

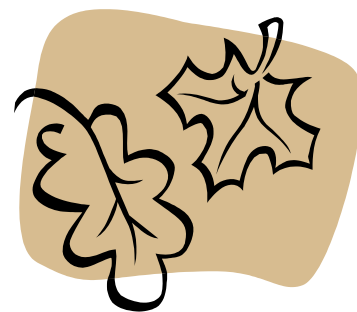
FACULTY VOICE

CCFT NEWS

A UNION IS ONLY AS STRONG AS ITS MEMBERS ARE INFORMED AND ACTIVE

OCTOBER 2009

CCFT President
Paul Harvell



President's Report: More Budget Blues

Paul Harvell, CCFT President

Is there anything more important or more significant these days than the budget? I can't think of any. The union continues to work on other projects, for example, the next contract, but the budget is the biggest obstacle facing the union and the college.

This year's budget is now set. For this budget year, this means there are no more cuts of any significance. This includes no further cuts in TU's (teaching units). The final budget for this year calls for a \$1.3 million deficit. Included in that is a \$400,000 transfer to categorical programs to prevent

any lay-offs. The \$1.3 million is conservative. For example, it was formulated upon us keeping the old medical plan. By reducing the increase in medical costs, the deficit this year is now reduced to less than \$1 million. With continued frugality in supplies and other spending and coupled with on-going salary savings, the college could end up with a balanced budget by year's end. However, another round of mid-year cuts could quickly end that possibility. Such cuts could come any time from now until next summer.

At the College Planning Council (CPC), attention has moved on to next year, 2010/2011. For next year,

the initial planning assumptions have the college running a \$3.5 million deficit. That could get better or worse. It's not clear the California economy has bottomed out (though it very much looks like the national economy has). Even if we reached bottom, state revenues may continue to fall and will lag well behind the economy. Add to that the state pushing many problems into next year, there's a real possibility that revenues will continue to decline next year. Revenues, including categorical funding, declined by over \$4 million this year – something like 8% of our funding.

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Faculty Approve Changes to Health Benefits as Contribution to the Budget Crisis

A core provision of our contract agreement is that all contract/regular faculty members will be provided with District paid benefits coverage. This coverage includes the base-level (or low) HMO and dental insurance for the employee and dependents as well as disability and life insurance for the individual. Most college employees receive this benefits package (note here that

the majority of college employees, part-time faculty, do not receive this coverage although some are eligible for a benefits stipend). What contract/regular faculty pay in out-of-pocket expenses for other plans (a high-level HMO or the mid-or high-level PPO) is the difference between the base or low-HMO plan and the higher level plans.

This year the base level Health Net HMO was slated to increase by 18%, a cost to the District of about a million dollars for all covered employees. Thus, in the late spring employee groups informally agreed to switch over to a comparable Blue Shield HMO plan. This change would have brought the increase down to about 15%.

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Update from CFT / CCC Meetings

Jefferson Hancock, Editor

Back in September, your Newsletter Editor, Jefferson Hancock, and Adjunct Committee Chair Michael McCarthy had the pleasure of attending the Community College Council and CFT State Council meetings in sunny Manhattan Beach, California. The meetings coincided with the "Corona Wide-Open" Beach Volleyball Tournament, so excitement was in the air, with teachers and volleyball players everywhere. The experience was enlightening and pleasurable (although I did doze off a few times and got a sore butt from sitting so damn long). Nonetheless, the information I received related directly to all our members, so do read on.

At Friday's Community College Council meeting, Carl Friedlander presented participants with a summary of responses to a questionnaire about how various community colleges were handling budget cuts. The results were telling. In general Cabrillo is following the other colleges by carving into health benefits and by cutting entirely or reducing winter and summer

sessions. Statewide, colleges have reduced course offerings dramatically and have lost adjunct faculty to varying degrees. Cabrillo was the only college surveyed that laid off tenured faculty. The standout was City College of San Francisco which managed to keep all its faculty members. Why? Well, for one, the chancellor of their college agreed to a *voluntary* — yes, that's *voluntary* — 25% pay cut. Not only that, the faculty agreed that faculty teaching overload and retirees would lose classes before adjunct faculty. San Francisco's action drew praise and gasps of amazement from the crowd. Their representative did note, however, that they would probably lose adjunct in the upcoming budget year.

