President’s Message (continued)

In addition to an across the board increase for Schedule 10, we are asking the District to add an additional step to our truncated salary schedule, effective fall 2013. In our view, this would benefit the District financially as well. Many of our senior faculty are at or near retirement age. They have only been waiting for that final boost to their pensions. If an additional step is added now, it would enable some of our senior faculty to choose retirement, a benefit we want to assure. As this will generate savings to the District, it will offset the cost of the increase.

Our reserves are near $40 million and Sacramento is beginning to catch up with our deferred payments. We do not need to save for that rainy day. The deluge has begun to catch up with our deferred payments. We must do better.

The Instructors’ Association is asking that the District begin addressing this situation now. We must do better.

Erin O’Connor
IA Spring Elections

Election fever is upon us! Would you like to serve on the Instructors’ Association Executive Board? Four current seats will be up for election. The IA Executive Board serves to represent all faculty at SBCC. It is a privilege to serve on our faculty union board, and I hope you will consider it. Interested adjunct and full-time faculty are encouraged to seek office if you have the interest and time to serve. If elected, the term is for two years. IA meetings are usually from 8:30-10 am on the first and third Fridays of each month during the academic year. A call for Candidate Statements will be sent via email after Spring Break. Candidate Statements will be due on April 15, and the IA election will be held from April 22-30.

Gail Reynolds, IA Board Membership/Elections

IA GOOGLE GROUP:

To encourage more faculty involvement in IA Negotiations, we have set up an SBCC based Google Group to facilitate the dissemination of contract objectives and solicit your thoughts, comments, and feedback. All current IA members have been added to the “Instructors’ Association (IA)” Google Group, and will be able to access information posted there, and may participate in discussions. Information on potential contract negotiation topics have been sent to the group, and updates will be sent out to keep you informed. For most faculty, this looks like a typical email; however, it functions more as a list-serve under the management of the Google Group. Each email has “[ia-members]” in the subject line for easy identification. Any reply you make is automatically sent out to ALL IA MEMBERS. You cannot simply reply to an individual member. Please keep this in mind when responding to any messages, since this is not readily apparent.

There is great potential in working with Google Groups in generating an “all inclusive” process where all IA membership can contribute to the development of our contract negotiation goals and objectives. Only IA Members are included in the Google Group.

IA Board Membership

IA Board Membership

Lynee Stark (2012-2014)
President/Treasurer
 lynnestark@sbc.edu
Cornelia Alsheimer (2012-2014)
Secretary/CCLI Liaison
 alsheimer@sbc.edu
IA-Academic Senate Liaison
 Yaoska Lorente-Garcia (2012-2014)
Adjunct Faculty Representative
 ylorentegarcia@pipeline.sbc.edu
IA Board Member
 Mark Ferrer (2012-2014)
Webmaster
 mferrer@sbc.edu
IA Board Member
 Brunwin Moore (2011-2013)
Vice President
 bmoore@sbc.edu
IA Board Member
 Erin O’Connor (2012-2014)
Full-time Faculty Representative
 OConnor@sbc.edu
IA Board Member
 Gail Reynolds (2011-2013)
Membership Director
 reynoldg@sbc.edu
FACCC Governor for Contract District
 Carmen Rivero (2011-2013)
Full-time Faculty Representative
 rivero@sbc.edu
Grievance Officer
 Sally Saenger (2011-2013)
Adjunct Faculty Representative
 SSAenger@sbc.edu

Instructors’ Association Newsletter

In Fairness

What a difference a year makes. Last spring we waited with uncertainty on two fronts. If Proposition 30 did not pass, we would face even deeper cuts than we had already endured over the last, lean years. Last spring the presidential search committee was sifting through applications, hoping to find a candidate who might be able to unify a deeply divided campus. We got lucky. The world turned our way. In a moment of wisdom, the California electorate reached into their pockets and decided to support their schools. And after much thought and many interviews, our Trustees did what they were elected to do. They hired a new president who would guide us through this obstacle course, a president who promised and practiced a collaborative approach.

