President’s Message
The Eye of the Hurricane

It has been a quiet autumn. After a year of wildfires, economic downturn, budget uncertainty, and proposed salary reductions, it is almost unnaturally peaceful on our campus by the sea. The accreditation team has come and gone, leaving a trail of commendations in their wake. The sky has not fallen and neither have salaries. With your support, the Instructors’ Association refused to consider the reductions in salary proposed last January and again during contract negotiations last summer. The salary schedule remains the same for this year, and the IA and the District have suspended negotiations, awaiting budget numbers for next year. Certainly we feel the pinch. The loss of so many of our readers and tutors has been particularly painful, but necessity gives birth to invention. Our endlessly creative faculty have found ways to cope. We are weathering the storm but at a price. Increasing their workload in a myriad of ways, great and small, faculty have indirectly taken that pay cut the district was so eager to impose.

In a recent meeting with the Board of Trustees, Dr. Serban returned to a theme she has been stressing since her first meeting with the Board in the summer of 2008: Salaries, benefits, and fixed costs are consuming too great a proportion of the revenue. As of 2007-08, they totaled 88% of the unrestricted general fund revenue. She wants to free funds to support “innovation” on campus. An admirable idea. However, fixed costs (such as utilities) are beyond our control so any reduction must come from salaries and benefits. Dr. Serban cheerfully supplied the trustees with figures showing that this percentage had dropped from 88% to 86% in 2008-09. Dr. Serban noted that if we could reduce this figure even further, to 85%, it would give us even further flexibility. This is a woman on a mission. In some ways, this current crisis is serving her purpose. She has license to reduce expenses. Upon closer examination, however, the district’s cost-cutting measures have far exceeded any immediate need. Citing possible revenue reductions of 3-4% for the 2008-09 year, the district made substantial cuts in hourly workers. However, the anticipated funding cuts did not materialize. In fact, general fund revenues increased, leaving the district with a hefty $4,000,000 surplus at the end of the 2008-09 year. The ending balance for the unrestricted general fund was a record $16,000,000! The adopted budget for 2009-10 shows another small surplus, increasing the ending balance to $17,000,000 by June of 2010.

Currently our reserves are about 17%, more than three times the level recommended by the Chancellor’s Office. So why should we be concerned? I suspect this peaceful equilibrium is only the eye of the hurricane. We do not have budget figures for the 2010-11 year, but the rumors from Sacramento are not good. Certainly the prudent actions of the administration have kept us comfortably afloat while other districts face bankruptcy or are forced to borrow at exorbitant interest rates. For this we are grateful. This crisis is far from over. In fact, we have not hit bottom yet. Predictions from the budget analysts are grim: funding may not return to normal levels until 2013. Our current cushion may have to keep us afloat for several years. The axe will fall hardest on the categorical programs. Our colleagues who work in programs like EOPS and DSPS are at the greatest risk. Their programs are not included in the state educational appropriations that have

Continued on back page 6
Budget cuts, contract challenges, health benefits, accreditation, the fifty-percent law, categorical funding, and more were focal topics at the fall meeting of the California Community College Independents (CCCI) held in Manhattan Beach, October 16-17. IA President Lynne Stark, Chief Negotiator Cornelia Alsheimer, and V.P./CCCI Liaison Tom Garey joined thirty-five representatives from the eleven other California CC's whose faculty are represented by independent collective bargaining units like the IA. All in attendance shared their own tales of weathering the fiscal crises and other issues that we all face and explored the implications of coming state actions.

Speaking directly to those issues, the opening session featured Jonathan Lightman, Executive Director of the Faculty Association of California Community Colleges (FACCC), who offered his assessment of the situation in Sacramento.

