

Political Statement

You may not know that until recently, the Santa Barbara Community College District, as well as our neighbors, Ventura and Allan Hancock, were "low revenue districts" --- meaning that we received much less in state funds per student than other community college districts. This situation occurred when the state took over the responsibility for funding the community college, following the passage of Prop.13. Periodic increases were based on historic funding, and the "low revenue" problem persisted for a quarter century. For example, we were receiving \$3,600 per students when the California State Universities were receiving more than \$10,000 and the Universities of California more than \$20,000 per student. Many other Community College Districts were receiving \$4,000-\$5,000 per students. As a result, "low revenue" districts, such as SBCC, struggled to meet the needs of their communities. To compensate they chose the unfortunate strategy of hiring more and more part-time faculty at low salaries. Today, at SBCC over 40% of our courses are taught by part-time faculty who were paid at roughly half the rate of full-time faculty. That has now increased to 65% of parity. Junior faculty and Laboratory Instructors were also paid substantially less than senior faculty.

Thanks to the co-operation of all elements of the community college system, and the initiative of Governor Schwarzenegger, State Senator Tom McClintock, and Assemblyman Pedro Nava, this year the funding of the "low revenue" districts will be within 10% of our peers. By the way, Pedro Nava was honored as "Freshman Legislator of the Year" by FACCC, the Faculty Association of California Community Colleges, this year.

Let me explain what happened. You all recall the last recession. During the state's fiscal crisis, the Governor, Grey Davis, planned to reduce our already low funding and did raise student fees. Fortunately, he was recalled and Governor Schwarzenegger was elected. At that time, I was President of our Union and visited Senator McClintock in Sacramento to explain our situation. He immediately understood and we agreed on a three year plan to bring the "low revenue" districts up to the average. Governor Schwarzenegger was also hearing from a group of Community College C.E.O.s, including our President, John Romo, on this issue. And our Trustees were advocates within their own

group. As a result, "equalization" was introduced into Governor Schwarzenegger's first budget. The final installment of "equalization" was just authorized by our legislature and signed by the Governor.

Let me summarize, this year's budget for Santa Barbara City College will enjoy a 12% increase in funds, including \$4.6 million of "equalization." This new, continuing revenue will permit SBCC to catch up on deferred maintenance and equipment replacement and implement a major enhancement of our data management system. The faculty anticipates that a portion of the money will be used to correct historic compensation inequities, by raising part-time compensation to 75% of the full-time equivalent, by matching Laboratory and Lecture teaching compensation, and by increasing the share of classes taught by regular, full-time faculty. Already, the District has offered all employees a generous increase in general salaries and benefits for which we are very pleased.

None of this could have happened without the collaboration of the Democrats in the legislature, especially our own Assemblyman, Pedro Nava, and his associates in the Latino caucus, AND the Republicans, including our own Sen. Tom McClintock, AND our Governor, Governor Schwarzenegger.

This is the way government should work. Various constituencies, including students, faculty, staff, and trustees, developing solutions to provide better services to the public AND elected officials of both parties working together to design legislation that is fair to all parties, and adequate to the job, but not wasteful.

In closing, allow me to tell you a short story about the Governor. While that first budget with the first installment of equalization money was being discussed, there was a lot of pressure to delete it. The pressure came from districts which would not benefit. After all, we'd survived without it for so long, why not a while longer? During that time, I met briefly with Governor Schwarzenegger. I introduced myself as a teacher's union president, and told him how important holding firm on equalization was to us. He said, "You can count on me." We did, and he delivered. So did Tom McClintock. So did Pedro Nava. All of us who are served by the Santa Barbara Community College District can be grateful.

California Community College Independents (CCCI) Voice and Support for Independent Faculty Unions

On October 26 and 27, Homer Arrington, Tom Garey and I traveled down to beautiful San Diego but not to meet with Shamu but rather to gather with Independent faculty union leaders of nine other California college districts. Our mission is to share information and legal advice as well as support and learn from each other about negotiation issues and contract matters. CCCI also provides a formal statewide voice for Independent faculty unions. The CCCI president represents us in important statewide organizations such as the advisory body of the state Chancellor and the California Community College Board of Governors. And for sure they keep us, CCCI members, informed about current issues.