The comparisons of ending balances between the colleges caught my attention. Cabrillo's net ending balance, according to Paul Harvell and Maya Bendotoff is 20.5 percent or 14.3 million dollars. The closest ending balance I could find came in at 20 percent, 29 million dollars from the State Center District, which consists of 6 Community Colleges in the Fresno area. Most ending balances ranged between five and ten

percent, with Ventura coming in at 17%. Our Executive Board and negotiating team will take CFT Treasurer Dennis Smith's advice and use this time as an opportunity to look over those books carefully.

As for categorical programs, most of the other folks in the state are suffering, just as we are, and their responses have varied. Some have gutted programs, but many have agreed to cover some of the cuts from their general fund. Most are waiting for the other shoe to drop and trying to hold out until next year's budget.

On the legislative front, CFT Legislative Analyst Judith Michaels and CFT President Marty Hittleman both warned about the new movement for "accountability." Apparently, some of the Obama stimulus money from the American Relief and Recovery Act (AARA) has a catch. Schools accepting the money will have to agree to performance standards which means they'll have to tie learner outcome to faculty evaluations. Michaels and Hittleman urged participants to examine closely the decision to accept AARA money because the cash received may not justify the legislative losses that come with it. Michaels also cautioned that requiring Student

Learner Outcomes in faculty evaluations is the first step toward legislation for merit pay and test scores tied to evaluation.

Finally, the planned merger between CCA and CFT councils is still being negotiated. Carl Friedlander assured the audience that concerns about formula funded staff and preservation of local power had been addressed and that present negotiations centered around financial details of about how dues would be collected and distributed between the two groups. CCFT will continue to watch this one closely. In any case, the merger isn't a done deal just yet.

All in all, the experience was rewarding. I'd gladly go again because attending brought a wealth of information. It was fun to rub elbows with colleagues and to be informed about what's going on outside our little wonderland. I had some fun, too. After the Community College Council meeting on Friday night Michael and I had the pleasure of talking to a drunk volleyball promoter who claimed he'd skied down the face of Mount Rainer. Right. And Arnold Schwarzenegger's going to lower everyone's taxes and still balance the budget.

Fall Calendar . . . save the dates!

Council Meetings

October 19

November 16

December 7

Mondays from 2:30-4:30

in room 225, SAC East

Executive Board

October 12

November 2

November 23

Mondays from 2:30-4:30

in the Sesnon House, room 1824

Part Time Committee

October 14

November 18

December 9

Wednesdays from 12:30-2:00

Meetings at the Pino Alto, Sesnon

Agreement Reached on Separation Package for Children's Center Teachers

Maya Bendotoff, CCFT Director

In the spring of 2009, the Governing Board approved the reduction of two full-time Children's Center teachers commencing with the 2009-10 academic year.

CCFT and the District spent several months bargaining the impact of this decision to lay-off. In the end, we reached an agreement that the two laid off faculty members would be given the option of either one

year of medical coverage or a one-time \$10,000 payment in lieu of the medical coverage. We are glad to have resolved this issue and wish both of the teachers (Eddie Jobe and Jill Golsh) the best of luck.

The agreement is formalized in Side Letter of Agreement 2009-10.1, which will be posted online at http://ccftcabrillo.org/contract/contract_07-10/.

Tenure Time

Congratulations to the faculty members listed below, who will be tenured as of the 2009-2010 academic year.

| | |
|---------------------|------------------------|
| Sarah Albertson | Theater Arts |
| Antoinette Alderson | Dental Hygiene |
| Victoria Bañales | English |
| Enrique Buelna | History |
| Michelle Gentile | Communication Studies |
| David King | Dance |
| Teresa Macedo | Sociology |
| Kathryn McBride | Art |
| Adela Najarro | English |
| Diego Navarro | Digital Bridge Academy |
| Martha Potkin | Nursing |
| Rebecca Ramos | Art |
| David Reynolds | Math |
| Peter Shaw | Horticulture |
| Michael Strunk | Music |
| Jeffrey Tagami | English |
| Sue Tappero | MESA |

Scholarship Winner!



Congratulations to Chandan Lodha, a student at Santa Cruz High School who received the Robert G. Porter Scholarship, established to honor the late Illinois educator, union activist, and Secretary-Treasurer of the American Federation of Teachers..

This program offers four 4-year, \$8,000 post-secondary scholarships to students who are dependents of AFT members, as well as 10 one-time \$1,000 grants to AFT members to assist with their continuing education.

Chandan plans to attend Harvard College this fall. His mother Madhu teaches in the ECE Department. She is very proud and has expressed thanks to the union and to AFT.

