the fact that sick leave for adjunct non instructional and full time non instructional overload must be posted back to 2006. Please check your sick leave accrual and ensure that your sick leave has been properly posted for the last 3 years; that way you will be paid if and when you are ill. Ensuring sick leave for non instructional adjunct and non instructional overload was a great FA victory; thanks to **Bev Stewart** for her persistence and interpretation of the contract.

2. Incorrect Salary Placement-Victory for our Faculty:

Nightmares often become major issues for the Union; with the incorrect salary placement of at least 4 of our full time faculty over the past 10 years it certainly rose to that level. When the FA was told that one faculty member potentially owed up to \$6,000 the Union and District spent about 9 months discussing this issue and finally agreed to a sideletter which acknowledged the District's mistakes and did not penalized the faculty member. Below are some of the points of our agreement:

- a. Human Resources made unintended mistakes in placing full time faculty on the salary schedule

- b. Faculty did not deceive the district and basically were unaware of these errors
- c. All errors made prior to July 1, 2009 will be accepted and no faculty member salary placement or repayments will be made
- d. All faculty will have the number of units maintained that were accorded as part of the HR error.
- e. HR and the FA, AFT 6157 will review all full time faculty member salary placements from here forward

Two of the full time faculty where HR made errors will now receive 6 or more months of back pay because the District had already changed their class placement.

This is a tremendous victory for our faculty and we appreciate the joint work and agreement that was reached between the Union and Human Resources.

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