Our meetings are always extremely intensive – one-and-a-half days we sit together in a rather small room – but also extremely interesting and important. Every district reports what is going on on their own campuses and our team learned that we here in Santa Barbara are actually faring not that bad in comparison to other districts. Several colleagues reported a rather tense or even hostile attitude of their districts with frequent contract violations, incompetent HR departments, the topper was a report about an employee-friendly trustee being forcefully removed from a board meeting by campus police when he tried to reveal fraud committed by the chancellor. However, there were also quite a number of faculty bargaining units who were able to achieve considerable achievements for their part-time instructors with eligibility for all classes, parity rates between 75 and 100% as well as paid office hours, various degrees of rehire rights and improvements in adjunct healthcare with the top achievers offering fully paid benefits for adjuncts with a 50% load.

Talking about benefits – we also got a presentation by John Fickewirth, president of the Fickewirth & Associates, a company specializing in benefit consulting for labor unions. John came up with many good ideas, including an exciting new ideas for PT health insurance, and the IA board would like to invite him for a presentation on campus. If you do not want to wait, you can learn more about these programs at www.fickewirth.com.

Andrea Harvey, FACCC Legislative Advocate, who stopped by to urge us to increase our efforts with the

signature campaign for the Community College Initiative, gave a second presentation.

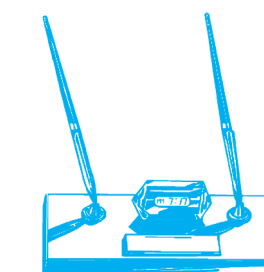
And last but not least – following a suggestion by our SBCC team last spring - CCCI has decided to create a new position in the board to be filled by an adjunct instructor who would serve as a CCCI liaison with the PT groups throughout the state.

Please feel free to contact me, if you want to learn more or check out the CCCI website www.cccindependents.org.

Cornelia Alsheimer

I. A. Executive Board Fall 2006

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President's Message

Dear SBCC Faculty,

This IA Newsletter has a rare quality: By the time you are reading it, much will have happened and no doubt much will have changed. First, SBCC faculty members will have presented their support of the IA contract proposal at the Board of Trustees meeting on November 9th. Also, the IA and the District will have resumed contract negotiations after a six-week hiatus. Finally, the signature-gathering campaign for the Community College Initiative, which many of you have generously volunteered for, will be in its final push to gather the last of the one million signatures required to place it on the June 2008 ballot. With all three issues, the IA will continue to provide you with timely updates.

Meanwhile, the articles enclosed within the Newsletter are equally relevant. Gail Tennen, the IA's Grievance Officer, explains the IA proposal for a revised Grievance Policy. Peter Naylor, IA Chief Negotiator, reports on the October Plenary Session and also offers his perspective on the political situation for community colleges. Cornelia Alsheimer, IA Liaison to FACCC and the CCCI, has provided us with reports on her attendance at the recent conferences of FACCC and CCCI. We hope you will take the time to read the articles carefully.

The IA needs your input, and as always, we encourage you to communicate your concerns with any of your IA representatives.

Homer Arrington,
President, Instructors' Association

FACCC Conference – Did You Miss It?

For all those of you who did not make it to the FACCC conference in Los Angeles last month: It was a great meeting – you should definitely try to make it next Fall! Due to the wide variety of workshops and presentations offered, it is nearly impossible to give you a reasonably comprehensive summary, but I will do my very best to give you an overview of the main topics presented.

