



**Cabrillo College Federation of Teachers**

AFT Local 4400

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Mr. John Rizzo  
President, Board of Trustees  
City College San Francisco  
E 200  
50 Phelan Avenue  
San Francisco, California 94112

February 26, 2013

Dear Mr. Rizzo,

On February 25, 2013, the Cabrillo College Federation of Teachers, AFT Local 4400, unanimously passed the following resolution:

WHEREAS the majority of the fourteen recommendations to CCSF by ACCJC in March 2012 pertain to areas of college planning that are the purview of college administrators and trustees, such as Human, Physical and Technology Resources, Financial Planning and Stability, Financial Integrity and Reporting, and Effective Board Organization, and

WHEREAS those recommendations by ACCJC that require CCSF faculty participation or direction, such as implementing Student Learning Outcomes in all college components and departments and Governance and Decision-Making, also require the cooperation and oversight of managers, staff, administrators and trustees, and

WHEREAS the CCSF Board of Trustees appears to have abdicated its duty to oversee the college budget and organization for more than a decade, stirred to action finally when served with a letter of show cause by the ACCJC, and

WHEREAS the majority of Trustees supported for more than a decade a college president who defrauded CCSF and the City of San Francisco, and they have recently hired a series of interim presidents while under scrutiny by the ACCJC for poor leadership, and

WHEREAS the CCSF District has been paying for the college's mismanagement of finances and enrollment by inflicting cuts to faculty and staff compensation for the last three years, and

WHEREAS CCSF administration has plans to continue with faculty and staff layoffs and new pay cuts while diverting Prop. A funds to college reserves, contrary to the intent of 73% of San Franciscans, who voted YES with the promise that both classes AND jobs would be saved, and

WHEREAS the CCSF District has violated agreements bargained in good faith by AFT Local 2121 and other campus groups with the latest unilateral cuts and also by voting to dissolve the Department Chair structure rather than work with faculty to streamline it, and

WHEREAS CCSF administration has, until just recently while under threat of occupation, refused to allow its 86,000 students a voice in campus decision-making altogether while benefitting from student activism to pass Props. A & 30 in recent elections,

THEREFORE BE IT RESOLVED that the Cabrillo College Federation of Teachers, AFT Local 4400, stands in solidarity with CCSF faculty, staff, students, and the people of San Francisco who demand that the City College of San Francisco District direct Prop. A funds back to the classroom, and further

BE IT RESOLVED that the Cabrillo College Federation of Teachers, AFT Local 4400, insists that the CCSF District honor its existing faculty and staff contracts and the collective bargaining process rather than make unilateral decisions about salaries and jobs, and further

BE IT RESOLVED that the Cabrillo College Federation of Teachers, AFT Local 4400, urges the CCSF District to address the ACCJC recommendations with transparent and collaborative decision-making processes that respect the needs of Bay Area students and the rights of college workers.

Sincerely,



Paul Harvell  
President, AFT Local 4400  
Cabrillo College Federation of Teachers  
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cc: CCSF AFT Local 2121  
CCSF SEIU Local 1021