

President's Message *continued from front page*

faculty. Consider binding arbitration. It has no financial impact and yet the yield in good will would be immeasurable. In return, we will work with you on your goals. We will find a middle ground. We must.

Far too many districts must contend with outright hostility between faculty and administration, their negotiations marked by bitterness and blame, their working conditions toxic. We can do better. Our goodwill and mutual respect must not be squandered either in pursuit of exaggerated financial security or myopic self-interest.

It is the spirit of negotiations as much as the content that matters.

Lynne Elisabeth Stark, Ph.D
President / Instructors' Association

From the (not yet) Negotiation Table

continued from page 3

The IA will give a detailed presentation of our plans for a contract proposal at a plenary session Friday, October 17, 2008, at 3 p.m. in the BC Forum. We invite all faculty to attend and help us craft the best and fairest proposal possible. Please come and support us with your input.

Cornelia Alsheimer,
Secretary for the Instructors' Association & Negotiations Team Member

**Adjunct Faculty
 Did you Know?**

As of January 2009 You will be able to teach 10 TLUs

Assembly Bill 591 has raised your legal limit to 67% of a full-time load

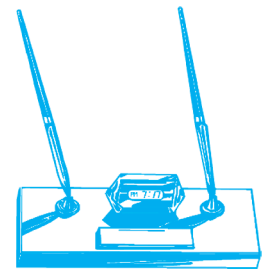
Mark Your Calendars!

Plenary Session,
 Friday, Oct 17, 3 pm,
 BC Forum

**Instructors' Association
 Executive Board Members**

Lynne Stark <i>President/Treasurer</i>	Voice: ext. 3827 E-mail: stark@sbcc.edu
Cornelia Alsheimer <i>Secretary/CCCI Liaison/ FACCC Liaison</i>	E-mail: alsheime@sbcc.edu
Chris Bates <i>Grievance Officer</i>	Voice: ext. 2410 E-mail: bates@sbcc.edu
Gary Carroll <i>Full-time Faculty Faculty Representative</i>	Voice: ext. 2310 E-mail: carroll@sbcc.edu
Tom Garey <i>Vice-president/Academic Senate Liaison/CCCI Liaison</i>	Voice: ext.x2218 E-mail: garey@sbcc.edu
Mark Ferrer <i>Webmaster</i>	Voice: ext. 2660 E-mail: ferrer@sbcc.edu
Jan Ford <i>Adjunct Faculty Representative</i>	Email: fordj@sbcc.edu
Sandrine Krul <i>Full-time Faculty Representative</i>	Voice: ext. 4028 E-mail:krul@sbcc.edu
Gail Reynolds <i>Membership Director</i>	Voice: ext. 2696 E-mail: reynoldsg@sbcc.edu

Instructors' Association
Newsletter



Newsletter by and for the faculty of the Santa Barbara Community College District

October 2008

**President's Message
 An Opportunity**

A long overdue state budget has finally been passed. Education was treated honorably, given the fiscal situation, but there is still precious little to spare. We are now facing our next contract negotiation and the pot will be pitifully small. This is an awkward moment. It is our first negotiation under the Serban administration. I am sure both parties would prefer to begin our formal working relationship with goodwill and generous gestures all around. However, with COLA hovering close to zero and only a modest amount allotted for growth, many hands will be reaching into a small pot.

We will set a tone in this first encounter that will affect how we view one another in the years to come. First impressions are powerful. We have an opportunity to forge a truly cooperative and mutually respectful relationship with the new administration. In an ideal world, our interests are identical. Both faculty and administrators have the best interests of the college at heart although we may differ in how we prioritize those interests.