Budget: “The budget year is a farce,” Lightman said, “we now have a permanent six-month budget cycle.” Between delays in passing a budget (the 08/09 budget was not passed until 85 days into the fiscal year), massive mid-year budget revisions, as exemplified by last February’s massive revision and Sacramento’s willingness to accept budgets that they know will yield multi-billion dollar shortfalls. The conventional wisdom is to expect more of the same. That said, Lightman acknowledged that so far the Community Colleges have managed to successfully fight off a number of budget based challenges that would have had severe impacts. These unsuccessful proposals, which FACCC actively lobbied against, included:

- Efforts to raise tuition to $60 per unit.
- A proposal to reimburse districts for physical education classes at the continuing education rate.
- A proposed five-year suspension of the 50% law.

Still, the CC’s have been hurt:

**Categorical funding**, affecting DSPS, EOPS, Matriculation, Part-time funding, CalWorks, etc. have been severely cut. Compounding the cuts, the Chancellor’s office has issued guidelines authorizing local flexibility on the use of some categorical funds, allowing district trustees to shift dollars from less favored programs to prop up others.

**Enrollment demand** at the CC’s has skyrocketed due to enrollment cuts and fee increases at UC and CSU.

This, combined with current and projected funding cuts for the CCs, will effectively exclude 400,000 students from higher education in the coming year. For too many students across all three segments, the cost/benefit of higher education is no longer working out, according to Lightman.

Lightman also highlighted some recent legislative actions, in particular AB 381, a FACCC sponsored bill that allows collective bargaining units that represent both full and part-time faculty to negotiate for adjuncts, as a group, to participate in State Disability Insurance (SDI).

**Highlights from other districts:**

**Yosemite CCD** faculty report having ratified a 1% salary increase effective January, 2009. While they continue to have fully paid benefits, the premiums for their health benefit plans have increased by 13% this year and are projected to increase 25% next year. They are researching alternate providers, in particular, CalPERS.

**Contra Costa** faculty also completed work on a new contract that while assuring step and column increase provides for no salary increases. They were able to secure increased compensation for department chairs.

**Santa Rosa JC** faculty were facing Spring class cutbacks of 18%, potentially decimating some departments. While these cuts have been reduced to about 5%, adjunct counselors were forced to take a 5% pay cut. Costs for benefits are up 6% for the current year. Faculty and administration have agreed to a 50-50 split of any additional benefit increases for next year.

**Foothill/De Anza** faculty, with a contract set to expire in June, are facing a district proposal for 10% salary reductions. A key element in negotiations is the cost of health benefits combined with a growing budget deficit. The Faculty Association is developing multi-tiered benefit strategies to reduce benefit costs by $6.2 million while maintaining coverage options and faculty salaries.

**Rancho Santiago CCD** faculty reported that, facing an $18 million deficit, the district eliminated the winter intersession, cut fall and spring class offerings by 10%, imposed a one-year hiring freeze, imposed a freeze on step and column increases on the salary schedule, laid off seven FT classified staff in categorical programs, and cut Trustee salaries by 10%. In addition, the district sought, unsuccessfully, to raise faculty workloads by 20%. They have, however, frozen benefit payments to last year’s levels with resulting increases in co-pays, and continued on next page
employee out-of-pocket premium costs. Interestingly, even with all the class cuts, fall enrollments are 1200 FTES above the reduced cap.

**College of the Redwoods**, having won last spring’s “broken heart” award for enduring the greatest institutional pain, returned to defend the title. Having had four presidents in as many years, the college now has a college president who is openly anti-union, and the college has received a “warning” from ACCJC. While faculty did receive the last 2.6% increase from their previous contract negotiations, effort to commence negotiations with the current president have been routinely stonewalled. A new dean for distance learning has been given a free hand and has started assigning online classes to faculty with no online teaching experience and with no consultation or training, and has “embedded” advisers as students enrolled in online classes without faculty knowledge. Despite pleas of budget deficits, the district has hired a Director of Campus Life, bond consultants, consultants to develop an educational master plan, and purchased a piece of artwork for $25,000. While the Faculty Organization has filed unfair labor practice complaints, there is little relief in sight.

