

# 2015

**CFT**  
Communications Awards

## AWARD WINNERS

*Prepared March 24, 2015*

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San Mateo  
Community  
College  
Federation  
of Teachers  
AFT Local 1493  
AFL-CIO  
aft1493.org

APRIL 2014

Volume 37  
Number 5

## Skyline's new media policy restricts employees' right to free speech

by Robert J. Bezemek, AFT Local 1493 attorney

On March 12, 2014 Skyline College announced to employees its unilaterally adopted "Media Policy" designed to "protect" the college's "brand and image." The policy attempts to do this by restricting faculty comments to reporters and "the media." To be fair, the document does not outright forbid such comments. Rather, it "recommends" and "requests" that employees not speak to reporters, but forward all inquiries to the Director of Marketing, Communication and Public Relations. However, the manner of its presentation, and its emphasis on such protocols reasonably communicates a message that employees should not respond directly to the media. In this way the policy has a "Big Brother"-like approach that coerces compliance, and discourages or "chills" employees' exercise of their constitutional and statutory rights of employees.



Robert J. Bezemek

### Recalling the Pentagon Papers case

The newly-crafted policy illustrates why it is never too late to review the meaning of free speech in America, and to revisit the famous case of the Pentagon Papers and the "prior restraint" doctrine. It all began when a public employee, Daniel Ellsberg, released documents to the *New York Times* and *Washington Post* that included a secret "history" of American involvement in Viet Nam, Laos and Cambodia, which contradicted information previously released by the government to Congress and the American people. To prevent publication of the "papers", the United States obtained an injunction. In a landmark decision, the US Supreme Court held that this injunction constituted illegal prior restraint on speech. See *New York Times v. Sullivan* (1971) 403 US 713. The Court relied on an opinion issued 7 decades earlier, that a main purpose of the First Amendment was to forbid "previous restraints" on publication of information. The *Times* case is not limited to the US government, but applies to all governmental bodies.

The putative Skyline policy is a quintessential example

*continued on page 8*

## Best News Writing

### FIRST

#### San Mateo Community College Federation of Teachers

*"Skyline's new media policy restricts employees' rights to free speech"*

By Robert Bezemek, Attorney

**Judges' comments:** This article addresses alarming trends in the larger society and reinforces the need for continued vigilance. A legal news story that addresses a contemporary issue, but is not written in legalese. It also illustrates how settled law is never settled.

### SECOND

#### United Teachers Los Angeles

*"UTLA kicks organizing into high gear"*

By Kim Turner, Communications Specialist

### THIRD

#### Los Angeles College Faculty Guild

*"Faculty Efforts Benefit Students"*

By Deborah Kaye

### HONORABLE MENTION (TIE)

#### United Professors of Marin

*"Remembering Pete Seeger"*

By Arthur Lutz, Editor

#### AFT College Staff Guild

*"Our Community Partners/Real Action on Black Job Crisis"*

By Velma J. Butler, President; Dorothy Bates, First Vice President; Sandra Lepore, Executive Director; Steve Weingarten, Communications

## Prez Sez

### The Real Violence in the NFL is Domestic

By David Yancey, AFT 6157 President

In a sport that allows 285lb men to collide with other similarly sized men causing bones to break, brains to be rattled and sometimes worse, all to the roar of a cheering crowd surely meets the criteria for being called violent. The Roman's had their Coliseum and we have the NFL. Billions of dollars and millions of fans are involved in this weekly ritual that has taken on the aura of a "national pastime". You only have to pay just minimal attention to see the almost unnatural passion with which all the participants, including the fans, immerse themselves in this orgy of athletic warfare.

#### The Nature of the Game

Most people have always accepted the violent nature of the sport, and many even relish the hit that makes the highlight reels. Even worse are those few who savor those season or career ending injuries. Quite often, people rationalize that these men know the risk, take that risk freely making millions of dollars in salaries and endorsements, and proclaim, "Anyway it is just the nature of the game".

Nonetheless, lately we have seen the dark underbelly of the NFL, those who run it, and those who play in it. Multiple NFL players have been in the headlines in recent weeks with gruesome examples of how their violent nature that may make them heroes on

Sundays makes them dangerous brutes the rest of the week. Of course, they are not brutes to other players with similar motivations or dispositions but to those around them—those they profess to love and respect. Mostly the recipients of this violence are their wives.

#### Not a New Problem

Domestic Violence is really not new to our society. It is almost always, the woman who is battered/beaten or even killed in these situations. Some men like to point to the rare exception to that rule to somehow justify the rule but that logic is as lame as their rationalization. Women are constant victims of domestic violence by someone close to them or someone with whom that have some relationship. What makes the NFL domestic violence worse is that in this day and age when we know how wrong this is, those who own and manage the NFL don't intercede when they learn of it because of the impact on their profit margins.

One does not have to go far to find examples of this; the Minnesota Vikings lose badly one week and reinstate their indicted player (indicted for hitting his four year old with a stick) to ensure they don't lose again and when the public reaction gets bad enough(which means their sponsors



## Best Editorial or Column

### FIRST

#### San Jose/Evergreen Federation of Teachers

*"Prez Sez – The Real Violence in the NFL is Domestic"*

By David Yancey, President

**Judges' comments:** Compelling examination of a major societal issue. Illuminates the problem and points to positive steps that can be taken to address the issue.

### SECOND

#### San Francisco Community College Federation of Teachers

*"Fighting the Inequality Agenda"*

By Tim Killikelly, President

### THIRD

#### Citrus College Adjunct Faculty Federation

*"The State Budget Situation and how it will affect Citrus College"*

By Bill Zeman, President

### HONORABLE MENTION (TIE)

#### Los Angeles College Faculty Guild

*"Celebrating 50 Years of Union Activism"*

By Joanne Waddell, President

#### Part-Time Faculty Association of Allan Hancock College

*"American Higher Education, A System Built on Sand"*

By Mark James Miller, President

**FACULTY FOCUS**

## **Project Change at CSM: First program in county to bridge gap from incarceration to higher education**

By Katie Bliss, CSM English Professor

Sitting atop Tower Road off 92 in San Mateo is a newly renovated large and modern building, which operates as the county's juvenile detention facility, and has for over 50 years;



Katie Bliss

just five miles down the street off of 92 atop Hillsdale Boulevard is the College of San Mateo, which has served the community to provide open access to higher education and has just recently celebrated its 50<sup>th</sup> anniversary. These two institutions have always been so close in proximity, but so seemingly separate in purpose and communication; however, over the last several years, attitudes about the best ways to help at-risk youth create change

in their lives in a positive way has evolved from punishment to rehabilitation. For the first time in San Mateo County, there is an all inclusive bridge program that links these two facilities together to help young people make the transition from incarceration to higher education, and it is called Project Change.

For many years, students have been able to acquire high school credit or receive their GEDs while incarcerated; however, there hasn't been anything formally in place for students to begin their work on a college degree, or a specific support network for them when they start attending college. In this difficult economic climate where a postsecondary degree or credential is imperative for job opportunities, it is invaluable that all youth have access to quality higher education. Furthermore, when youth are involved with the criminal justice system, it can heighten the magnitude of disconnect from education, which results in devastating effects on the attainment of a career, economic success, emotional well-being, and a positive sense of self. There has been a strong need for programs that provide opportunities for young people when they are released back into the community. Career training and high school level education has been the primary focus, and now the next building block for opportunity and change is higher education.

The College of San Mateo's Project Change is an all-inclusive, collaborative bridge program that provides the resources of academic and emotional support to help students make the successful transition from juvenile hall to community college. The program was approved by the Basic Skills Initiative in November 2013 and is currently in the development period. The pilot is set to begin this summer in

June 2014. Project Change collaborates with Gateway Community School, the nonprofit Each One Reach One, the juvenile hall Youth Services Center, with services campus wide at the College of San Mateo, and with faculty and staff from across the disciplines to provide an inclusive and streamlined transitional program.

### *Designed to provide extensive student support*

The design of the program includes:

- **Providing Academic and Peer Mentors:** students are matched with both peer and faculty mentors from across the disciplines for the full academic year. This is a relationship-based approach grounded in youth development to provide young people with a stable adult presence and a stable model of positive peers.
- **Developing Academic Identity:** students begin the program over the summer in a two-week class that focuses on English and math (Pathway to Success). The students from Project Change are intermingled with other students who are attending CSM from a variety of backgrounds. The students take the classes together as a cohort and receive more personalized academic attention, the opportunity for pre-registration, placement tests, and academic counseling for the upcoming semester. This increases their access to resources, social networks, assets, and opportunities.
- **Support for Academic and College Readiness:** workshops both inside juvenile hall and on the CSM campus are provided to students to help facilitate closing the gaps in academic knowledge and promote development of skills needed for college success, such as time management and study skills. These workshops help foster an interest and awareness of the possibility of college as an option for their future.
- **Student Support Services:** students are provided services for which they are eligible, which can include EOPS, CARE, services from the disability center, psychological counseling, the multi-cultural center, and career and academic counseling.
- **College Wide Collaboration and Culture:** multiple programs including Student Support Services, the Learning Center, Psychological Services, Counseling, and faculty and staff from across the disciplines are working together to communicate and provide a more streamlined approach to assisting the incoming students in Project Change with their success as college students.
- **Alliance and Collaboration with Youth Services Center** (formerly Hillcrest Juvenile Hall) and Gateway Community School: Staff, probation, attorneys, judges, teachers, and administrators are working in collaboration to foster a successful and supportive transition from the juvenile hall to community college.

