



Community College Council of the California Federation of Teachers
American Federation of Teachers, AFL-CIO

Perspective



May Day highlights opposition to Trump education agenda page 4



Accreditation updates

Interim ACCJC president comes to CCC meeting at CFT convention, and vows to eliminate the fear; a faculty member goes to the first-ever ACCJC conference and reports what she sees.

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Repeatability

One reform put in place by the Student Success Act may or may not have represented a reasonable response during the Great Recession, but it isn't working now.

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Orange County faculty member honored

The Orange Coast College human sexuality instructor who was the target of a surreptitious student videotaping and a vicious right wing media campaign has received her college's "Faculty Member of the Year" award.

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President's Column

Jim Mahler, president, CFT Community College Council

Make May 1 a recognized holiday

May 1, or May Day, is an internationally recognized holiday celebrating the labor of the working class throughout the world, except in the country where the event occurred that the holiday commemorates: the United States.

The origin of May Day dates back to the mid-1860s and the struggle to win the eight-hour day. Legislation was first enacted in Chicago granting workers a limitation on the number of hours they could be forced to work in a day, and was scheduled to take effect on May 1, 1867. Workers celebrated that day to savor their victory, but their celebration was short lived. The next day, employers refused to accept this new rule, and in response a

that any of them had initiated the violence.

While it would not be until 1938, with passage of the Fair Labor Standards Act, that workers in the United States were finally granted an eight-hour day, other countries soon began celebrating May 1 in memory of the Haymarket Square martyrs. Beginning in 1889, May 1 was identified as International Workers' Day, and since that time over 100 countries recog-



Artist's conception of Haymarket events, 1886.

The forces of the Right are aligned to attack unions and destroy our collective bargaining rights, dismantle the public sector, and undercut or end living wages, Social Security, Medicare, and a host of other working people's rights, while rolling back both environmental quality and occupational safety and health controls, as they seek to push us back to pre-New Deal conditions.

general strike was called which was then broken within a few days by the state militia.

General strike

The memory of the significance of May 1, however, lived on. In 1886, again in Chicago, workers called for a general strike on May 1 to force an acceptance of the eight-hour day. Two days later, police shot to death six strikers, and beat many others. The next day, in Haymarket Square in Chicago, a rally was called to protest the police shootings. As the police moved in to disperse the peaceably assembled speakers and supporters, someone in the crowd threw a bomb at the police, and the police responded in force, with many deaths of both strikers and police occurring that day. As a result, leaders of that rally were convicted of conspiracy and sentenced to hang, despite no evidence presented during the trial

nize that day as a holiday celebrating workers, and workers' struggles.

Government downplays significance

In the United States, the significance of May 1 has always been downplayed by the government in the hopes that people would forget about the Haymarket Square martyrs, and the other countless struggles where workers gave their lives to achieve the working conditions and freedoms that we enjoy today.

Now that we find ourselves living in the dark shadow of #45 and company, it's imperative that we unite and find our collective voice as workers if we hope to survive the onslaught of anti-worker legislation that awaits us from #45 and his fellow oligarchs. The forces of the Right are aligned to attack unions and destroy our collective bargaining rights, dismantle the

public sector, and undercut or end living wages, Social Security, Medicare, and a host of other working people's rights, while rolling back both environmental quality and occupational safety and health controls, as they seek to push us back to pre-New Deal conditions.

Unknown labor history

Most Americans have never learned about the incredible struggles workers undertook to win basic labor rights and build the American middle class; nor do they have any inclination about what working conditions actually looked like before the New Deal. Thus the time has come for us to reclaim May 1 on behalf of the workers upon which it was founded, and to formally and forcefully recognize

that this country has been made great as a result of those of us who have given our labor to make it so.

As passed by the delegates at our recent CFT Convention, we will be seeking legislation in the upcoming legislative session to recognize International Workers' Day—May 1—as an official state holiday dedicated to the civic remembrance of the heroism and sacrifice of American workers in pushing for economic and democratic political and social rights for all Americans.

We hope you will stand with us during the year to ensure we successfully begin the process of celebrating May Day nationwide with the same vigor and respect as workers in other countries already do throughout the world. **CCC**

MARK YOUR CALENDAR

June 26-29	CFT Union Summer School	UCLA
July 1	Deadline for continuing college students to apply for CFT scholarships	
July 20-22	AFT TEACH Conference	Marriott, Washington DC
September 22	Community College Council	TBA (north)
September 23	CFT State Council CFT Committees	TBA (north)
October 13-15	CCE Conference	Hilton Anaheim

Cover: May Day rallies, marches and teach-ins revive a tradition all but lost during the Cold War, this time to draw attention to the attacks on worker and immigrant rights by the Trump administration. This rally was held in downtown San Diego, spearheaded by the AFT Guild Local 1931. RICHARD UNIS PHOTO.

Perspective

The California Federation of Teachers is an affiliate of the American Federation of Teachers, AFL-CIO.

The CFT represents over 120,000 educational employees working at every level of education in California. The CFT is committed to raising the standards of the profession and to securing the conditions essential to provide the best service to California's students.

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Running for Congress in Orange County

Union president and Republican candidate for office

It's not unheard-of for a teacher to run for office in California, even for Congress. But it's much less common for a union leader to do so as a Republican. Then again, Coast Community College District instructor Rob Schneiderman is not your common Republican.

"We are a red district," he says, referring to the fact that Congressional District 45, in the heart of Orange County, put its current representative, Mimi Walters, into office with a 53,000 vote edge over her opponent in the last election. "But I don't think Walters and the Republican Party establish-

up for her own constituents, even in the face of an order that was so clearly unethical and illegal. It was on the drive home that I decided to do something about it." His answer: run against Walters in next year's election.