One sad piece of news first – Jennifer Baker, the former FACCC Director of Government Affairs, has left FACCC and has accepted a job at CALSTRS, where she will continue working for faculty, but she was just such a great advocate for community colleges in Sacramento. We will miss her. Jennifer gave one of the main presentations at the confer-

ence –naturally, focusing on CALSTRS issues. There she reported about a 24 billion dollar shortfall to the retirement fund which was discovered 5 years ago. Even though this shortfall has become smaller in the recent years because funds were invested well and brought greater return than planned, an increase in contributions is still in discussion – at the moment the plan is for half a percent increase for employee and employer from currently 8.25% to 8.75%.

Deborah Shanks, who is FACCC's expert for PT retirement issues, extended the CALSTRS discussion with a hands-on workshop how to use the CALSTRS website and access your own account information online. The IA purchased two copies of DVDs of a 3 hour PT

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To Live and Grieve in Santa Barbara — Our Proposal for a New Grievance Procedure

Most of us will never have to use a grievance procedure, but like earthquake insurance, it's a good thing to have. The purpose of a grievance policy is to help faculty fairly and expeditiously resolve complaints against the District. Last year, the Academic Senate rewrote the old and cumbersome grievance policy, and the Board of Trustees approved the new policy. This year, the Instructors' Association is also proposing a new grievance policy to deal with issues that fall under its purview (generally contract violations). This is, of course, a negotiable item, and is being discussed with the District.

The procedure in our current contract (Article 6) is gravely inadequate. Basically, it allows the grievant to write to progressively higher levels of administrators and to await a written response. There are no provisions for face-to-face meetings, for mediation, or for arbitration.

As the Grievance Office of the IA, I was charged with proposing a new policy. To draft the IA proposal, I looked at the grievance policies in contract of dozens of other community colleges in California as well as checking the provisions of the Education Code. I read the contracts of all sizes and types of districts, of independent associations and of those affiliated with larger unions. I found a surprisingly high degree of consistency, and, when I talked to few officers of various executive boards, a high degree of satisfaction. Culling the best of what I found, I came up with a proposed policy that was reviewed and approved by the IA Board.

The criteria I used when writing the draft were:

- The procedure should encourage resolution at the earliest stage possible.
- The procedure should be fair to all parties.
- The procedure should include face to face meetings
- The procedure should be clear, effective and have authority.

The main steps of our proposal for the new contract are:

1. Informal conferences with the availability of IA conciliation; if no resolution, then
2. Written grievance to the immediate supervisor, or dean; if necessary or requested, a meeting is

held with the appropriate authority (e.g. vice-president); if no resolution, then

3. Written appeal to the Superintendent/President who will meet with the grievant and his or her representative; if no resolution, then
4. The grievant may request that the IA submit the grievance to arbitration. The IA Executive Board decides whether to request impartial arbitration.
5. If the IA requests arbitration, we would follow the standard practices using the California State Mediation and Conciliation Service, costs being split between the IA and the District.
6. The decision of the arbitrator shall be final and binding.

I believe that this procedure fulfills the criteria with which I started. Almost all grievances should be resolved informally. This has been the case in the year and a half that I have been the grievance officer. It is, however, important to have all the other steps in place.

Binding arbitration, when first discussed, was a bit controversial. However, almost every college contract I looked at had binding arbitration: Cuesta, Ventura, Grossmont, Santa Monica, Foothill-DeAnza, Cabrillo, the entire LA district, Los Rios, San Francisco, etc. All the independent colleges I looked at had binding arbitration. The IA Executive Board has unanimously agreed to binding arbitration.

Why bother asking for binding arbitration? It will be used very rarely, if at all. The IA Board has to request arbitration; it cannot be at the request of the grievant. This assures that it will not be used frivolously. Binding arbitration is necessary because it provides integrity to the entire procedure. Without binding arbitration, a grievance procedure is simply a series of administrative decisions. The mere possibility of impartial arbitration provides an impetus for thoughtful, well-measured complaints and responses.

I believe that this procedure benefits both faculty and the District. Our negotiating team will be discussing this in negotiations, and we will keep you updated on our progress.

Report on October Plenary Session

We had a very rewarding Plenary Session on October 20th. Attendance was good, participation very helpful, and we emerged with clear understanding of where we are and what we need to do. For those of you who were not able to attend, I will summarize the portion which covered Contract Negotiations.