*continued on page 8*

## **Best Feature Writing**

### **FIRST**

#### **San Mateo Community College Federation of Teachers**

##### *"Project Change at CSM"*

By Katie Bliss, English Professor

**Judges' comments:** A very moving story about incarceration...and to find out at the end of the article that she herself was incarcerated. "I was captivated," said one judge. "underscoring the fact that there's no end to what we can learn about labor and our movement."

### **SECOND**

#### **United Professors of Marin**

##### *"Connecting the Dots"*

By Arthur Lutz, Editor

### **THIRD**

#### **Los Angeles College Faculty Guild**

##### *"Adjunct Spotlight"*

By Michael Messina, Senders Communications

### **HONORABLE MENTION**

#### **San Francisco Community College Federation of Teachers**

##### *"Faculty take the hit from budget austerity"*

By Li Lovett, Editor



## Best Original Art or Photograph

### FIRST (TIE)

#### Citrus College Faculty Federation

*Cartoon Illustration: Frenzied Adjunct*  
By Mark Wessel

**Judges' comments:** Definitely evokes emotion. "It makes me frantic just to look at it," said one judge. "It's disconcerting and jarring, and appealing, all at the same time."

#### Los Angeles College Faculty Guild

*Take Action!*

By Kristen Huizar, East Los Angeles College

**Judges' comments:** This illustration embodies action. "It is so frantically happening," said one judge. "There's lots of movement – it's hopping."

### SECOND

#### San Jose/Evergreen Federation of Teachers

*We All Love City College, But "Beano" Gives Me Gas!*

Jimmy Kelly, SJCC Labor Studies Faculty

### THIRD

#### San Mateo Community College Federation of Teachers

*Skyline Faculty Invitation*

By Paul Bridenbaugh, Skyline Art Professor

## UTLA escalates actions as bargaining continues

Organizing and negotiations go hand in hand.

UTLA is planning a series of escalating actions to put pressure on the District in our fight for a fair contract and the Schools L.A. Students Deserve. The actions reflect an essential truth: Bargaining does not happen in a vacuum, and progress at the table will not happen without member organizing and mobilizing.

Over the past four months, UTLA has been building our campaign, starting with the School Site Visit Blitz and moving to Big Red Tuesdays, Sticker Up Day on October 21, and now the five regional rallies on November 20. At the same time, UTLA chapters have been forming teams at their schools, with newly identified members stepping up as coordinators for political action and parent-community work.

Collective bargaining is a step-by-step process governed by the Educational Employment Relations Act (see graphic on this page). Even if the District makes unreasonable proposals (as most members feel the 2% raise offer is), UTLA must follow the process. As bargaining moves forward, UTLA will use the time to put pressure on the District, strengthen our chapters, develop new relationships with parents and the community, and get more

members involved in our actions. The goal is to settle a contract that meets our demands without a strike, and the best way to do that is to be prepared for one.

### Latest on bargaining

UTLA has continued to meet with LAUSD, presenting more proposals from the Schools L.A. Students Deserve campaign. Last month, UTLA brought two issues to the table that ranked very high in the August member bargaining surveys: the Teacher Growth and Development Cycle (TGDC) and "teacher jail."

**Suspending TGDC:** UTLA is calling for the permanent suspension of TGDC for a number of reasons: because there are no longer CST scores, because it was enacted unilaterally and illegally, and most importantly, because educators and administrators agree that it is not helping students or educators and is incredibly burdensome and problematic.

Soon after taking over, Superintendent Ramon Cortines sent a letter calling for "collaboration" on TGDC, which is deeply ironic, considering the program was implemented without the necessary bargaining with UTLA. UTLA's response was to

call for Cortines to be "collaborative" by immediately agreeing to UTLA's TGDC proposals.

**Ending teacher jail:** UTLA strongly supports protecting student safety. However, UTLA has protested former Superintendent Deasy's expansion of a teacher jail system that has been used to remove hundreds of educators from schools, causing massive disruption to student programs. Many of these removals are implemented without the employee being informed of the allegations, many are for things that don't compromise student safety, and many last for months or even years. UTLA's proposal would end "teacher jail" in favor of a process that protects student safety, due process, and stability of programs by establishing timelines and limits.

These proposals on TGDC and teacher jail joined previously presented UTLA proposals:

**10% salary increase:** UTLA is demanding a 10% permanent salary increase for 2014-15. This 10% figure brings an important specificity to salary bargaining that our previous raise demand didn't have. As of November 13, LAUSD has not moved

*(continued on page 5)*

## November 20: Day of Action regional rallies

November 20 is your chance to get in the streets and show your support for our bargaining demands and the Schools L.A. Students Deserve. We need you—and your colleagues—out in force to get the District to move off their 2% pay offer and unwillingness to do anything about large class sizes and other student needs.

UTLA will be holding five regional rallies as part of the Alliance to Reclaim Our Schools' National Day of Action. The rallies are part of our escalating timeline of actions to put pressure on LAUSD to do the right thing and invest in students and educators by offering us a fair contract.

### HARBOR: Narbonne High School

24300 Western Ave.  
Harbor City 90710  
4 p.m.

### SOUTH/CENTRAL: Bethune Middle School

155 W. 69th St.  
Los Angeles 90003  
4 p.m.

### EAST/NORTH: Mariachi Plaza

Pleasant Ave.  
Los Angeles 90033  
4 p.m.

### WEST: Hamilton High School

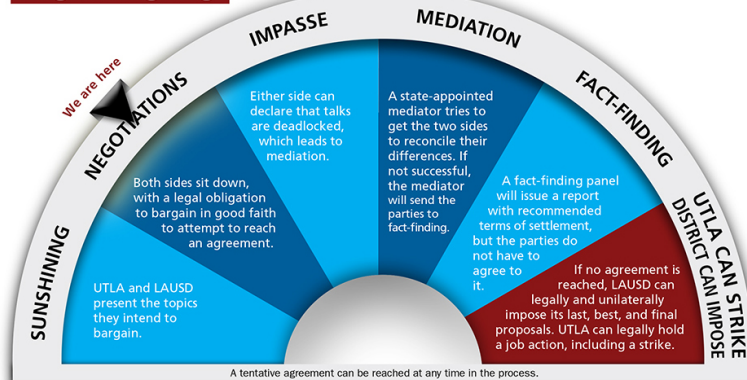
2955 S. Robertson Blvd.  
Los Angeles 90034  
4 p.m.

### VALLEY EAST/VALLEY WEST: Monroe High School

9229 Haskell Ave.  
North Hills 91343  
4 p.m.

*Did this UT reach you after November 20? Check out page 5 for what actions are coming next.*

### Stages of bargaining



## Best Use of Graphics

### FIRST

#### United Teachers Los Angeles

*"Stages of Bargaining"*

By Kim Turner, Communications Specialist;  
Daniel Barnhart, UTLA Secretary

**Judges' comments:** This graphic is succinct, pointed and instructive. Nice use of a negotio-meter. Strong and clear.

### SECOND

#### Coast Federation of Educators

*Digital Ads*

By Jacqueline Francisco, Media Coordinator

### THIRD

#### Los Angeles College Faculty Federation

*Take the Next Steps – 2014 Benefits & Retirement Conference*

By Tina Randall Epherson, Communications

### HONORABLE MENTION

#### San Mateo Community College Federation of Teachers

*AFT 1493 logo and graphics for AFT 1493 information packet*

By Michelle Kern, CSM Part Time Representative and SCI Organizer

## Best Flyer or Poster

### FIRST

#### United Teachers Los Angeles

*Deasy Gang Wanted Poster*

By Tammy Gann, Communications Specialist - Website

**Judges' comments:** A clever take on the old-fashioned western-themed wanted poster — except that UTLA has turned it into an “unwanted” poster. The way the art informs the message is laudable. One judge said, “The only missing is the orange jump suits.”