The Instructors' Association shares Dr. Serban's concern for the future. The administration is deeply concerned about rebuilding our financial reserves. Certainly the recent budget crisis illustrates the importance of sound fiscal policy. Santa Barbara was able to stay afloat while other districts floundered in a sea of red ink. The Instructors' Association appreciates the importance of maintaining adequate reserves although we may differ with the administration on "how much is enough" but we must remember to place our human reserves on the balance sheet as well. The extraordinary collegial and cooperative spirit that exists on this campus is one of our most prized resources. The administration has a unique opportunity to add to this reserve of goodwill. There will never be another "first time" at the negotiating table. Faculty await with interest. Our expectations are modest but our hopes are high. We have been gratified by Dr. Serban's genuine enthusiasm for the college and we are hopeful that it might translate into a spirit of true collaboration. Dr. Serban's effort to reach out and connect with faculty and staff has generated wide support. She has been funny and forthright. We like her. We want her to succeed. However, any progress that takes place only on the balance sheet or on the building site and does not include a concern for our human resources is not progress at all. It is a divisive step backward.

It is our faculty, not our buildings that have made this college one of the best in the state. They deserve salaries commensurate with their contributions and these salaries must be fair and equitable for all who teach, whether they teach lab or lecture, full-time or part-time, baseball or microbiology. If we build SOMA and ignore faculty concerns, it will be a building without a soul. If negotiations are dealt with by dictum and unilateral proclamation, we will have squandered our reserve of good will.

We have an opportunity to set a new tone. I would ask the administration to make our goals their own, to work toward fair salaries and equity for all faculty, to make small gestures when grand ones are impossible, to support the many non-financial issues that are important to

**TABLE
 OF
 CONTENTS**

Page 1

President's Message
 An Opportunity

Page 2

On the Statewide
 Front CCCI

Adjunct Faculty
 Reappointment Policy

Page 3

From the (not yet)
 Negotiation Table

Page 4

President's Message
(continued)

From the (not yet)
 Negotiation Table
(continued)

Mark Your Calendars!
 Plenary Session
 Friday, Oct. 17, 3 pm
 BC Forum

Adjunct Faculty
 Did You Know?

IA Executive Board
 Members

Continued on back page

On the Statewide Front CCCI

As an independent collective bargaining unit, the Instructors' Association is a member of the California Community College Independents (CCCI), a statewide cooperative of independent community college faculty associations who share information and strategies at semiannual conferences and through an online ListServ. In addition, CCCI represents the thirteen member local organizations on the Chancellor's Consultation Council, providing policy input at the state level to the Chancellor and Board of Governors. In addition to CCCI, statewide faculty are also represented on the Council by the California Federation of teachers (CFT/AFT), the California Teachers' Association (CTA/NEA), the Faculty Association for California Community Colleges (FACCC), and the statewide Academic Senate.

Our membership in CCCI provides your IA leadership with valuable information as well as a channel through which to influence state policy. This fall, CCCI will convene in San Diego on October 10 and 11. Chief among topics to be considered will be negotiation strategies and ideas in the face of the State's protracted budget battles and difficult economic conditions. But the discussions go beyond just fiscal matters as members share experiences on their home campuses in dealing with faculty equity issues, full-time/part-time faculty ratios, faculty relations with their administrations and other bargaining groups, etc.

Also this fall, Carl Friedlander, President of the Los Angeles Guild (CFT affiliate at Los Angeles CCD) has been invited to brief CCCI representatives on the status of merger negotiations between the Community College Council of CFT and the Community College Association of CTA. As such a merger would inevitably affect the landscape of faculty consultation at the state level, CCCI has taken a keen interest in following developments in this area. Clearly, all five of the faculty organizations on the Consultation Council have found it useful to work together, whenever possible, to influence policy.

In addition, CCCI representatives will hear reports from FACCC, the California Part-time Faculty Association (CPFA), and others on current issues.

Your IA representatives to CCCI this fall are Lynne Stark, Cornelia Alsheimer, and Tom Garey.