CCFT Fun Flex Lunch

At this semester's CCFT flex week luncheon and Council meeting, members chowed down on a delicious Mexican meal. Thanks again to Maya B. for her indefatigable efforts in arranging the whole shebang and to COPE Chair Julie Hanks for bringing the food.

After lunch, CFT President Paul Harvell gave members yet another grim budget update, and members voted to accept the college's move to the Blue Shield Health Plan. More about the change elsewhere in this issue. Finally, Jo-Ann Panzardi and Dan Rothwell gave a short presentation about their work on an ad hoc committee organized to devise ways to maintain Cabrillo's special qualities amid draconian state budget cuts. Photos by John Govsky.



Panzardi and Rothwell



Mangin, Smith, and Lonnberg at the table



CFT Field Rep Pat Lerman

Q & A: Faculty Service Areas

What is an FSA?

Faculty Service Areas (FSAs) are service or instructional subject areas or a group of related services or instructional subject areas performed by faculty and established by agreement of the District, the Faculty Senate, and the CCFT (Contract Article 15.2.1). FSAs are listed in Appendix U of the Contract. Note that FSAs do not apply to adjunct faculty.

Examples of FSAs:

| Discipline | FSA |
|------------------------|---|
| Astronomy/Physics..... | Astronomy |
| Astronomy/Physics..... | Physics |
| Counseling..... | Counseling and Guidance |
| Counseling..... | Career Counseling |
| Counseling..... | Reentry Counseling |
| English..... | English Composition and Literature and Creative Writing |
| Mathematics..... | Mathematics |

This sample is designed to show that some FSAs are very straightforward while others are complicated. We highly recommend that all faculty members confirm their FSAs and apply for additional FSAs that you qualify for by November 1 of each year.

Why do we have FSAs?

Faculty Service Areas were established to provide objective and legal criteria by which seniority and displacement ("bumping") rights of contract/regular faculty are determined when a reduction in force (layoff) is implemented. For example, let's say you have been here since August 27, 2000 teaching Economics, and they cut the Economics courses. Well, if you have an FSA in Math, the District would have to lay off Math faculty hired after August 27, 2000, and give you those classes. If the Math instructor has an additional FSA in Jazz Music with a hire date of August 25, 2001, he/she would be able to displace the Jazz faculty with less seniority, and so on. Note that FSAs apply to bumping rights: faculty members do not need an FSA to teach a given subject. (to teach a subject, one must meet the minimum qualifications).

Do I have an FSA?

Upon employment, all contract/regular faculty members qualify for and are assigned by the District to one or more FSAs based on minimum qualifications pursuant to Education Code 87356 and the unit member's initial assignment.

How do I add an FSA?

Faculty members may apply to the District to add FSAs for which the faculty member qualifies. To be eligible for an additional FSA, a faculty member must meet both the (1) minimum qualifications pursuant to Education Code 87356, and (2) district competency criteria (see more below). To add an FSA, complete the FSA Update Form, Appendix V and provide appropriate documentation to the Human Resources Department on or before the first of November.

When do I add an FSA?

All full-time faculty members should receive an FSA Update form from the District by October 1, and submit the form with all relevant documentation by November 1. The current list of FSAs should be posted in Human Resources Department and be available in each Division office by October 1. Questions? Call Human Resources or contact CCFT at 464-2238.

How do I qualify for an additional FSA?

To be eligible for an additional FSA, faculty must meet the minimum qualifications in the area as well as the following district competency criteria:

1. Two semesters of satisfactory district employment in the service area,
AND
2. In service areas demonstrating technological development that has produced significant change in the last 5 years, satisfactory district employment in the service area in the last 5 years OR 12 semester units of upper division or graduate level course work in the service area in the last 5 years OR equivalent work experience in the service area during the last 5 years. The equivalency of work experience will be determined by a committee composed of 2 administrators, one division administrator—selected by the superintendent/president and two tenured faculty members selected by CCFT.

FSAs requiring recency: Computer Applications and Business Technology (CABT); Computer Science; Computer Technology; Computer Information Systems; Computer controlled music synthesis, electronic music, or musical recording; Engineering Technology; Technical Theater; Multi Media

Health Benefits

Continued from page 1.