### SECOND

#### Cabrillo College Federation of Teachers

*Keeping the Community in Community Colleges*

By Maya Bendotoff, Executive Director; Mark Moehina, Graphic Artist

### THIRD

#### Los Angeles College Faculty Federation

*Perks for Adjuncts*

By Tina Randall Epherson, Communications

### HONORABLE MENTION (TIE)

#### Coast Federation of Classified Employees

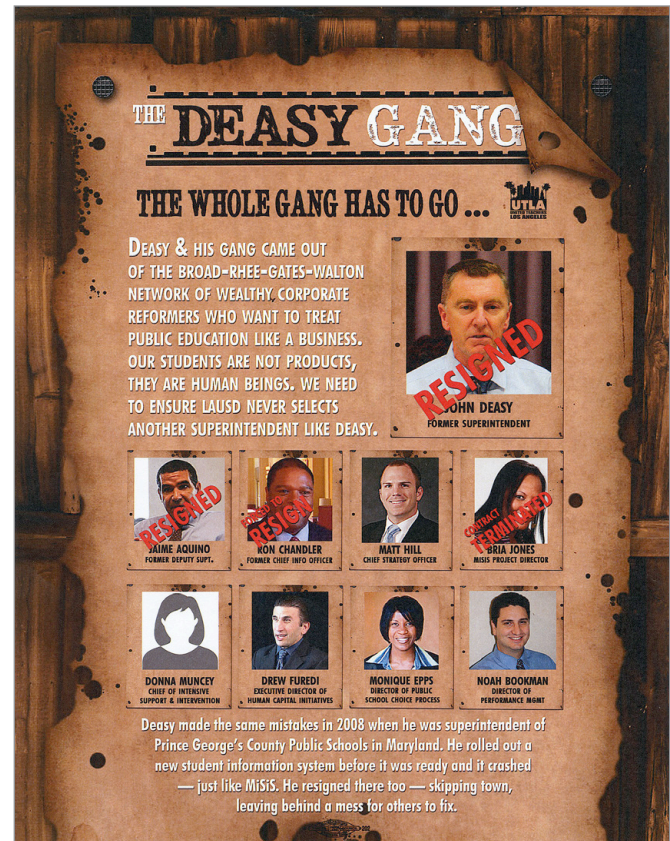
*2014 Holiday Party Invitation*

By Katherine Steed, Executive Director

#### Palomar Faculty Federation

*Torlakson Comparison Flyer*

By Jay Schultz, Art Professor; Debbie Forward, Communications Director and Organizer





# LOCAL UPDATE

Editor: Mark Wessel  
November 30, 2013

VOLUME 6, NUMBER 1

## CURRENT ISSUES

**Legislation to Watch**  
by Linda Chan  
Representation Officer and C.O.P.E. Director

The Citrus College Trustee election is now behind us. Together with the CCAFF we endorsed Barbara Dickerson who successfully challenged Gary Woods for the Azusa seat. We are eagerly looking forward to her participation in the governance of our college. There are additional political issues to be aware of. Here are the top ten that CFT is currently watching:

**SB 520 (Steinberg) Student Instruction** - State Online Student Access-Requires the UC President, the CSU Chancellor and Chancellor of the California Community Colleges, jointly with each of their academic senates. (Note: This is a first time directive towards the State Academic Senate and is not well received) to develop and administer the California Online Student Access Platform to facilitate partnerships, including partnerships between private online vendors and faculty members of the three systems. It intends to develop and deploy online options for over-subscribed lower division courses. The idea is to take 50 of the over-subscribed courses (such as developmental math and English) and let outside vendors facilitate these courses for a fee. There is great concern over the accreditation and credentialing of the vendors. CFT recommends oppose

**AB 806 (Wilk) Community Colleges: 50 Percent Law** - This law would include the salaries of counselors, instructional aides and their health benefits in the 50 Percent Law. CFT recommends oppose.

Status: held in Assembly Appropriations Committee.

**AB 950 (Chao) Community Colleges / Full-Time Instructors** -

### Mission Statement

Citrus College Adjunct Faculty Federation, (CCAFF), is dedicated to serving its membership by working to:

- Assure a level of professional respect from the District reflected in its policies and practices consistent with the achievement, dedication and professionalism of its adjunct employees.
- Through contract negotiations, maximize members ability to earn a fair wage consistent with education industry standards.
- Work to provide working conditions for adjunct faculty that maximize their effective interactions with students and co-workers.

This will limit how much overload a full-time instructor may take. CFT sponsored bill. Status: Held in Senate Appropriations Committee.

**AB 955 (Williams) Community Colleges: Intersection Extension Program** - This would allow the community colleges to offer an extension program during the inter-sessions at whatever fee they wish to charge. Only Long Beach City College is currently affected by this bill. CFT recommends oppose

Status: Signed by Governor.

**AB 1199 (Fong) Community Colleges Funding Stability** - If a college is put on "Show Cause" or "Probation" sanction by an accrediting agency which then will experience enrollment decline will be allowed to have funding stabilized over a three year period if a new revenue source is available. CFT is sponsoring this bill. Note: Fong is an incredible friend to CFT and faculty. Status: Two-year bill.

**SB 173 (Liu) Education Funding:**

### Adult Education and Noncredit Programs

Removes the authorization for parenting, older adults, home economics, and health and safety education courses to receive state funding and authorizes fees for non-credit courses and moves adult education in K-12 and non-credit in community colleges towards performance-based funding. CFT recommends oppose unless amended. Status: Two-year bill.

**SB 241 (Evans) Oil Severance Tax Law** - Imposes an oil severance tax (we're one of the few states who have not done this) and the revenues go towards UC's, CSU's and the community colleges. CFT recommends support. Status: Held in Senate Appropriations Committee.

**SB 547 (Block) Public Postsecondary Education: Online Courses** - Requires the UC President, the CSU Chancellor and Chancellor of the California Community Colleges to jointly identify online courses in areas defined as high demand transferable lower division courses. CFT recommends support if amended.


Status: Held in Senate Appropriations Committee.

**SB 705 (Block) Community Colleges: Appropriations** - Appropriates \$50 million in funds for the anticipated deferral buy down for allocation to DSPS and EOPS for \$25 million each. CFT recommends support


Status: Held in Senate Appropriations Committee.

**SB 813 (Galgiani) Increase Percentage of Full-Time Faculty in Community Colleges** - When fully developed, creates financial incentives for community college districts to reach the 75:25 ratio of full-time to part-time FTEF (Full-Time Equivalent Faculty). CFT is sponsoring this bill. Status: Two-year bill. Write your congressman! Don't know who your congressman or representative is? Go to [www.findyourrep.legislature.ca.gov](http://www.findyourrep.legislature.ca.gov) Responding to any bill is only a few mouse clicks away.

Citrus College Adjunct Faculty Federation, AFT 6352 • P.O. Box 562, GLENDORA, CA 91740  
[www.ccaff.com](http://www.ccaff.com)



Ventura County Federation of College Teachers, AFT, Local 1828 AFL-CIO
February 2014



## PROPOSITION 30 CONTINUES TO SUPPORT SCHOOL FUNDING

Governor Brown announced his 2014-15 State Budget Proposals on Thursday, January 9, 2014. Due to the passage of the California Federation of Teachers backed Proposition 30 and a more positive economic climate, the budget proposal contains increased funding for K-12 and higher education. For 2014-2015, the Governor estimates the Prop. 98 guarantee at \$61.6 billion – which is an 11.4% increase over last year. A summary of the budget and its impact on the Ventura County Community College District is given below.

**Highlights from The Governor's Proposal for the California Community Colleges**

**General Fund**

- \$48.5 million to fund a COLA of 0.86%. VCCCD would receive approximately \$1.1 million
- \$155 million in growth funding. This translates into \$3.5 million for the VCCCD and provides funding for classes to accommodate 750 FTES
- Completely eliminate inter-year deferrals (further decreases the need for the district to carry a large reserve)

**Other Budget Proposals Restricted Funds**

- \$175 million for Deferred Maintenance and Instructional Equipment. VCCCD would receive \$2 million for each category
- \$900 thousand for energy conservation projects (Prop. 39)

**Categorical Program Funding Increases**

- \$200 million to support student success programs and strengthen support for underrepresented students. If distributed by FTES, district would receive approximately \$4.5 million

**What did the Governor NOT propose?**

- No increase in student fees
- No proposal to fund FTES on completion

## Best Single-Page Newsletter

FEWER THAN 500 UNIT MEMBERS

FIRST

### Citrus College Adjunct Faculty Federation

*Local Update*

By Mark Wessel, Editor

**Judges' comments:** Good coverage of state legislation and current events that impact members. Effectively brings statewide issues down to the local level, and how they will affect the college and the faculty.

MORE THAN 500 UNIT MEMBERS

FIRST

### Ventura County Federation of College Teachers

*AFT Action Update*

By Steve Hall, President; Catrina Schambra, Administrative Assistant

**Judges' comments:** Helpful reopener info — they followed the money that was available and why — in a clear manner. Important info delivered in a succinct manner — and in a reliable format.

SECOND (TIE)

### Salinas Valley Federation of Teachers

*Unity*

By Steve McDougall, President

### AFT College Staff Guild

*In Strength and Unity/Hot Off the Press*

By Velma J. Butler, President; Dorothy Bates, First Vice President; Sandra Lepore, Executive Director; Mercedes Gaitan, Secretary



OCTOBER 2014 AFT Local 1533 Newsletter

# THE FEDERALIST

A Union of Professionals

www.sctunion.org State Center Federation of Teachers



## VOTE

### Important races for SCFT and education in November

On November 4, Californians will once again trek to their local polling stations to let their voices be heard; or, those who *regularly* vote will do so. It is predicted (yet again) that voter turnout this cycle will be pretty low. For those of us faculty, counselors, librarians, and other committed union members (including those of our classified professionals), hopefully, we will encourage, cajole, and rally those around us to help turn out the vote and push UP those numbers.