For more commentary on this saga see: http://www.topix.com/forum/source/eureka-times-standard/T98BORLEHK7V46ELE

**Santa Monica College**, like most other colleges, has been cutting offerings: 50% from the winter intercession and 5% from the fall session, resulting in a projected reduction. Still, the college began the year with reserves of $15 million and a budget reflecting a deficit of $1.8 million, to be drawn from reserves. This is the final year of their three-year contract. Among other goals, the Faculty Association will be seeking significant improvement in the FT/PT ratio. Currently, SMU is sixth from the bottom statewide in this category.

**West Valley/Mission** faculty just finished negotiating and printing their 2005-2008 contract (this is not a typo) and have just entered into negotiations for a new contract. The district has “offered” a 10% pay cut, a cap on benefit contributions at roughly $4000 below costs, and an increase in “faculty productivity” of 5%. The district is also moving to replace faculty department chairs with division deans, “to save money.”

In other matters, CCCI reps met with Susan Aminoff, Chair. LACCD Joint Labor Management Benefits Committee, who discussed at some length their efforts to reign in benefit costs, offering some particular insight into the potential benefits of contracting for health coverage through CalPERS. Benefits were a singular issue from many districts at this conference, details of which will be taken up in a future newsletter.

Those attending also received an update on the potential merger between CFT and CTA and its possible impacts on CCCI. Delegates agreed that it would be worthwhile for CCCI to investigate strengthening its lobby presence in Sacramento, and a report will be brought back in Spring.

Finally, CCCI President Rich Hansen reported on the follow-up to last spring’s CCCI resolution of “no confidence” in the accreditation process as administered by ACCJC and WASC. Prompted by the resolution, the Consultation Council appointed a task force to meet with system Chancellor Jack Scott who has subsequently surveyed local district/college CEOs. The results of that survey have not been announced, but a meeting was scheduled for October 26 with the Chancellor, the task force, and representatives from ACCJC.

CCCI will reconvene in April for its annual spring conference in Sacramento.

Tom Garey
Vice-president/Academic Senate Liaison/CCCI Liaison

**SBCC Instructors’ Association Annual Report: 2008 - 09**

<table>
<thead>
<tr>
<th>Account Balances Fwd: 8/1/08</th>
<th>Checking</th>
<th>Savings</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dues</td>
<td>76,585</td>
<td>48,239</td>
<td></td>
</tr>
<tr>
<td>Interest</td>
<td>3,273</td>
<td>292</td>
<td>2,981</td>
</tr>
<tr>
<td>Other</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Income</td>
<td>79,858</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Expenses:**

| Payroll                      | 22,054   |
| Legal                        | 13,532   |
| Newsletter & Duplicating     | 1,973    |
| Conferences                  | 7,877    |
| Donations                    | 574      |
| Dues                         | 2,200    |
| Negotiations                 | 500      |
| Gifts                        | 1,815    |
| Meeting Expenses             | 4,351    |
| Receptions                   | 3,256    |
| Total Expenses               | 57,932   | -57,932 |
| Surplus                      | 21,926   |

| Account Balances: 7/31/09    | 39,241   | 134,801  | 174,042 |

---

**Tom Garey**
Vice-president/Academic Senate Liaison/CCCI Liaison
The Reader Dilemma

At the IA Faculty Forum last summer there was much thoughtful and creative discussion about how to deal with the loss of funding for readers. This is a survival issue. Those faculty who teach large classes cannot work without support. Creative suggestions from the faculty included:

1. Donating money to a fund (possibly through the SBCC Foundation) that they could then tap into for readers, while claiming a charitable deduction for their donation.
2. Notifying the district that they wished to use some of their own banked TLUs to pay the salaries of their readers.
3. Privately paying their readers out of pocket. This could be deducted as an educational expense on their taxes.

After much discussion, the IA Board decided not to formally endorse or promote any of these options. Our feeling is that once an alternate approach is institutionalized, the district will be reluctant to return to funding readers.