Instructors' Association Proposals for the Next Contract, 1/1/07-12/31/08

First, we reviewed the principles upon which we build our proposals and upon which we will stand, in any inevitable compromises.

“equal pay for equal work” --- correct inequities by using all equalization money to equalize compensation as far as possible.

“COLA goes for COLA” --- all COLA is applied Schedule A

“All faculty treated equally”; “We move together” --- equal dollar increases across the schedule.

No discrimination based on contribution to revenue. Modest increases in recognition of service experience and education are justified.

“No free lunch” --- all work should be compensated.

“No informal, side-deals outside of the contract for bargaining issues” --- if it's available to one group, it's available to all faculty in similar situations.

You may recall John Romo's presentation at Faculty In-service in August. He reported that the General Fund Budget will be \$80.3 million, including increases of on-going funds of \$9.59 million and one-time money of \$4.1 million. Your IA is demanding 50% of the Equalization Funds (\$ 2,300,000) plus COLA salary & benefits expenses (\$ 2,345,460). **This totals \$ 4,645,460 or 48%.44 of the new on-going money!** Notice, we are not asking for any of the one time money, which can be used to catch up on deferred maintenance and equipment, and pay for new construction.

It's important to understand that there are three sources of new money:

- 1) a general increase in funding per student which is called “COLA” but which has nothing to do with any Cost of Living Index or inflation measure,
- 2) growth funding which is set at a % of overall funding and then shared among CCs experiencing growth, and
- 3) categorical

(restricted) funding. To these was added over the past few years a fourth category, 4) Equalization. The total available and the distribution among the categories is the result of a political process. The LACC District has exceptional power in Sacramento, and their needs often determine the allocation. Fortunately, this year we got the COLA increase that LA wanted, and Growth, and Final Equalization. The next big increase in CC funding will await the passing of the Community College Initiative. We should all commit to working hard for that.

This year's COLA funds for Faculty Salaries shall be allocated in the form of an equal dollar increase for all cells of Schedule A. The agreed Raise will be \$4,470 for everyone! The percentage increase varies depending on one's salary class and step.

We are also demanding that: {this is not a complete list. See our web-site for details}

1) The hourly rate for all faculty will be established at 87.5% of the hourly equivalent of their annual salary, as listed on Schedule A. {Take the Schedule A salary, divide by 1225 hours of annual contract workload, and then multiply by 87.5% to get the faculty member's hourly rate for overloads or part-time work.} This rate would be paid everyone undertaking any non-instructional duty, except for those tasks evaluated by the Committee on Non-teaching Compensation. Non-teaching faculty would receive one hour of pay for each hour of work. They would be at 87.5% parity, right away.

2) All part-time or overload instruction by faculty will be paid at 75% parity calculated by TLUs. The TLU rate will be determined by dividing the salary for their class & step by a normal load (thirty TLUs) and multiplying the result by 75%. All faculty will be paid for summer work, exactly as they are for overloads or part-time work during the year. The goal for Part-time Parity for all faculty will be 87.5% of the hourly equivalent of a regular full-time salary.

3) Laboratory instruction will be compensated exactly as Lecture instruction, {one hour of lab = one hour of lecture}.

4) Health & Welfare Benefits: The District has offered and we have accepted a generous increase which will compensate for the recently experienced increase in faculty costs.

For part-time faculty, we want eligibility for upon completing two years of service equal to or in excess of 15 TLUs, and 50% District contribution after four years of service equal to, or in excess of, 15 TLUs.

5) Hourly Assignment Procedures: The objective of this proposal is to emplace policies assuring rehire rights to satisfactory, regular part-time faculty. We know now that 49% of courses are taught by full-time faculty as regular load, and 43% are taught by part-time faculty.

WE DEPEND ON OUR PART-TIME FACULTY!