This year's importance for doing so is mainly to do with those "down ball" races, specifically, those impacting education in general (Superintendent of Public Instruction) and those impacting State Center more directly (SCLD Board of Trustee races, Areas 1, 4, 8 & 5).

**STATE SUPERINTENDENT OF PUBLIC INSTRUCTION**

Incumbent Tom Torlakson earned the California Federation of Teachers' endorsement (which is our state affiliate organization) for his long time support of education and the teachers who deliver it. Specifically, he has been in the vanguard criticizing the *Vergara v. California* decision which threatens due process protections for teachers veiled in the "can't fire" **ELECTION continued on page 2**

**Q:** Why should faculty members, classified professionals, or administrators employed in the community college system care about the election of the Superintendent of Public Instruction, a position that oversees the K-12 system only?

**A:** You've heard of No Child Left Behind right? While the NCLB Act of 2001 covers many federal educational programs, the requirements receiving the most attention have been those around testing, accountability, and school improvement. Sounding more familiar now? Can you say SLO (student learning outcome), ILO (institutional), GEO (general education), PLO (program), etc.? Instead of NCLB, ours is AB 1456 Student Success Act of 2012, for which the AOCG advocated significantly for its passage. Often, that which happens in the K-12 system rolls uphill to happen in the community college system. Torlakson objects to accountability systems created by legislation such as NCLB, his opponent does not. This is *why* you should *care* about the *Superintendent of Public Instruction* race, and *why* Tom Torlakson *must* be re-elected. Torlakson shares our values and interests around testing, accountability, and school and student improvement; moreover, he believes in keeping our schools—including our community colleges—public and accessible to all.

**Like Us on Facebook and Visit Our Website!**

Printing of *The Federalist* will be phased out soon. SCFT is **GOING GREEN**, and you don't want to miss out on updates, news, and contests. Please send us your **NON-District email address today!** (mparnett@sctunion.org or lacybarnes.crc@gmail.com). Like us on Facebook at <https://www.facebook.com/pages/SCFT-Local-1533/271061679646258>, and visit the website at [sctunion.org](http://sctunion.org) frequently to stay informed and to read the latest issues of *The Federalist*.



# B.U.M. BULLETIN

A publication for all bargaining unit members of the Coast Federation of Classified Employees, AFT Local 4794

## CALENDAR

**Coast Community College District Board of Trustees Meeting**  
District Office, Board Room  
1370 Adams Ave., Costa Mesa, CA  
October 15, 2014  
6:00 PM

**Coast Federation of Classified Employees Executive Council Meeting**  
Orange Coast College, Watson Hall  
3rd Floor Conference Room  
October 17, 2014  
8:30 AM – 10:30 AM

**Orange County Labor Federation Delegates Meeting**  
UFCW Local 324  
8530 Stanton Ave., Buena Park, CA  
October 23, 2014  
5:30 PM – 8:30 PM

### President's Message



I hope you had an opportunity to meet with interim Chancellor Tom Harris, who visited with classified employees at each of the colleges and District office in September. Chancellor Harris met with staff and shared his appreciation for the work we do. His positive comments and understanding of the contributions made by classified employees was greatly appreciated.

CFCE has shared with the Chancellor the issues facing classified employees, including low morale. We are hopeful that the Chancellor's fresh perspective and outgoing support of classified staff will help to develop a culture of respect and teamwork throughout the District.

The search has begun to hire a new, permanent Chancellor. The recruitment period runs through December 19, with the new Chancellor starting in early 2015. CFCE supports the hiring of a Chancellor who believes in the role of unions in the workplace, who supports the collective bargaining process, and who respects the work of the classified staff. ■

### CFCE Endorses Joel Flores for Coast District Trustee



CFCE's Executive Council, following the recommendation of the CCOPE Committee, voted to endorse Joel Flores over current Trustee Dave Grant in the race for Coast Community College District Trustee.

Though Mr. Grant has been a long-time friend to many, some members of the CCOPE Committee felt that the challenges classified employees have had to contend with over the past four years—including the fight to restore furlough days, the IT reorg, 3+ years without a contract, and the fight for COLA—were too significant to overlook.

Flores has been an Orange County teacher, parent, and student-advocate for eighteen years. His education and labor experience make him uniquely qualified to tackle the myriad of issues facing classified employees in this District. As a labor leader Flores understands and respects the collective bargaining process and is eager to support the classified employees of the Coast District.

Mr. Flores is endorsed by the Coast Federation of Educators, Coast Community College Association, the Orange County Labor Federation, California Superintendent of Public Instruction Tom Torlakson, Assemblywoman Sharon Quirk-Silva, and many other organizations, students, elected officials and community members. We encourage you to visit Mr. Flores' website [votejoelflores.com](http://votejoelflores.com) to learn more about him and his plan for the District. And, don't forget to vote on November 4th! For Orange County election information visit [goosots.com](http://goosots.com). ■

### Labor Leader Spotlight: Frances Perkins



Frances Perkins was the U.S. Secretary of Labor from 1933 to 1945, the longest serving in that position, and the first woman appointed to the U.S. Cabinet. Playing a key role in writing the New Deal legislation, she established the first minimum wage, the 40-hour work week, first overtime laws (Fair Labor Standards Act), unemployment benefits and welfare (Social Security Act). She formed governmental policy for working with labor unions and helped to alleviate strikes by way of the United States Conciliation Service. ■

"There are two kinds of people, those who do the work and those who take the credit. Try to be in the first group; there is less competition there."  
—Indira Gandhi  
Former Prime Minister of India

**UNION YES**

October 15, 2014 (Vol. 7, No. 10) **CFCE.ORG**

## Best Four-Page Newsletter

FIRST (TIE)

State Center Federation of Teachers

*The Federalist*

By Lacy Barnes, President; Leah Unruh, Editor

**Judges' comments:** Professional design, very readable. Good consistent content, nicely delivered. Colorful and inviting.

Coast Federation of Classified Employees

*B.U.M. Bulletin*


By Katherine Steed, Executive Director; Ann Nicholson, President; Connie Marten, Vice President and Chief Negotiator

**Judges' comments:** Good consistent newsletter — with regular calendar and president's message, news of all campuses, even advice column. Puts emphasis on building a sense of the union.

# UPM Newsletter

November, 2014  
Volume 41, Issue 11

Unified Professors of Marin – AFT Local 1610  
P.O. Box 503, Kenilfield, CA 94914 – Phone and FAX (415) 459-1524  
\*New Office Location - VS (Village Square) 11\*



**PONDERINGS OF THE PRESIDENT**  
By Laurie Ordín

**THE HARDEST THING FOR ME ABOUT WRITING** this column is getting my body in front of my computer, but that's because I need to think of something to write about before I get there. With negotiations ongoing and controversy abounding regarding huge pay increases for CoM administrators I had thought about these topics for this month's article. Then one of our members sent me an article that he had just read entitled "Power Shift" by Benjamin Ginsberg, who is the David Bernstein Professor of Political Science and chair of the Center for Advanced Governmental Studies at Johns Hopkins University. He is the author of *The Fall of the Faculty: The Rise of the All-Administrative University and Why It Matters*.

I'm going to summarize and quote from Ginsberg's article. He surely speaks his mind better than I ever could. He writes:

*"In recent years...the power of educational professionals in America's colleges and universities has declined sharply relative to that of administrators. This power shift...has been an unmitigated disaster for higher education, undermining what was once the world's greatest system of colleges and universities.*

*Everywhere, it seems, legions of administrators, many who have never taught a class, are engaged in strategic planning, endlessly rewriting the school mission statement....All these activities waste enormous amounts of time, require hiring thousands of new "deanlets" - administrators who are not of the faculty - and more*

**FEATURED IN THIS ISSUE**

**Ponderings of the President –**  
*"The Fall of the Faculty" (Our Faculty?)*

**Collective Bargaining Updates**

**Editorial –** *A Lesson from Detroit*

**Guest Article –** *"Guns or Books" by Paul da Silva*

**For the Good of the Order – Labor History –**  
*Letter to the Editor – Funtunefunefu – Dean Humor*

**Holiday Page –** *Holiday Parties*

**End Page –** *Donkey Wisdom*

*often than not, involve the services of expensive consultants. This...business is so foolish that it is difficult even to caricature."*

Ginsberg then goes on to cite two recent reports that "point to the onward march of the administrative...wreckage of America's campuses."