The economic crisis is forcing changes. Academia will never return to the old status quo. Many faculty who teach in the quantitative fields have turned to using online homework that can be automatically graded. This is widely used at the university level and it is increasingly popular at community colleges as they lose funds for “luxuries” like reader support. Although this option might have limited application in objective coursework, it is inappropriate for those faculty who teach writing or any form of literary or historical analysis. Maintaining touch with the unique efforts and challenges of each student depends on adequate reader support. The Committee on Teaching and Learning is studying this situation. In light of the surplus for the 2008-09 budget year, faculty feel that some funding compromise should be possible. You will be kept informed of any developments. Please feel free to share your thoughts on this or any other topic, via the IA message board in pipeline.

Lynne Elisabeth Stark, Ph.D
President / Instructors Association

On the Road

Cornelia Alsheimer recently attended the California Part-time Faculty Association (CPFA) Summit in Santa Clara. Representing the CCCI as the statewide part-time officer, Cornelia reports that the main point on the agenda was a discussion on a proposal for Seniority Rights for Part Time Faculty. The CPFA has communicated to legislators a proposal to put this into law. Part-time faculty outnumber full-time faculty 3 to 1, many of them having been with their colleges for years. But unless their local union has negotiated seniority rights for them (note: at SBCC, we did), there is little-to-no job-security, even if an instructor has served a college for decades. San Francisco Assemblymember, Fiona Ma, attended the summit and promised her support for such legislation, which will now take back by the attendees to their local organizations for discussion.

In addition to this main topic, summit participants were also informed about the details of the newly passed AB381, legislation which now allows part-time faculty to vote for obtaining State Disability Insurance even if their full-time colleagues have opted out of SDI. Look for upcoming discussion on this important issue.

DID YOU KNOW?

ATTENTION ALL ADJUNCT FACULTY:
Did you know that you may qualify for automatic deposit of your paychecks? If you have taught at least four complete consecutive semesters, this benefit could save you a trip to the bank each month. All you have to do is sign a form stating that you have taught for four semesters, send it to our Payroll department – and you are all set.

In order to get the form, just stop by the SBCC payroll office (A130) or make a quick phone call and one of their wonderful staff will help you. If your last name starts with A-K, please call Phyllis x2438, letters L-Z call Yoko x2386. Any questions? Please feel free to contact Cornelia Alsheimer at alsheime@sbcc.edu.
As an adjunct instructor who not only works at both the credit and Continuing Education divisions, but also serves on the IA of both divisions, I have the dubious honor of swimming through two pools of financial turbulence and a wave of new administrative leaders. Even though I’m a PE teacher in good health, sometimes I simply want to get out of the water and sit on the pool deck and watch everyone else swim. On October 27, at a public forum for Adult Ed, I did just that.

SBCC Continuing Education has been in a state of flux for almost 2 years now for a variety of reasons (change of leadership in many departments, a new registration system, changes in procedural policies, pressures from the budget crisis, etc). Some decisions have been made that upset staff, instructors, and students. A lack of clarity and poor communication contributed to the distress felt by many associated with Adult Ed. Then on October 22, an inflammatory opinion piece in the Independent threw fuel on the fire. This was turning into a potential firestorm in the middle of a drought. It was serendipitous that a public forum was already scheduled to take place a few days after the opinion piece appeared in print. I knew I should attend the forum and I wanted to be there; I just didn’t want to actively participate.

On October 27, a crowd of approximately 200 interested community members packed and overflowed the little Schott Center auditorium. Students, former administrators, teachers, and public officials sat and stood for over 2 hours to hear and be heard. Overall, the meeting went well and, except for a few outbursts, the tone was civil. There were five people on the stage: Dr. Serban, Dr. Arellano (the new VP of Adult Ed), Desmond O’Neill, Ignacio Alarcón, and Geoff Green, the moderator. Dr. Serban and Dr. Arellano presented information, via a handout and verbally, that addressed most of the concerns of those who attended. The public then had a chance to express concerns or ask questions of the panel. It was helpful that a moderator fielded the questions from the audience, since at times passions were high and emotions flared from audience members. The meeting was informative and successful to the degree that community members were able to express their concerns and the administration, for the most part, was able to clarify inaccuracies and misunderstandings. However, it was evident that some people were not satisfied with the answers given or lack thereof. The public will have one more chance to air their concerns since another meeting is planned for November.