So, we also demand that the District will increase the percentage of courses taught by full-time, regular faculty by 1% each year, until we achieve the 75% goal established in state law. {approx. 4 new hires, each year}

6) We also demand that the District will fund Sabbaticals for 5% of the regular faculty, every year. (12-13 FTE)

7) Department Chair Stipends shall be doubled.

8) Revision of Contract Grievance shall include face-to-face meetings, mediation, and binding arbitration.

9) Use of Faculty Leave shall be liberalized. We are also discussing a new center to provide *Child care for employees.*

The implications of our proposals are:

	class 1	class 2	class 3	class 4	class 5	teaching per TLU	non-teach per hour
step 1	9.72%	9.32%	8.94%	8.60%	8.28%	26.13%	7.62%
step 2	9.32%	8.94%	8.60%	8.28%	7.99%	25.70%	6.82%
step 3	8.94%	8.60%	8.28%	7.99%	7.71%	25.31%	5.66%
step 4	8.60%	8.28%	7.99%	7.71%	7.45%	24.94%	5.16%
step 5	8.28%	7.99%	7.71%	7.45%	7.21%	24.60%	4.27%
step 6	7.99%	7.71%	7.45%	7.21%	6.99%	24.28%	3.64%
step 7	7.71%	7.45%	7.21%	6.99%	6.77%	23.98%	2.82%
step 8	7.45%	7.21%	6.99%	6.77%	6.58%	23.71%	1.94%
step 9	7.21%	6.99%	6.77%	6.58%	6.39%	23.45%	5.01%
step 10	6.99%	6.77%	6.58%	6.39%	6.21%	27.05%	8.08%
step 11	6.77%	6.58%	6.39%	6.21%	6.04%		
step 12	6.58%	6.39%	6.21%	6.04%	5.88%		
step 13	9.52%	6.21%	6.04%	5.88%	5.73%		
step 14	12.46%	8.99%	5.88%	5.73%	5.59%		
step 15	15.40%	11.77%	8.52%	5.59%	5.45%		

In conclusion: This year, the District will receive the final installment of Equalization Funds. For years, we heard that the District had to pay part-time faculty and lab instructors

less, because we were a low revenue district. Faculty were instrumental in getting the legislature to correct this inequity {see my other article}; now, it's time to use 50% of the Equalization Funds to correct these inequities. District problems with construction cost over-runs are not an excuse to deny us our fair share of these funds!

Peter Naylor,
Chief Negotiator

FACCC Conference *continued from page 1*

A central focus of this year's conference was the Community Colleges Governance Financial Stability Initiative - or short: the CC Initiative. Christina Chavez, granddaughter of Cesar Chavez, who serves as a coordinator for the Initiative, came to the FACCC conference to emphasize the importance that we all pull together to get the 1 million signatures necessary to place the Initiative on the June 2008 ballot and to hand out ballot petitions - a packet of which we brought home to Santa Barbara for our faculty to sign and collect signatures. There is a also a great 5 minute video on the facc.org website, go and check it out!

Another project FACCC was supporting and the various PTer organizations have put a lot of hope into, has not gone so well.. State Senator Denise Ducheny (San Diego) has decided to no longer pursue SB 847, which sought to raise the 60% load restriction for PTers to 80%. Even though the support from PT faculty was overwhelming and also a lot of FT faculty - including those at SBCC - were backing this bill, she had to face a strong opposition by the State Academic Senate and other FT faculty organizations who felt that tenure would be compromised if PTers were allowed to have an 80% instead of 60% work load. PT advocates at FACCC and other faculty organizations are now brainstorming what to do next.

To round up the meeting - there is no conference without a keynote speaker and a great party. On Friday at noon, the topic of Immigration and its Impact on California's Community Colleges took center stage with retired UCLA professor Dr. Adolfo Bermeo. And a glass of Californian wine and hors d'oeuvre concluded the Friday workday at the Wilshire Hotel with everybody coming together to honor the awardees for the FACCC faculty of the year awards as well as to catch up with colleagues and make new friends. See you there next year!

Cornelia Alsheimer