*"According to the National Center for Education Statistics, in 2010-11, less than 30 percent of the \$449 billion that went to American colleges and universities was spent on actual instruction. Indeed, for every \$1 spent on instruction, \$1.82 was spent on non-instructional matters including "institutional support." I.e. what Ginsberg refers to as the care and feeding of deanlets. "If the ratio of deanlets to professors in 2010 had been the same as in 1976, there would now be nearly 400,000 fewer deanlets whose combined salaries account for one-fourth of all tuition dollars paid by students and parents in 2010." >>*

UPM Newsletter 1 November 2014

# pft The Peralta Teacher

Peralta Federation of Teachers, AFT Local 1602 VOL 56 - NO. 3 - MARCH 2014

**Presidential POV**



WITH 34 NEW contract faculty members finishing their first year of tenure review—and a total of 41 heading toward permanent status—Peralta is at last starting to build a solid foundation of full-time faculty at the four colleges.

Still, the overall number of full-timers remains troublingly low. Even with the 41 tenure-trackers in the pipeline, the latest draft of Peralta's seniority list shows fewer than 300 regular contract faculty members district-wide. Time was, PCCD vets will remind you, there were more than 300 full-timers at Laney alone.

Emphasizing the basic necessity of having a robust full-time faculty shouldn't be taken as a slight to part-time faculty. Part-timers do more than their fair share at Peralta, and they do it for less money and with less security than their full-time colleagues. But it's tough to run four comprehensive colleges effectively when the majority of instructors, counselors, librarians, and nurses don't know if they'll have a job next semester.

So as we celebrate the recent wave of full-time faculty hires across the district, let's not allow ourselves to get complacent. The ratio of full-time faculty members to administrators, standing at around 4.25-1, is badly out of whack. And until the colleges see a dramatic increase in their full-time ranks, they will continue to find that committee work, accreditation, program review, and extra-classroom projects of all kinds will remain all but unmanageable.

**BCC prof's son wins CFT Scholarship**

Vikram Melkote, son of BCC part-time chemistry instructor Necta Sharma, won the prestigious Rowal Tiller Scholarship, a \$3,000 award given to children of members of affiliates of the California Federation of Teachers, PFT's state-level parent union. A senior at Campolindo High School in Moraga, Vikram, a computer enthusiast, will hear from his top-choice colleges in the next several weeks.

**Legislative and legal action**

Assemblymember Rob Bonta (AD 18, Alameda) introduced legislation to limit the authority of the Accrediting Commission for Community and Junior Colleges (ACCJC) and make it more transparent. AB 1942 would remove the commission's special status as the sole accreditor of California's community colleges and open up the field to other agencies. Bonta, whose district includes three of the four Peralta colleges, is working closely with CFT and the Office of the City Attorney of San Francisco to effect significant change in the way accreditors operate in the Golden State.

Across the Bay, meanwhile, AB 1942 co-sponsor Tom Ammanno has submitted another bill that would protect districts from one of the most devastating consequences of accreditation trouble—namely, the undemocratic removal of elected boards by the state's Board of Governors.

Ammanno's bill (AB 2087) would alter existing law that allows the BoG to replace a locally elected board with a special trustee when a district, in the BoG's view, falls on hard times. The current system has an unsettling authoritarian logic that defies the most basic democratic principles.

(continues inside)

**INSIDE**

- ▶ Heartfelt Thanks
- ▶ Jerry Hoffman
- ▶ Louisa Blanking
- ▶ Part-time Retirement

## Best Six-or-more-Page Newsletter

FEWER THAN 500 UNIT MEMBERS

### FIRST

#### United Professors of Marin

UPM Newsletter

By Arthur Lutz, Editor

**Judges' comments:** Excellent content. Good to see the continued identification of "deanlets." Use of humor and cartoons is outstanding. Clever use of graphics and message to get people to join the union.

### SECOND

#### Newport-Mesa Federation of Teachers-R

N-MFT Retired

By Donna Ewing, Vice Chair-Communications

### THIRD

#### ABC Federation of Teachers-R

ABCFT Retirees

By Julien Minard, Editor

MORE THAN 500 UNIT MEMBERS

### FIRST

#### Peralta Federation of Teachers

The Peralta Teacher

By Debbie Weintraub, Communications Director/  
Past President; Matthew Goldstein, President

**Judges' comments:** Lovely newsletter. Top-notch design, innovative presentation. Great content. Interesting stories. Nice focus on the local's founders and excellent member-written content.

### SECOND

#### San Mateo College Federation of Teachers

The Advocate

By Eric Brenner, Editor

### THIRD

#### Adjunct Faculty Faculty United

AdFacts

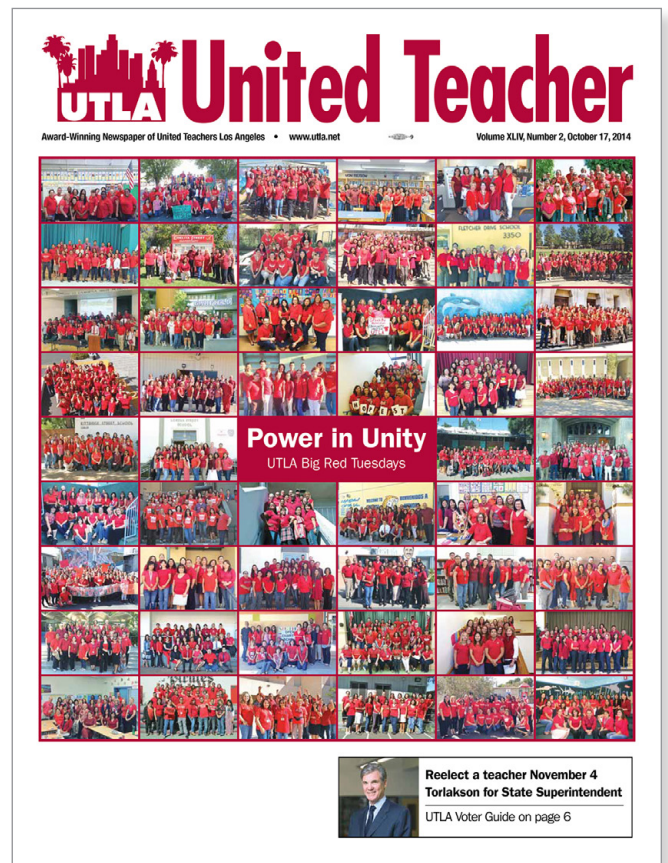
By Judi McDuff, Executive Director

### HONORABLE MENTION

#### San Jose/Evergreen Federation of Teachers

Faculty Matters

By Barbara Hanfling, Editor and Lead Writer;  
Sterling Warner, Assistant Editor; Patti Berg,  
Copy Edit and Layout



**SPECIAL AWARD**

**Extension Cord Award**

for keeping retirees plugged into the union — and charged

**ABC Federation of Teachers-R**

*ABCFT Retirees*

By Julien Minard, Editor

**Newport-Mesa Federation of Teachers-R**

*N-MFT Retired*

By Donna Ewing, Vice Chair-Communications

**Judges' comments:** Big kudos to these Retiree Chapters for keeping six- and eight-page newsletters in continuous publication and helping to keep retirees connected to the union and the issues they care about.

**Best Tabloid Newsletter**

**FIRST**

**United Teachers Los Angeles**

*United Teacher*

By Kim Turner, Communications Specialist

**Judges' comments:** Really engaging, very readable. Lots of news for all categories of members. Letters to the editor up front are inviting. Good way to communicate with retirees too.

**SECOND**

**San Francisco Community College Federation of Teachers**

*Union Action*

By Li Lovett, Editor; Gwynnd Maestre, Graphic Designer



11/13/2014

Monday: Join the Rally and Public Comment and Tell the Board of Governors to Restore Democracy!



San Francisco's City College deserves democracy now! The installation of a Special Trustee with Extraordinary Powers by the Board of Governors gave unilateral power to a single, unelected individual and has resulted in discontinuation of open board meetings and meaningful public dialogue. Last week San Franciscans elected new members to our City College Board of Trustees and they need to be allowed to do their jobs. One of the many criteria for accreditation is to have a functioning Board of Trustees.

On Monday, the California Community College Board of Governors will consider a plan that waits up to 18 months to restore our local, democratically-elected Board of Trustees to power. This is unacceptable. We will not wait 18 more months for democracy to be restored. We have already waited too long. Join us to tell the CCC Board of Governors we demand our democratic rights returned!

Rally and Public Comment to Restore the Board! End the Control of the Special Trustee with Extraordinary Power!

Monday, November 17th
Rally for our Democracy, 11:00am
Board of Governor's Meeting, 12:00pm
De Anza College - 21250 Stevens Creek Blvd., Cupertino
Hinson Campus Center Rooms A and B

RSVP to Ona Keller (okeller@aft2121.org)
For carpooling meet by Chasing Lions Café at 10:15am
Multi-use Building (MUB), CCSF Ocean Campus (50 Phelan Ave.)