As the summer progressed, the budget tanked even further and the District asked us to enter into negotiations about a possible degradation to our health benefits plans: higher co-pays. The goal: to keep the increase in cost benefits down to about 4% (\$200,000). CCFT insisted that we could not begin to make decisions until faculty returned in the fall. Thus, the District sought permission to bump up the effective date of the new plans from Oct. 1 to Nov. 1, and asked that we discuss this item as soon as faculty were back on campus.

In the shadow of massive state funding cuts, the CCFT Council agreed with the Benefits Committee Reps and the CCFT Executive Board that one way to make a substantial contribution to the budget crisis would be to switch over to the cheaper HMO with higher co-pays for usage. This decision came after great consideration, and took the front burner at our flex week events.

Of the reasons NOT to agree to such changes: we knew there would be a large ending balance of one-time funds at the end of the 2008-09 academic year; those who use health care

most would have to pay more; we need to protect a decent core benefits package; our salaries have fallen considerably in recent years; etc.

On the other hand were the reasons in favor: some felt that we needed to act when we had a chance to protect jobs and programs in the long run; this concession would be the least painful and most easy to agree to option that would automatically apply to all employee groups; individuals who want a better plan can pay more out-of-pocket; it would not

have an adverse effect on retirement calculations (unlike a salary reduction); etc.

To sum, the severity of the statewide budget crisis pushed agreement on this action. The final vote for ratification: 105 in favor; 6 opposed. Thanks to those of you who participated in the decision. CCFT will continue to monitor the budget situation and work to protect our compensation package. We encourage all faculty members to participate in local discussions and to advocate for a state budget that will support community colleges.

Additional information can be found online at <http://ccftcabrillo.org/news/issues/benefits.php>.

Time to Educate about Taxes

Excerpted from CFT's "Talking Taxes"

The crisis in education that we are experiencing is not a natural phenomenon but is the consequence of inconsistent tax policy. Decades of anti-tax propaganda have crippled the ability of the state to generate enough revenue to pay for schools and other public services. It is time to educate our communities about progressive taxes, the simple concept that people with more money should pay more in taxes.

Tax breaks for the rich and other policies designed to concentrate wealth have made it so that the top wealthiest 10% of people in the US own more than 70%

of the nation's wealth. The top 1% own 34% of the country's wealth and make on average \$1.6 million per year. Instead of taking from those who can least afford it by cutting access to education, health care, social services and parks, those who have the most should be sharing it so all may benefit.

Progressive tax policy would bring tax on the wealthiest up to a fair level. It is not acceptable to say that "we don't have the money" to provide education and services. If tax on the highest earners, those earning over \$250,000 per year were raised from the current 9.3%

to the 11% that was paid in 1993, several billions in increased revenue would allow funding schools, health clinics and public services.

Other changes in tax policy could reassess commercial property, charge a severance tax on oil coming out of the ground (California is the only state of 21 not taxing the oil), restore the vehicle license fee or broaden the sales tax to include certain kinds of services.

California community colleges rank 45th in the nation in per-pupil spending. This is inexcusable. How we gather money and where we spend it indicates what we value. If we really value education as much as we say we do, we need to invest in it. The state budget deficit can be resolved

with progressive tax policies. No further cuts to social programs, education, public health would be necessary if wealth were taxed as it was in the 1990s. If that means taxing the folks who can afford to be taxed, so be it. Write your state legislators and tell them you favor progressive tax policies to balance the budget.



CABRILLO COLLEGE FEDERATION OF TEACHERS



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President's Report

Continued from page 1

Our state-wide contacts have suggested that we could see another reduction of \$2 million to our base. That's a bleak picture. It's not unrealistic, but it's not certainty.

On the other hand, the situation may be not be so desperate. A lot of work has already been done at Cabrillo: cuts in adjunct and overload teaching units, hiring freezes, and other spending cuts— including both bargaining units agree-

ing to take on more health benefits costs— have all been implemented. This, combined with our District reserves and healthy ending balance, should give us a head start into the grim fiscal future.

Which leaves the big question of how much reduction in programs the district will want to make (read "programs" as people). CCFT will have two important tasks. First, we must assess whether the

district's position is reasonable and prudent (with the size of our ending balance, we don't have to be as conservative as some). And second, if further cuts prove severe, CCFT will consider additional ways we can contribute to offset personnel reductions. Please be sure to participate in the discussions and share thoughts and ideas with your CCFT representatives.

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Great Moments in Biblical Budget History

Did you have to invite ALL of them?



You can only order from the lunch menu. I can turn water into wine, but I'm not made of money.

Separate checks, please.

