



## CCFT Council Minutes

Monday, May 2, 2011  
2:30-4:30 PM  
Horticulture, Room 5005

NOTE: The sign-in sheet disappeared at the meeting.

- I. Introduction to Meeting: Confronting an All-Cuts Budget
  - a. District is likely facing an all-cuts budget.
  - b. The intended outcome of this meeting is to explore how much this would mean in possible lay-offs? What are the alternatives facing the district? What are faculty members' priorities? Is there some agreement about those priorities across a large number of members?
  
- II. Budget Worksheet Exercise
  - a. Faculty complete budget worksheet and share work with each other.
  - b. Debrief/Discussion/Comments
    - i. If we reduce pay and benefits then we save program cuts.
    - ii. Cutting adjuncts won't cover this—getting at FT positions and costs of running programs is more cost-saving for district.
    - iii. We have already given up 600k in health benefits—the year before least. Do we believe that in 2-3 years we'll get concessions back?
    - iv. Is program elimination easy for district? No, it's easier for them to threaten it and watch us scramble to cut ourselves.
    - v. To cover this whole thing would be approximately a 25% pay cut: implication—we need to look at program cuts/elimination.
    - vi. We need both serious concession and serious program reduction—for PR reasons, since the community has funded us so generously.
    - vii. Salary reduction would be time-limited.
  
- III. Looking at Scenarios
  - a. Intended outcomes: that faculty realize the uncertainty of what can happen, discuss how state budget may change what CCFT wants to do, and realize the range of possibilities.
  - b. From handout on scenarios
    - i. Scenario 1: A proportional cut of 4.9m for academic salaries and benefits
    - ii. Scenario 2: Governor's proposed 5% workload reduction—would mean TU cuts
    - iii. Scenario 3: Target programs and course repeatability
    - iv. Scenario 4: Fee increases: to \$66/unit
    - v. Scenario 5: Reality—some combination of the above
  - c. Debrief/Discussion

- i. We need more information before making final decisions, but we can start to think about our values now. There is no easy way out. CCFT needs to know members' values and priorities.
- ii. Timeline for budget negotiations for 2012-2013:
  - 1. Every year pay and benefits are reopened. The district needs to get \$3m out of budget by August, and another \$6m by December.
  - 2. District will announce lay-offs of classified staff in August (the contract states that the district can lay off anyone in CCEU—with 45 day notice).
- iii. Different Positions:
  - 1. Spread cuts around—share the pain.
  - 2. Run Cabrillo like a business, don't make concessions that will be hard to get back. We need to attract good FT faculty.
  - 3. Long range: best to leave seeds of things since it will be harder to build something new than rebuild something with roots. The district has been doing this for a long time. Leave infrastructure.
  - 4. We don't want to collude in our own demise—this is coming from Republicans, the goal being to replace public higher education with private universities.
  - 5. Would rather go with pay cuts than degrading benefits.
  - 6. Adjuncts have already borne the brunt of previous cuts. Pay cuts affect them more since income is already so low. Adjuncts don't get benefits so sparing benefits hurt adjuncts.
  - 7. Big cuts are also big for FTers. And no FTers will want to stay here.
  - 8. FTers are not "rich."
  - 9. Let's move toward the instruction as 50% Law.
  - 10. What are the criteria for program cuts?: The Academic Senate is meeting to discuss this tomorrow (May 3: 3-5 p.m.). The idea is that the Senate might devise a set of criteria for program cuts and form a committee to make decisions—with 7 members.
  - 11. Either/or is not possible, we need to balance program cuts and pay/benefits concessions.
  - 12. One thing is clear: there is no consensus in this room. This has to go to the entire body for a vote.
- iv. Final Comments on the Politics of Cuts
  - 1. There may be layoffs of classified coming in August: do we want to be saying we are not willing to make any concessions? What can we do now, that might be small or contingent, in preparation?
  - 2. This is NOT summer as usual: We need to be in touch with members over summer—possibly a phone tree, summer meeting. The district will be moving forward over summer, senate's proposed task may too.
  - 3. Go out to people in your divisions. Get information out and get input so CCFT can make decisions informed by membership.