Back to top

Tomorrow: Negotiations Team Nomination Forms Due

Our union has decided to incorporate greater input into the selection of the negotiating team. Any member who fills out this form and gets the signature of 20 other union members can be nominated to the negotiating team. Those running for the negotiating team must also write a 100-word statement describing why they are seeking candidacy as well as what skills and knowledge they would bring to the negotiating team. As a reminder both the form and the statement are due Friday, November 14. Send statements to Ona Keller (okeller@aft2121.org).

Our negotiating team will be elected by the Delegate Assembly at their November 18 meeting on the Chinatown Campus in Room 503.

Back to top

Contact AFT 2121 at 415-585-2121 or visit us online at aft2121.org. Follow us on Facebook. To update your email address, please let us know at aft@aft2121.org. Click here to unsubscribe.

Please post, distribute, and otherwise share this information with interested colleagues who may not be receiving emails.

Your union

Reminder: Negotiating Team Nominations Due November 14th

ACCJC Restoration Team Visit to begin on Sunday, Nov. 16th

What do the November 2014 Election Results Mean for our College?

Watch: CCSF Still in Jeopardy as Trial Continues

Update: AFT 2121 October General Membership Meeting

News & Views

CCSF trustees may not return to power until 2016 -SFGate

CCSF board gains four new trustees who want to work cohesively -The Examiner

Beyond the minimum wage: Fair work schedules offer real economic security -The Examiner Guest Column

Panel that rejected CCSF appeal over accreditation had ties to commission -SFGate

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February 2014

Time to Get Busy in 2014

Without a doubt, 2014 has started with a bang. The Guild has entered negotiations on its next Collective Bargaining Agreement. Gov. Jerry Brown released his 2014-2015 budget proposal, which includes some good news for community colleges thanks in part to Prop 30; and the City College of San Francisco accreditation fight continues.

As we head into a new semester, there's more to be done. Our Committee On Political Education (COPE) needs more participation, and our popular intern program promises to be active. As the late Nelson Mandela said, "Education is the most powerful weapon which you can use to change the world."



Guild Public Director Natalie Montero joins AFT 1521 members as they carry a banner in the MLK Parade on Jan. 20 in downtown LA. Labor has made a point of participating in and being major sponsors for the parade each year since anti-union state agent Phil Abbott refused to sponsor it on their own in 2004.

Guild News

Contract Negotiations Ramping Up

Guild, management entering into talks for new CBA that begins July 1

Negotiations have started between representatives from the Guild and the Los Angeles Community College District on a new collective bargaining agreement to take effect July 1.

read more >>



City College of San Francisco Accreditation Fight Continues

Judge Grants Injunction to Keep College Open

Thanks in part to efforts from the California Federation of Teachers (CFT), the new year has brought new life to City College of San Francisco (CCSF) in its ongoing fight to keep its accredited status and remain open.

read more >>

Student Interns on the Front Lines of Guild Activism

You can't put a number on it. There's no chart or a spreadsheet to explain the success of the AFT 1521 Intern program and its effect on other students and on the interns themselves.

read more >>



Brown's Budget: More Good News for Community Colleges

Thanks to Prop 30 as well as an ever improving economic forecast, Gov. Jerry's Brown proposed budget, for the second consecutive year, bodes well for community colleges statewide.

read more >>

Updates

Homeless Heroes



Guild Chief Negotiator Arnette Ornelas, President Jeanne Woodard, Action Issues Committee Co-Chair Trisha Soltes, and Dolores Huerta Institute Director Shigueno Tuihiti Lured out on Nov. 23 to help fundraise for nearly 7,000 homeless vets as part of the annual Homeless Heroes walk sponsored by United Way.

Update on CalSTRS Funding

By Sharon Hendricks, Retirement Liaison

Although the governor's new state budget proposal did not include specific language addressing long sought after rate hikes for CalSTRS, he did commit to begin meeting with key constituency groups over the next year to create a plan for long term solutions of the CalSTRS fund. The unfunded liability for CalSTRS is currently approximately \$11 billion, and CalSTRS estimates project that the fund will deplete all its assets in about 20 years.

read more >>

Summary of EBoard Motions

November 19, 2013

Endorsed Tony Mendicks for Senate District 32

read more >>

Best Email Newsletter

FIRST

San Francisco Community College Federation of Teachers

AFT 2121 Blast

By Athena Waid, Organizer; AFT 2121 Officers and Staff

Judges' comments: This email is full of links, but uses them effectively. Balanced combination of text and links. The links broaden the scope of information presented.

SECOND

San Mateo Community College Federation of Teachers

The Advocate

By Eric Brenner, Editor

Best Online Newsletter

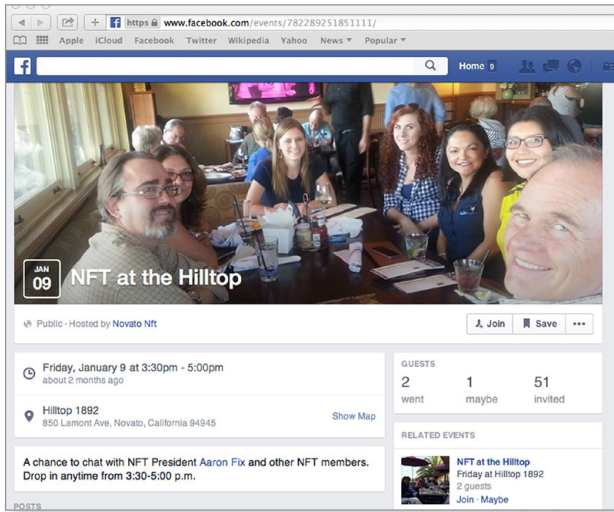
FIRST

Los Angeles College Faculty Guild

Read On

By Deborah Kaye, Editor; Cherri Senders, Managing Editor

Judges' comments: Acknowledges the technology-centered lives of users. The stories pop out. Good use of sidebar summary stories.



**Best Use of Social Media**  
FEWER THAN 500 UNIT MEMBERS

**FIRST**

**Novato Federation of Teachers**

*Facebook Events: NFT at the Hilltop*  
By Beverly Winsor, Executive Director

**Judges' comments:** Monthly event page succeeds in getting members to attend a social event at local restaurant where members can discuss individual or site-wide concerns with local president and other executive board members.

**MORE THAN 500 UNIT MEMBERS**

**FIRST**

**AFT College Staff Guild-Los Angeles**

*Facebook page*  
Velma J. Butler, President; Greg Whaling, Grievance Representative; Scott Matsuda, Support Staff

**Judges' comments:** Leads the pack in featuring members front and center. A lot of members pictured at specific union events and actions, local and statewide. Also covers politics, the community, and the wider labor movement.



**SECOND**

**Los Angeles College Faculty Guild**

*Facebook page*  
Senders Communications

**THIRD**

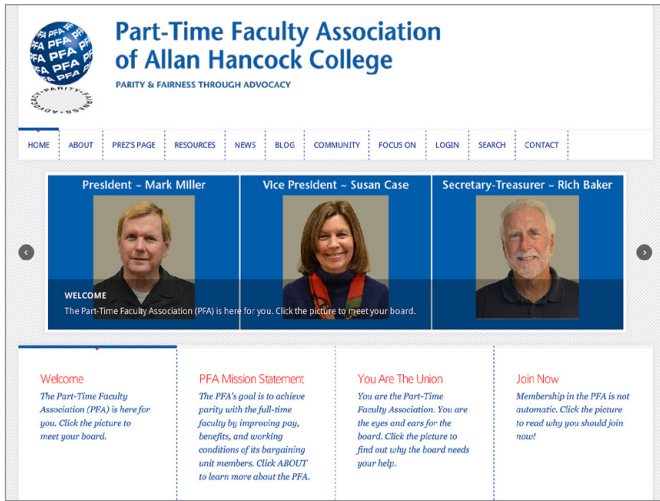
**Coast Federation of Classified Employees**

*Facebook page*  
Katherine Steed, Executive Director

**HONORABLE MENTION**

**San Mateo Community College Federation of Teachers**

*Facebook page*  
Michelle Kern, Part-Time Representative



## Best Website

FEWER THAN 500 UNIT MEMBERS

### FIRST

#### Part-Time Faculty Association of Allan Hancock College

pfaofahc.com

Dorran Nadeau, Webmaster

**Judges' comments:** Uncluttered home page with user-friendly navigation. The local's blog is particularly impressive and well integrated into the overall site.

MORE THAN 500 UNIT MEMBERS

### FIRST (TIE)

#### San Mateo Community College Federation of Teachers

aft1493.org

Eric Brenner, Webmaster

**Judges' comments:** Well organized, attractive home page. Reader-friendly typographical visual hierarchy and use of color give contrast to headlines and navigation links. Good top and secondary level navigation. Easy to read. Effective use of footer.



### United Teachers Los Angeles

utla.net

Tammy Lyn Gann, Communications Specialist-Website

**Judges' comments:** Slam-packed with information for both members and the wider community, yet presented in a reader-friendly way. Well-organized home page with wide range of important and interesting content.