From my spot in the back row, it felt good to relax into the position of observer. I knew I’d be back in the water soon enough.

Sally Saenger
Adjunct Faculty Representative

To help foster productive and thoughtful feedback from the IA membership, the IA has set up an Instructors’ Association Pipeline Group for use as a Message Board. This will allow faculty to post their ideas, suggestions, thoughts, and/or comments regarding matters pertinent to SBCC working conditions, concerns, and on-going contract negotiations. In lieu of using GroupWise all-faculty emailings, this message board will allow meaningful discussion using a thread-type format to help others follow the conversation. This feedback will be invaluable to the IA board in best representing you, the full-time and part-time faculty, at SBCC during the negotiation process.

Although some of the “Hot Button” issues that were under discussion last year (pay cuts - for example) have been temporarily suspended or deferred, such issues are sure to arise again. As we experience difficult times in the future, the Pipeline Group Message Board may provide the best venue for discussion. When the time comes, please make use of this new venue to express your great ideas! In addition to discussing “Hot Button” issues, the IA plans to post periodic updates to the negotiations process.

To access the Instructors’ Association Pipeline Group Message Board, after logging into your regular Pipeline account, click the “Groups” icon at the upper right. Then select the “Group Index” link, and then look for the “Instructors’ Association” Group in the “Academic” folder.
President’s Message continued from front page

some measure of protection under law. Their funding is the easiest for legislators to cut and cut they have. This year we have a measure of relief from a small federal backfill; originally proposed at 130 million statewide, it has been reduced to only 35 million. It is barely a band-aid on a bleeding wound. In the 2009-10 budget, SBCC has allotted $500,000 from the general fund to help backfill categorical reductions. This situation is likely to get much worse.

Difficult choices will have to be made. Partisan agendas will have to be set aside. Dr. Serban will have to postpone her “innovation” fund. Faculty will have to be vigilant on their own behalf but maintaining the status quo will have to serve as a victory. The myth of community will be severely tested. So while autumn arrives with its golden leaves and magenta sunsets (and our general fund balance is pleasingly plump), let us not be lulled into false security. We are in the eye of the storm. We won’t have details until the first budget figures begin to trickle down in the spring, but the dark clouds are already on the horizon. The words of wisdom are: caution and balance.

Lynne Elisabeth Stark, Ph.D
President / Instructors Association

FACCC Update

Now that all SBCC faculty are FACCC members, welcome and congratulations! Here’s a quick refresher: In a special IA election in March 2009, SBCC faculty voted to join the Faculty Association of California Community Colleges (FACCC) as a contract member.

What is a contract membership? Beginning in October, each faculty will have monthly fees deducted from his/her paycheck ($16.20 for full-time faculty and $4.80 for part-time faculty).

What are the benefits to SBCC faculty of a contract membership? There are many benefits, a few of which will be identified here, but I encourage you to visit the Instructors’ Association website—http://ia.sbcc.edu—click on the link, “SBCC FACCC Contract,” for a more detailed account. As the sole organization that lobbies only for community college faculty, FACCC is our collective voice in Sacramento. As Lynne Stark and Tom Garey have articulated in this IA newsletter, FACCC’s tireless support this past year prevented community colleges from further cuts. We know we can count on FACCC to continue to represent our interests in the upcoming budget wars this year.

In addition to the legislative and budgetary benefits we receive by FACCC’s presence in Sacramento, a unique benefit of our contract membership is that it allows us to individualize it for the needs of SBCC faculty. Do we need a workshop-to-go on retirement and benefits? Or a symposium on part-time faculty? Do we need further research on community colleges? These are just a few examples of what type of information we might need that will better help us do our jobs.

Thank you once again SBCC faculty for supporting a contract membership with FACCC. If you have questions or concerns, please contact me: arringto@sbcc.edu, or x3061.

Homer Arrington
Region E Governor, FACCC