Tom Garey,
Vice-president for the Instructors' Association

Adjunct Faculty Reappointment Policy

1. The chair of the department has the primary responsibility for determining the need for adjunct faculty for each semester during the schedule building process.
2. Once the department chair has determined that adjunct faculty will be needed for an upcoming semester, the chair will first seek to fill any available position using qualified active adjunct faculty members. In doing so, the chair shall take into consideration:
 1. The subject matter qualifications for the assignment to be filled;
 2. The availability of current, qualified adjunct faculty; and
 3. The seniority of available current, qualified adjunct faculty.
 4. The input of the department's full-time faculty.
3. It is the responsibility of the chair to determine the qualifications required for the teaching of any course in the department.
4. The objective is to assign the most qualified instructors, full-time and adjunct, for all courses taught in the department.
5. If it is determined that two or more adjunct faculty are equally qualified to teach a course, the course will first be offered to the most senior adjunct faculty member.
6. Course assignments, when possible, will proceed as follows:
 1. Senior adjuncts will be offered to teach those courses they have taught successfully in previous semesters.
 2. Senior adjuncts will be offered similar loads to those they have had in previous semesters.
7. Nothing in this policy prohibits the department chair from seeking additional qualified adjunct faculty members if, in the opinion of the chair, there are no qualified active adjunct faculty members available to teach a specific course of instruction.

SENIORITY

1. Seniority for adjunct faculty will be determined based on the following criteria:
 1. The date of the first class taught by the adjunct faculty member in the department.
 2. The total number of TLU taught in previous semesters.
 3. Satisfactory completion of the probationary adjunct faculty evaluation process (6 semesters).
2. If an active adjunct faculty member declines an assignment, his/her seniority is forfeited and will begin anew with the next teaching assignment.
3. An active adjunct faculty member who is not offered a teaching assignment for an upcoming semester due to the needs of the department does not lose seniority.

From the (not yet) Negotiation Table

The current IA/District contract ends on December 31, 2008, and the Instructors' Association has informed the Board of Trustees that we intend to enter into negotiations for a new contract.

A team of four IA officers, Lynne Stark, Christopher Bates, Gary Carroll, and I, has been meeting over the summer and through the early Fall semester to craft a proposal, which, on the one hand, is flexible enough to adjust to the ever-changing state budget news—or budget scares—coming out of Sacramento. On the other hand, it has been our intention to include a number of pressing issues for our faculty as well as aiming at a modest raise for faculty in times of very slim state funding increases. The IA is also pressing forward towards our goal of equal pay for equal work, protecting current health benefits and making progress in our attempt to introduce binding arbitration into the college's grievance procedure. The suggestions of last year's Faculty/Management study group will be addressed in the proposal as well as the goal of cleaning up the multitude of pay schedules and stipend calculations in the contract by linking them all as functions of schedule 10 i.e. the salary schedule for contract faculty - instructional and non-instructional.

At this time we hope to have a signed state budget which—at the time this newsletter goes to the presses—is still in limbo. The State Senate and State Assembly did pass a budget on September 16—at 2 a.m. in the morning!—which would provide community colleges a 0.68% Cost of Living Adjustment (COLA) increase on unrestricted funds as well as fund a 2% enrollment growth, a percentage SBCC definitely has achieved.

If these numbers remain, which depends on the governor's signing or vetoing the budget, this is a, though very modest, improvement, compared with the original budget proposal which had called for zero percent COLA.

This round of negotiations will be the first one with the new college president, Dr. Serban, at the helm of SBCC, and the IA team is looking forward to a positive collaboration in order to achieve a fair contract which will benefit the college in its entirety and will move all of us toward our common goal of providing the best education for our students.

Continued on back page

SBCC Instructors' Association Annual Report: 2007 - 08

	Checking	Savings	Total
Account Balances Fwd: 8/31/07	20,652	102,472	123,124
Income:			
Dues	73,239	48,239	25,000
Interest	4669	321	4348
Other			
Total Income	77,908		
Expenses:			
Payroll	20,441		
Legal	2439		
Newsletter & Duplicating	910		
Conferences	6626		
Donations	4424		
Dues	2200		
Negotiations	4941		
Gifts	1250		
Meeting Expenses	661		
Receptions	5024		
Total Expenses:	48,916	-48,916	
Surplus	28,992		28,992
Account Balances: 7/31/08	20,296	131,820	152,116