



FLEX BULLETIN

August 27, 2013

Welcome back to the 2013-14 academic year!

Last year was quite a whirlwind for us all. As you most likely recall, we entered the year agreeing to concessions if Prop 30 failed (after having cut almost every program and service at the college), then mobilizing faculty like never before to help pass Prop 30 and defeat Prop 32.

Alas, we passed Prop 30 and now enter the academic year with salary increases for the first time since 2007-08. The salary agreement for 2013-14 was based on a conceptual agreement about the "compensation package" that includes a few of key aspects:

- 1) The District has been pushing the entire campus to acknowledge that health and welfare insurance coverage has taken up a larger slice of the pie over the past decade. Combining the salary and benefits (and allowing CCFT to decide where to focus) brings more awareness to this issue, and the ability for CCFT to focus more on salaries.
- 2) Years of budget cutbacks, absurd uncertainty, and a current on-the-books structural deficit led CCFT to agree to some of the increase for the current year only. The ongoing amount for compensation increases is equal to COLA. CCFT believes the budget will improve over the next couple of years in accordance with projections of the Legislative Analyst's Office and hopes to make all of these increases ongoing.
- 3) If we obtain at least 1% of restoration funds from the state, 1% of the not ongoing increases will be made ongoing.
- 4) The current compensation agreement increases the adjunct pro rata pay from 63% to 64.5% using one-time funds, making modest progress to our contractual goal of reaching at least 80% pro rata pay for all adjunct faculty.

The final compensation increases for 2013-14 are as follow (includes one-time and ongoing increases):

- **Salary increase for all faculty: 2.73%** (1.1% ongoing; 1.63% not ongoing)
- **Increase in the contribution towards the health benefits stipend:** equal to a .47% salary increase (ongoing)
- **Increase in the pro rata pay for adjuncts from 63 to 64.5%:** equal to a .8% salary increase (not ongoing)
- **TOTAL COMPENSATION INCREASE: 4%**

Please remember that Prop 30 is a temporary measure; we must continue to build the capacity and mobilize Californians to pass more permanent measures to reinvest in education. We highly encourage all members to stay involved and assist with this effort.

REOPENERS

In addition to salary and benefits, which will be negotiated annually, CCFT will reopen the following items over the course of the 2013-16 contract:

- **Ancillary Activities (Art. 16.6)**~ Teams agreed that adjunct faculty represent an under-utilized resource at the college when it comes to shared governance and professional work. A subcommittee will meet in the fall of 2013 to develop ideas for the funding of significant ancillary activities.



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- Board Policy on Sexual Harassment and Discrimination (BP 5040)~ A subcommittee will meet in the Fall of 2013 to add due process protections for faculty.
- Leaves (Art. 10)~ Will be reopened in 2013-14 to incorporate the Side Letter of Agreement on State Disability Insurance for Adjunct Faculty.
- Evaluation and Tenure (Art. 17)~ A thorough review will take place across 2014-15 academic year; all faculty will be surveyed for input.
- Workload (Art. 11)~ New state regulations may lead us to negotiate in areas such as distance education, interdisciplinary classes, and counseling.

Please contact a CCFT representative to share input on these matters.

HEALTH BENEFITS

For faculty on District plans (all full-time faculty and some part-time faculty):

OPEN ENROLLMENT takes place through September 4 for plans effective Oct. 1, 2013. During this time you may: Re-enroll in a different medical plan, enroll dependents in a medical and/or dental plan, and/or enroll in a medical and/or dental plan if you have previously waived coverage.

Main changes from last year:

- Effective October 1, 2013, the PPO 90-E (formerly know as the PPO High Option plan) and the PPO 80-G (formerly known as the PPO Medium Option plan) will be replaced with two new PPO medical plans - 80-E and 80-J. Members enrolled in these discontinued plans will automatically be enrolled in the replacement plans unless a medical plan change is made during open enrollment.
- Effective October 1, 2013, there will be a new HMO (\$30-20%) plan offering (please see the description below). There will be no out-of-pocket cost for full-time employees who enroll in this plan.

More information:

- See the plan information online at <http://www.cabrillo.edu/services/hr/benefits.html>
- Refer to the email from Sue Torres on 8/19/2013 for a summary of changes.
- Contact Sue Torres in HR with any questions or to change plans: 479-6182 or sutorres@cabrillo.edu

For faculty without employer-paid health insurance coverage:

The Affordable Care Act begins effective January 1, 2014. Hopefully this is good news for most of our part-time faculty who do not currently qualify for employer-paid coverage. Various plans are available with guaranteed coverage. We expect that subsidized rates will apply to many of our adjunct faculty members.

View plan information and estimate your calculated cost online at: <http://www.coveredca.com/>

- CCFT will host some workshops on this issue. To sign up, email ccft@ccftcabrillo.org or list your info in a sign-up sheet during flex week.



CHALLENGES TO THE ACCREDITING COMMISSION FOR COMMUNITY AND JUNIOR COLLEGES (ACCJC)

☞ On August 13, the US Department of Education responded to a 280-page complaint filed by the CFT and AFT 2121 (San Francisco) and complaints filed by other parties, including our own CCFT (under President Paul Harvell) who had filed separate complaints/comments around the same time. The DOE concluded that the ACCJC violated federal regulations in four main areas:

- Lack of adequate faculty representation in the composition of the visiting teams in ACCJC policy in general and at CCSFT in particular;
- Failure to comply with conflict of interest requirements. They found that the presence of Barbara Beno's husband on the CCSF visiting team had "the appearance of" a conflict of interest which violates national standards;
- Lack of clarity on how ACCJC recommendations are differentiated between "to meet the standard" and "to increase institutional effectiveness" and how an institution, an evaluation team, the Commission, or the public is to know the difference;
- Inconsistency in the ACCJC's use of the term "recommendation." ACCJC is not clear when they use that term to mean that a college has a deficiency in meeting a standard or if the college meets the standard but could use additional effort in that area.

Given that the ACCJC is up for renewal by the Dept. of Ed. At the end of the year, the Secretary of Education will be conducting a full review that may include additional deficiencies.

As noted by Jim Mahler (new president of the CFT's Community College Council), "This is a great victory not only for CFT and its allies, but for all Community Colleges within the purview of the ACCJC as we move forward in our quest to reform the accreditation process so that its focus returns to ensuring quality instruction takes place in the classroom. The CFT will continue to work with AFT 2121 and the entire City College of San Francisco community to ensure that accreditation is restored to the college and we will vigorously work to bring real reform to the accrediting commission."

☞ On August 21 the state Joint Legislative Audit Committee (JLAC) approved a request for the Bureau of State Audits to audit the accreditation process at three California community colleges.

☞ On August 22 San Francisco City Attorney Dennis Herrera filed a lawsuit against the AACCJC alleging that the private agency unlawfully allowed its advocacy and political bias to prejudice its evaluation of the college accreditation standards.

- "The evidence is clear that the ACCJC ignored multiple conflicts of interest, flouted laws, and allowed its political advocacy to color public responsibilities it should frankly never have been given," Herrera stated. "For this, the State Board of Governors is also to blame for unlawfully ceding its public duties to a private entity wholly beyond the reach of public accountability. Though I seek to enjoin the ACCJC from improperly terminating City College's accreditation, the issues raised by both actions go far beyond any single college alone. This accreditation process has exposed bias, institutional flaws and illegalities in the oversight of the nation's largest higher education system. It potentially affects 72 community college districts, 112 community colleges, and more than 2 million students in California. The issues are serious, and they merit rigorous scrutiny."

(Source: <http://www.sfcityattorney.org/index.aspx?page=552>).