Although our solid fiscal situation allowed us to avoid the salary reductions and the layoffs that faced faculty in many districts, we still lost immeasurable ground. Courses were cut, our hourly staff and adjunct faculty were greatly reduced, and our full-time faculty and staff were asked to work harder for less. Now, at last, the tide is turning. Where does the recovery begin? The Instructors’ Association struggled with our portion of this decision as we worked to develop a proposal for our next contract. After an unprecedented effort to gather input from all faculty—an effort that included online conversations, an all-faculty survey and three plenary sessions—the IA submitted its proposal to the Board of Trustees at its March meeting. It is a strong and a fair proposal. It has the support of faculty, all of whom will make gains if this proposal is adopted. Moreover, it continues our interrupted tradition of using a portion of available funding to address the differences in compensation among faculty groups. Many of you will remember that a decade ago Peter Naylor stepped up at a plenary session and documented not only the mediocrity of our salary schedule but the huge inequities within it. In the years that followed, your Instructors’ Association worked to raise the bar. We were concerned then, as we are today, not only with straight increases to the salary schedule but also with erasing the imbalance that existed among faculty groups. Over the next several contracts, significant gains were made in turn for our junior faculty, our lab instructors and our adjunct faculty. Faculty supported each other. Lecture faculty accepted smaller increases so lab instructors could advance. Contract faculty supported increases in the adjunct/overload rate while patiently awaiting their own turn at the front of the line. Their turn never came, erased by the great recession that began in 2008.

After a faculty member advances beyond step 15, the highest step on our salary schedule, their ranking drops precipitously. While other districts reward their long-term faculty with 25 or 30 steps, many SBCC faculty will wait a decade or longer on step 15 before they are eligible for longevity increments. As a result, our most experienced faculty are among the lowest paid in the state, in some cases ranking as low as 58th out of 72 districts. This is unacceptable for a district that services the community.

We need them. The Instructors’ Association is asking that the District begin addressing this situation now.
A Year of Rebuilding, Refocusing, and Reshaping

What a difference a year makes! Last year at this time we were discussing the impending budget cuts and some of the changes the College was going to have to make to accommodate those same cuts. We reduced classes, cut departmental budgets, and didn’t replace much needed faculty, staff, and administrators. As painful as the cuts were, it allowed us to pass through a difficult time in much better shape than many other colleges.

The situation improved when the voters of the state of California passed Proposition 30, ending the continuous cycle of cutting. However, it is not a panacea. Proposition 30 has restored (though it’s not called that) about twenty-five percent of the cuts that education has had to bear over the last several years. While it is much better than what we had before, we all have much work to do together to fix the damage done to the College. Your Academic Senate and Instructors’ Association are working closely together to make sure that your voice is heard during the conversations on where these “new” resources are going to be allocated.

The Academic Senate has been very busy over the last two years, and this semester is no exception. Among the many important issues that the Senate is dealing with, I believe that none is more important than the complete review of all College Board Policies and Administrative Procedures. This is much more important at SBCC than many other institutions because our so-called “thin contract” contains many items that would normally be negotiated. This means that any changes to our Administrative Procedures must be carefully vetted. I can assure you that I am personally reading every single Board Policy and Administrative Procedure under review and that I am not alone in this endeavor. There are many faculty eyes paying attention to this process, and in addition to the Senators who are reviewing the changes to policy, I would also like to thank the sub-committees of the Academic Senate for doing a great job dealing with a lot of difficult issues that have arisen from the policy review. It is greatly appreciated and it gives me a lot of confidence when I am articulating the faculty point of view in front of the Board Policies and Administrative Procedures committee or the Board of Trustees itself.

Dean Nevins, Academic Senate President

Happy Birthday to FACCC!

The Faculty Association of California Community Colleges is 60 years old and getting stronger each year. Last year Santa Rosa Junior College became a contract college with FACCC, joining SBCC, Santa Monica, Petaluma, and De Anza - proud campuses with 100% FACCC membership. Dedicated faculty on other campuses across our state continue to increase membership in FACCC. Why? FACCC is our highly respected non-par

Dear Governor at Large

Every person who believes in the community college mission can play an important role in making sure that we get the proper funding and support to protect our California community colleges. Be a FACCCCitizen! Read FACCC online at faccc.org and sign up to use Point & Click to give your support for or against critical legislation. It is simple and easy to do. There are a number of “hot list” legislative bills that are now being considered which will affect us. Read about them on the FACCC website and then contact your legislators and Governor Brown via Point & Click. Your voice is needed! Encourage your students, family and friends to participate, too.

Finally, please consider attending FACCC sponsored conferences and workshops including The Great Teach er’s Seminar here in Santa Barbara. They are posted on the FACCC website. Connect with FACCC!

Gail Reynolds
FACC Governor at Large

From the Negotiating Table

On March 14, 2013 your Instructors’ Association presented the initial proposal for a new contract to the Board of Trustees. The next step in the formal process followed at the March 28 Board meeting when the public was given the opportunity to comment on the proposal. We are currently waiting for the District to respond with their proposal so that we can actually start negotiating.

You all have received our proposal by email; it is also available on the IA website, but let me summarize the “highlights” here. For the past several lean years, all college employees have worked together to increase local revenues and to limit spending. Faculty took on additional students over and above the usual enrollment caps and picked up work usually done by tutors and readers – and they did all that while maintaining the highest standard of instruction for their students. As a result of these efforts this year alone, the District is now expecting a surplus of $2.5M to $3M for the fiscal year 2012/13. Sinking this amount into the reserves would be the wrong thing to do.