### SECOND

#### Coast Federation of Classified Employees

cfce.org

Katherine Steed, Executive Director

### THIRD

#### San Jose/Evergreen Faculty Association

fa-aft6157.org

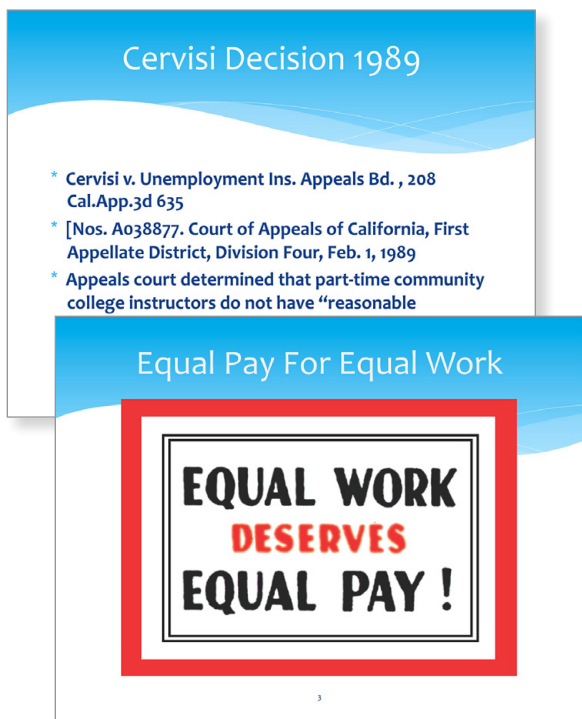
Patti Berg, Office Manager

### HONORABLE MENTION

#### AFT College Staff Guild-Los Angeles

local1521a.org

Velma J. Butler, President; Frederick Blalock, Web Consultant; Scott Matsuda, Support Staff



## Best Single Effort

FEWER THAN 500 UNIT MEMBERS

### FIRST

#### Part-Time Faculty Association of Allan Hancock College

All-Day Staff Presentation

By Mark James Miller, President

**Judges' comments:** Comprehensive clear presentation that helps bring members up to speed on the union. Could be template for other unions.

MORE THAN 500 UNIT MEMBERS

### FIRST

#### San Mateo Community College Federation of Teachers

Member Outreach Campaign

By Katharine Harer, Co-Vice President and Lead Organizer; Michelle Kern, Part Time Representative and Organizer

**Judges' comments:** Powerful packet that illustrates the impact a member can have on his or

her work life. Effective use of member testimonials and photos. Provides new members a way to immediately identify with the union.

### SECOND

#### United Teachers Los Angeles

UTLA Organizing Video

By Tammy Lyn Gann, Communications Specialist

### THIRD

#### Peralta Federation of Teachers

Broadside: Who is Cynthia Mahabir?

By Mark Greenside, PFT Emeritus; Debby Weintraub, Communications Director; Matthew Goldstein, President

### HONORABLE MENTION

#### AFT College Staff Guild

Staff Guild 2014 Annual Membership Meeting Program

By Velma J. Butler, President; Dorothy Bates, First Vice President; Sandra Lepore, Executive Director

MAY 2, 2014 LOS ANGELES COLLEGE FACULTY GUILD negotiations news updates

# LOUD and CLEAR

Your connection to faculty contract action alerts

**TENTATIVE AGREEMENTS REACHED ON FACULTY WORKING CONDITIONS**

Focusing on the working conditions of faculty on our campuses, the Guild Negotiating Team has successfully negotiated improvements in several key articles in our contract.

Because each member of the Guild Negotiating Team actively participated in the talks, Management gained a clearer picture of the needs and interests of full-time and part-time, classroom and non-classroom faculty. All Tentative Agreements - including salary - are subject to approval by the Guild Executive Board, ratification by our members, and a vote by the LACCD Board of Trustees.

**Article 5: Collegiality in the Workplace** Created a process for dealing with incidents of non-collegiality involving faculty

**Article 9: Work Environment** Strengthens language dealing with access to office space for adjunct faculty, added language on creating emergency preparedness plans and drills for earthquakes, fire, and active shooter situations

**Article 13: Assignment** Deals with the implementation of the Student Success Act, SB 1456, through an MOU that clarifies the essential role of counseling faculty. This MOU has already been agreed to by the Guild and

Management and is now in effect.

**Article 15: Assignment, Summer and Winter Intersessions** Restructured the prioritization of adjunct assignments to achieve a true rotation

**Article 16: Adjunct Assignments, Retention and Seniority** Clarifies the scheduling process to give more consideration to adjuncts with seniority when making additional hourly assignments

**Articles 19 & 42: Evaluation** Provides for training of evaluators, encourages the use of improvement plans and professional growth activities (when needed),

and clarifies the roles of the Academic Senate and the administrative representative on evaluation committees

**Article 40: Distance Learning** Clarifies DL committee membership, strengthens DL proficiency language, and addresses class size concerns

**Article 43: Adjunct Faculty Pay Principles** Strengthens the language in the ancillary approval forms. Appendix J by improving the process for requesting payment for performing ancillary activities

**Article 44: Clerical/Technical Support** Gives colleges the option of sharing clerical support staff among academic departments in order to maximize support

**FACULTY SALARIES PAGE 2**

# On The Board

The Salinas Valley Federation of Teachers  
21 West Laurel Drive Suite #61 Salinas, CA 93926-3434 Telephone: 831-442-8254  
Email: [svft@svft.org](mailto:svft@svft.org)

**Board Highlights from AUGUST 2014**  
Reported By J.J. Campos

## The Sound Of Silence

Just when we were startin' to get comfortable, we hit our first snag, and I'm not one to gossip...but I will. Never let it be said Board meetings are short on drama and to prove the point, SVFT President Steve McDougall appeared frustrated and stormed out of the August 26<sup>th</sup> meeting, right after hearing the Board announce the approval of a directorship position. And while one can only speculate, the atmosphere was a little tense. This was further evident at a recent meeting when the Board asked for comments from organizations (i.e. CSEA/SVFT) and McDougall, seated front and center opened a newspaper, began reading it and well...basically ignored them. "Hello darkness my old friend..." Must a been some article!

**It's All In The Numbers**  
But it wasn't all bad. SVFT President did have some good things to say at the previous meeting on August 12<sup>th</sup> where he basically congratulated SUHSD Administrators for keeping class sizes in check, although according to McDougall, there were "a few snags". Overall, it was as McDougall put it, a "creamy smooth opening



of school, unlike my golf swing." Board Trustee Lila Cann agreed and noted it was "the smoothest day" they'd ever had. Also, several newly hired Vice Principals (8 in total) were introduced at that meeting which prompted Board Secretary Phil Tabera to ask how many of these Vice Principals were former Salinas Union High School District students. Associate Superintendent Dan Burns replied by stating 6 of those Vice Principals were former students. Tabera was pleased and ended by stating that was a "good job".

## Got Books?

Associate Superintendent Dan Burns gave a report on the Williams Act and was faced with a few questions from Trustee Kathryn Ramirez. Ramirez began her line of questioning by asking "how many times do you go on campus for Williams?" Burns stated that each school site received one visit related to the Williams Act, and that it was overseen by the Monterey County Office of Education. Ramirez' questions appeared to carry a skeptical tone, and she pressed on by stating she thought the District did four visits, to which Burns replied that the District gave four reports to the Board a year, but only one visit was made.

## We Need Bigger Pants

Pardon the comparison but usually, when someone gains weight, one of two things happen: they lose weight or they buy bigger pants ☺. As we've discussed before in prior editions, it's no secret our

On the Board 9/22/2014 Page 1

## Best Bulletin Series

### FIRST

#### Los Angeles College Faculty Guild

*Loud and Clear*

By Lou Siegel, Labor Liaison

**Judges' comments:** Good title of bulletins – and good use of format that served to deliver a message. One judge said, "Design that informs the message." Keeps people in the loop about contract negotiations.

### SECOND

#### Coast Federation of Classified Employees

*Table Talk*

By Katherine Steed, Executive Director; Ann Nicholson, President; Connie Marten, Vice President & Chief Negotiator

### THIRD

#### Salinas Valley Federation of Teachers

*Eye on the Board*

By Juan Campos

## HONORABLE MENTION

### San Jose/Evergreen Federation of Teachers

*AFT 6157 Negotiations News*

By Negotiations Team: Mark Newton, Randy Pratt, Barbara Hanfling, Frank Espinoza, Jory Segal

## SPECIAL AWARD

### Sustained Humor and Vigilance Award

#### Salinas Valley Federation of Teachers

*Eye on the Board*

By Juan Campos

**Judges' comments:** These board reports are not boring — they are entertaining to read, much like the recaps of Downton Abbey. This bulletin series is proof of the continuing need to identify the missteps of school boards.





**NOOZHAWK**  
the freshest news in Santa Barbara

**Mark James Miller: American Higher Education a System Built on Sand**

By Mark James Miller | Published on 08.29.2014 1:30 p.m.