During the last five years, faculty have not received any raises, but worked harder - the fact that the average inflation rate was about 2% has not helped the situation either. Therefore, the IA is asking the district to share this surplus with the faculty in the form of a temporary pay increase. And - as the IA honors the sacrifice and contributions made by staff and managers as well during this period – through we do not negotiate for other groups - we have encouraged the District to offer them a fair share too.

Next year, i.e. in 2013/14, the college is expecting to receive – among other funding increases - approximately $2.5M in additional state apportionment payments. This is good news, but we all know that it is not nearly enough to address even the most urgent needs of the college.

In recognition of the recovering but still challenging financial situation in the State and at our College, the IA has presented a fair and well thought out proposal. We have requested that a step be added to Schedule 10 as well as that a 2% salary increase be implemented across the board. We also addressed benefits and department chair compensation as well as a range of non-monetary topics.

The Board of Trustees is well aware that the proposal we submitted to them is justified and reasoned. There are no unrealistic demands, no tricks, no gimmicks. Every single dollar we are asking for is appropriate, is affordable – and represents the right thing to do.

We expect negotiations to start very soon. I will keep you updated on the progress.

Cornelia Alsheimer
Chief negotiator for the IA

Don’t Miss
Food, Drink, Music and Camaraderie

Instructors Association

Spring Party
When: Friday May 3 from 4:00 pm - 7:00 pm
Where: Sunny Crandell’s Beautiful Home
135 Santa Isabel, Montecito
Music: Lou Spaventa and his All-Star Band

Did you know...?

All faculty pay a “fair share” towards the Instructors’ Association. However, you must be an IA Member to participate in the elections. As an adjunct, it costs only $1.20 more per month to become a member. Contact our Membership Chair, Gail Reynolds, at reynolds@sbcc.edu for more information.

Music:

Lou Spaventa and his All-Star Band

Where:
Sunny Crandell’s Beautiful Home
135 Santa Isabel, Montecito

Celebrating this year’s retiring faculty:
Gary Carroll
Jody Simpson
Jane Metu
Ana Maria Ygault

Instructors’ Association Newsletter

From the Negotiating Table
An Overview: SBCC is in the midst of a monumental change in the way it administers and envisions non-credit classes. What is now known as Continuing Education will end as a separate entity in June of this year. The hardest impact is clearly felt by those who will lose their jobs, next by the departments and programs on campus that will have to absorb the responsibilities and workloads handled by those let go. Much should come of it, however. Classes in ESL, GED, vocational non-credit courses will remain free and will open a wider path into the credit program for their students. Though those who were part of the very large Adult Education component of CE will now be required to pay a significant fee for classes that were apportionment funded for over 80 years, they will have an array of new courses and formats from which to choose.

The successful integration of CE into the operation of the “credit” structure depends on the collaboration and cooperation of faculty, staff, and administration, as well as on the student and community faith that SBCC is going in a positive direction. All seem to be doing that.

Transformation: Upgrading and Repackaging the Non-Credit and Fee-Based Programs

Background: CE has traditionally offered two kinds of classes, those earmarked “Enhanced” and those termed “Non-Enhanced.” Enhanced classes receive more money per student from the state and offer ESL, GED, Basic Skills, Citizenship and Vocational courses at no or little charge to those enrolled. Non-Enhanced classes were also supported by apportionment, though at a lower rate per student. The bulk of the non-enhanced offerings at CE have historically been under the state authorized categories of Health and Safety, Education for Older Adults and Parent Education. The non-enhanced program (Adult Ed.) was uniquely successful with 20,000 to 25,000 unduplicated community members taking classes at CE each term.

In reaction to the severe budget cuts imposed by the state over the past several years, the administration, supported by SBCC’s Board of Trustees, decided to convert to fee or eliminate most of the non-enhanced courses. In a very short time, from 2009 to 2012, SBCC’s Continuing Education division saw two-thirds of its non-enhanced classes converted or dropped. The well-loved and highly regarded Adult and Continuing Education programs will have vanished by June of this year.

Needless to say, the college’s initial elimination of state-funded non-enhanced programs was alarming to the huge number of students who had integrated Adult Ed into their daily lives. The strife that followed the initial efforts to cut classes and impose fees took its toll on the board and former president. As the state at that point had not mandated but simply recommended such cuts, many people lost faith in the college, realizing the administration was choosing to go in this direction rather than being forced to do so. Contributing to the loss of trust was the lack of transparency and collaboration exhibited during the initial process for making the cuts. Advocates for maintaining non-enhanced classes continued to point to the fact that viable courses in Health and Safety, Education for Older Adults and Parent Education — all still apportionment categories — had been grouped improperly with “recreational” or “leisure activities” slated by the state for possible defunding. It is clear that these programs have tremendous value not just to the individual student, but to the community at large. Though the fight isn’t yet over at the state level, SBCC has taken a conservative fiscal path in the belief that funding for non-enhanced will soon be a dead issue.

To save non-enhanced classes from defunded oblivion, Jack Friedlander two years ago, anticipating the ultimate cuts, supported the establishment of a self-sustaining, fee-based alternative to the historical “Adult Ed” program. He proposed and received Board of Trustee approval for the creation of the SBCC Center for Lifelong Learning (CLL). The Board placed the CLL under Educational Programs and approved the hiring of an executive director and a small staff. They required the CLL to be self-supporting, funded only by student fees and private donations. In essence it preserves, revamps, repackages and remarkets our present fee-based program.

To his great credit, Jack has been able to regain much of the trust of the Adult Ed community through his creation of the CLL. He enlisted Continuing Education faculty, students, administrators and members of the community first into a CLL Taskforce and then into a Workgroup to create the opportunity, support base and structure for the center. The CLL Workgroup has collaborated closely with Dr. Friedlander, meeting every Friday for more than a year. This collaborative process has created a Center designed to serve our community in broader and more efficient ways than did the original program. Now free of state restrictions, it can offer a new range of classes in a variety of formats and time frames, to everyone from those enrolling in Kid’s College for the summer, to those returning to their favorite 10 week classes, to those wanting a day’s workshop in Egg Tempera painting, iPad basics, or the Sonnet.

Transition: Restructuring Continuing Education

The present: Drs. Gaskin and Friedlander have gone further in re-envisioning Continuation Education. Besides reassigning over 800 FTES to the credit program that came from cutting or converting non-enhanced classes, they have also integrated CE into the college’s core operation. With CE ceasing to operate as a separate entity at year’s end, cost savings will be over a million dollars in administrative salaries alone. The savings from eliminating non-enhanced faculty salaries, too, will be considerable, the Center for Lifelong Learning absorbing that expense. Office staff have been retained or reassigned.

Though the gains to the credit program and general fund are many, losses, as touched on above, are real as well. Several administrators will lose their jobs after having worked here for years. Various CE faculty will lose their classes through this transformation. Regrettably, many community members will also be affected. Though scholarships are available, thousands of local students on fixed incomes will not be able to pursue their love of lifelong learning as they had before. The intellectual, social, and physical benefits provided through such engagement will be lost to them.

With the transition, the burden of CE management and supervision will be shifted on to departments and deans at SBCC. Concern about the impact these additional programs and their students will have on college departments and student services has grown steadily as the implications of such a move become more apparent. The administration, however, is in the process of assessing needs and assisting chairs, deans and student service directors in their efforts to integrate these new responsibilities. Such change is inescapably difficult. As it settles out, the plusses - big savings, new FTES for Credit, the integration of non-credit, the bringing of more students into the credit program, the restructuring of Adult Ed and creation of the CLL - promise to benefit students, the community and the college.

Trust: A Collaborative Effort

The Future: As the college makes the necessary changes to accommodate future budget realities, it is working to secure the support, trust, and participation of the local community. It recognizes that the community, essential to our well-being and effectiveness, attracts and provides students, volunteers, employees and employers, donors and voters. The administration’s commitment to collaboration and honesty, from Jack’s interim presidency on, has produced clear gains. The successful transformation of Continuing Education should result in excellent programs because the college has committed to handling them with the care, attention and resources they need to be of greatest service.

Sally Saenger/Mark Ferrer
Full-Time Faculty Salary over Career Span

* Highest and Lowest Statewide Rankings are Mira Costa and Lassen, respectively.

This data is from the 2012 AFA Salary Study, a compilation of California Community College faculty salary Schedules as published in each district. The study and data are available at [http://www.santarosa.edu/afa/Contract/Statewide_Study/2012_AFA_Study.pdf](http://www.santarosa.edu/afa/Contract/Statewide_Study/2012_AFA_Study.pdf)

**Key Observations:**

- For a full time faculty member starting his/her career at SBCC, the maximum beginning salary (without a PhD.) is 22nd in the state (out of 71 colleges). 30% of all colleges in the study rank higher than SBCC.
- For a **full time faculty member ending his/her career at SBCC**, the maximum salary (without a PhD.) corresponding to step 30 (with longevity added to our final 15th step) is 57th in the state (out of 71 colleges). **78.9% of all colleges in the study rank higher than SBCC.**