The American system of higher education is widely regarded as the world's best. More than half of the top 100 universities in the world are American. In 2013, Pareed Zakaria proclaimed in Time magazine that American higher education is "the envy of the world."

But beneath the congratulatory facade lies a darker reality: The American college and university system is built on a foundation of sand. It contains within its ivory towers a fatal flaw: The over-reliance on and exploitation of what is euphemistically known as "contingent" faculty. These men and women are part-time, nontenured instructors who are just as qualified as their full-time counterparts but are typically employed semester to semester, paid on average one-half to one-third of what a tenured professor earns for teaching the very same classes, with no health benefits, no offices to work in, and they're expected to meet their students, prepare their classes, and grade their students' work on their own time.

In 1960, 75 percent of the instructors in American colleges and universities were full time. They had regular salaries, medical insurance, retirement, sick leave, offices, sabbaticals – in short, all the perks normally associated with a full-time job in academia. In 2014, that figure has reversed itself. Now, 76 percent of the teachers in American higher education today are "contingent" faculty.

The credits a student earns when taking a class from an "adjunct" are of the same value as those received from a full-time professor. The students do not pay more to take a class from an adjunct, nor do they pay less when they sit in a classroom taught by an adjunct. The part-time instructor is expected to provide the same quality education the student would receive from a full-time teacher, and few will deny that they do exactly that.

And yet these part-time instructors are paid the academic equivalent of minimum wage, for they are compensated strictly by the classroom hours they teach. Two hours of grading and prep time are normal for each hour spent in the classroom, and if the course is one that requires a more than average amount of writing, such as English composition, even more uncompensated hours can be added to the

**It's the right time to refinance and we have the right lender to help.**

**HERITAGE OAKS BANK**  
We're central to the coast.

FOR IMMEDIATE RELEASE

**California Superintendent of Public Instruction Tom Torlakson to Visit Palomar Community College**

*Progressive Educator Accepts Invitation from Palomar Faculty Federation*

San Marcos, California – (October 8, 2014) – California Superintendent of Public Instruction Tom Torlakson, up for re-election this fall, will be visiting Palomar Community College on Tuesday, October 28<sup>th</sup>. The faculty union, Palomar Faculty Federation (PFF), invited Torlakson for a campus Meet & Greet, hoping to expose his ideals and candidacy to more of his constituents.

The California Labor Federation has named the race for California's State Superintendent of Public Instruction the state's *most critical race this year*, and the Meet & Greet is a rare and exciting opportunity to meet one of public education's greatest advocates.

While the Superintendent is only mandated to work on K-12 issues, Torlakson's brave support of City College of San Francisco in its recent fight with the Accrediting Commission for Community and Junior Colleges (ACCJC) has caused the state's community colleges to pay closer attention to Torlakson than previous state superintendents.

That support in accreditation, Torlakson's experience teaching high school and community college, and his insistence on improving public school as a greater good rather than turning it into a market share, has generated much favor for the incumbent among California educators. He has been endorsed by both major teachers' unions, numerous professional organizations, and countless political and educational leaders. Torlakson's opponent, Marshall Tuck, has no classroom experience, hails from a term as a charter school president, and is the darling of those favoring the corporate takeover of public education. Confusingly, both candidates are Democrats bearing last names beginning with T, but when compared side-by-side, there's no mistaking that Torlakson has the best interest of students and teachers in mind, and Tuck has the best interest of generating profit in mind.

"While we know Torlakson's focus must be on K-12 and not directly related to higher education," stated

**COPE**  
PFF  
COMMITTEE ON POLITICAL EDUCATION

This fall, PFF has already raised its COPE membership from 23 to 63 contributors.  
The goal: 100 members strong by the end of the spring semester.

**Join us.**

The Committee on Political Education is the political action arm of PFF, it is with most AFT locals. COPE funds - which come from voluntary paycheck deductions of our members - enable the Federation to engage in political education, to facilitate member-to-member communications about political issues and decisions, to endorse political candidates, and to make contributions to candidate campaigns.

PFF's COPE Committee meets the second Tuesdays of the month to discuss and possibly interview current and potential candidates, determining who is most committed and capable of championing educator interests. When the union finds true supporters of member interests, PFF endorses them. When there are close races, the union contributes COPE funds to help labor- and education-minded political candidates win their elections. Currently, Tom Torlakson's race for California Superintendent of Public Instruction is our greatest concern, and COPE contributions are directly helping the Torlakson campaign.

Voluntary COPE contributions are an integral part of what the Federation does, giving our union the resources it needs to have a strong voice in shaping the political climate that, in turn, shapes education in California and the nation. Join us at [calomafactool.org/cope/](http://calomafactool.org/cope/)

**Best Public Relations**  
FEWER THAN 500 UNIT MEMBERS

**FIRST**  
Part-Time Faculty Association of Allan Hancock College

*Public Awareness Campaign, 2014*  
By Mark James Miller, President

**MORE THAN 500 UNIT MEMBERS**

**FIRST**  
Palomar Faculty Federation

*Tom Torlakson Campus Site Visit*  
By George Gastil, COPE Chair; Debbie Forward, Communications Director & Organizer

**Judges' comments:** Continued effort over several months time to fill the lecture hall for the Torlakson speech. Combined different media to reach a unified goal.

**SECOND**  
San Francisco Community College Federation of Teachers

*City College Bill of Rights community campaign*  
By Athena Waid, Organizer; Li Lovett, Editor & Communications

**THIRD (TIE)**  
San Jose/Evergreen Federation of Teachers

*The EVC Connection to Historic Landmarks*  
By Arturo Villareal, EVC Council of Division Representative

**Coast Federation of Educators**  
*Dean Mancina's Retirement*  
By Jacqueline Francisco, Media Coordinator

September 2014

Special Report to the Faculty:



# Who is Cynthia Mahabir?

## Part-time Rehire Rights Must Be Protected



THESE ARE NOT particularly good times for faculty working in Peralta, and they're even worse for faculty working at Laney. Over the past several weeks, emails have been sent and rumors continue to fly regarding Laney College's decision not to rehire Cynthia Mahabir and two other part-time faculty members, including 11-year Laney Math Department member Matthew Hubbard. Unfortunately, much of what has been written and repeated is misleading, incorrect, and/or inaccurate. Also, unfortunately, as you will read in detail below, these incidents grew out of the charged atmosphere at Laney College.

To add clarity and accuracy to the discussion, PFT has put together a detailed examination of the situation at Laney. What follows is a special report to the faculty. As you read, bear in mind that PFT has

already filed a grievance on behalf of the affected faculty members and on behalf of the union generally.

Part-time faculty are let go all the time—so what's the big deal? Here's the big deal: Cynthia has taught continuously at Laney for the past seventeen years. She is in the preferred hiring pool and has been from the start of the pool. In her last evaluation, her ranking was Exemplary. On January 24, 2014, her department co-chair sent Cynthia an email offering her two classes for the fall 2014 semester. The co-chair copied the dean and the other co-chair in the email. On January 27, 2014, Cynthia responded and accepted the assignment. On June 6, the dean sent a letter addressed to Mr. Mahabir (which Cynthia never received, but PFT did), saying, "this decision to revoke your assignment was made after considering how faculty best fit into the environment of teaching and learning at Laney College, and based on our desire to assign classes to instructors who best fit the wide range of learning needs

reflected in our student body." (Emphasis added.) Four days later, on June 10, after a meeting of the PCCD Board of Trustees, during a discussion about Laney's letter to Cynthia, Trustee Meredith Brown told PFT President Matthew Goldstein that Cynthia was the kind of college professor she'd like her own kids to have.

What does it take to be the "best fit" at Laney College? In addition to the above, Cynthia has a B.A., Magna Cum Laude, from Howard University and a Ph.D. in criminology from U.C., Berkeley. She has taught at USF, SFSU, and San Jose State University, where she also created and taught several courses in African American Studies. She has been a consultant to the San Francisco Foundation and a researcher with the National Council on Crime and Delinquency in San Francisco. She currently serves on the American Sociology Association Task Force on Community College Faculty. She has guest-lectured at Brown University, the California College of Arts and Crafts, and



### SPECIAL AWARD

## The Solidarity Award

Peralta Federation of Teachers

*Broadside: Who is Cynthia Mahabir?*

By Mark Greenside, PFT Emeritus; Debby Weintraub, Communications Director; Matthew Goldstein, President

**Judges' comments:** Using the situation of part-timers as a microcosm this shows what could happen to any employee if they lose their job security. If the Vergara decision is shot down, this is what it will be like teaching in our schools. Shows that the collective action of the union prevailed. The union makes us strong.

### SPECIAL AWARD

## The Mouse That Roars Award

Part-Time Faculty Association of Allan Hancock College

*Public Awareness Campaign, 2014*  
By Mark James Miller, President

**Judges' comments:** In this small local in a conservative area and local President Mark James Miller —produces two columns a month for local news outlets. He is a prolific union writer who speaks up for the right things in well-written column after column — and a dogged unionist who consistently addresses critical issues in a public forum.