The other event that pushed Schneiderman to become a

candidate was the campaign against Orange Coast College instructor Olga Cox, organized by Republican Party activists to punish her for criticizing Trump in her class after he was elected. She was secretly recorded, and received such serious threats that she couldn't come to work for a time (see article on page 8).

"That really showed me how far right the Republican Party has gone," Schneiderman explains. "The vicious phone calls and online posts from flag-waving Republican activists really shocked me. I thought, someone has to take the country back from the extremists." He decided, however, that the most effective challenge to Walters would be from within the Republican Party. He abandoned his previous stance as "No Party Preference," registered Republican, and launched his campaign. "I'm a modern Republican," he emphasizes, "fiscally conservative and socially progressive."

of Educators, AFT Local 1911, which represents over 1000 faculty members from Orange Coast College, Golden West College, and Coastline College. He's active in the California Federation of Teachers, and is a delegate to the Orange County Federation of Labor.

His platform, announced on his campaign webpage (<https://rob4ca45.com/>), calls for defending public education and ensuring students can graduate from college debt-free. He supports women's right to choose, and promises to speak out against the campaign to defund Planned Parenthood. He says he will oppose legislation that accelerates global warming and wants to protect the EPA. He attacks Trump's anti-immigrant measures.

Prop 55 got Republican votes

To Schneiderman, fiscal conservatism means prioritizing government spending. "We cannot wage war and massively increase military spending while reducing revenue," he says. "This lack of fiscal discipline leads to massive deficits. I would prioritize education and infrastructure projects (roads and bridges) instead of wasting money on a wall between the USA and Mexico."

There's no reason why a Republican candidate can't stand up for the economic needs of working people, he believes, instead of betraying them. "My grandparents worked hard, and we followed the rules. Now Wall Street businesses have realized they can make lots of money taking advantage of people, like the private colleges that prey on people who want the American Dream. Donald Trump said he'd help them, and instead he appointed Betsy DeVos, who's now trying to ease the rules on loan servicers. Only the hard right thinks that's a good idea. These are the climate deniers. Some even came to our board of trustees meeting last week, and booed a biology professor who talked about the danger of climate change."

Schneiderman campaigned for Proposition 55, which he notes got Republican votes. "I think all of these ideas are actually popular among many

Republicans in our district."

No contradiction

Schneiderman sees no contradiction between his union activism and his Republican Party candidacy. He is president of the Coast Federation



Rob Schneiderman, president of the Coast Federation of Educators, AFT Local 1911, is running for Congress as a Republican in Orange County.

of Educators, AFT Local 1911, which represents over 1000 faculty members from Orange Coast College, Golden West College, and Coastline College. He's active in the California Federation of Teachers, and is a delegate to the Orange County Federation of Labor.

He points out that Walters does not waste her resources campaigning against the other party. "She spends all her money fighting off Republican challengers, not Democratic ones."

Party registration in CD 45 is about 42% Republican, 31% Democratic, and 27% No Party Preference/other. In all previous elections, the No Party Preference/other has voted heavily Republican. However, according to Schneiderman, in the Republican primary at least 20% of voters normally cast ballots against the front-runner, Walters in this case. If Democrats making up another 20% of voters cross over to vote for him, that combination is enough to put him into the fall election, head to head against Walters. In California, the two top vote getters in the primary run against each other, even if they're from the same party.

"At that point we'd need a huge budget to win," he acknowledges. "During the general election, Bernie Sanders was able to harness the power of millions of small contributors to fund his campaign. He was able to spurn large corporate donors in favor of individual contributions. Was this a one-time phenomenon? Can it be repeated in CA-45?"

Schneiderman wasn't a Bernie supporter, and leaned toward Clinton. "I respect their idealism, and they're good for America," he says, "but they're not going to switch and vote Republican because of arguments about realism. I think we're talking about Clinton voters here."

No corporate contributions

While he feels the jury is still out on whether a congressional campaign can exist without large donations from corporations and special interest groups, he has made a commitment not to accept their contributions.

If he were elected he says he'd be the most hated person in Congress, "because I wouldn't follow the Party line. I certainly wouldn't follow Paul Ryan, and I'd speak out against all the President's lies. But if people don't like me, that's OK. My job would be to serve my constituency. I'd be willing to make compromises to help the people in this district, and that's not what we have right now." CCC

By David Bacon

"We cannot wage war and massively increase military spending while reducing revenue. This lack of fiscal discipline leads to massive deficits. I would prioritize education and infrastructure projects (roads and bridges) instead of wasting money on a wall between the USA and Mexico."

ment here actually represent the thinking of most of our district's voters."

The district's biggest city is Irvine, a university town with a solid Democratic majority. South towards Laguna Hills and Mission Viejo, though, the voting population turns much more conservative.

Big immigrant communities

Yet in the last election, Donald Trump lost to Hillary Clinton here. "He's very unpopular, and people are very offended by his xenophobic ways," Schneiderman charges. "There are big communities here of immigrants from China, Korea, Iran and even Syria."

An 80-year-old neighbor two doors down from Schneiderman's house was caught in Trump's first order banning Muslim immigrants, when her family from Iran was barred from visiting her, as they've done every year. Another neighbor, from Syria, couldn't bring his father to visit.

"When I heard their heart-breaking stories, I went to the LAX airport to protest, along with thousands of others. But our Congressional Representative wouldn't stand

Build schools, not walls!

CFT members demonstrate on May 1 for worker, student, and immigrant rights

With “walk-ins,” rallies, marches, and teach-ins, CFT members across California took the opportunity presented by International Workers Day to express their commitment to labor rights and preserving public education.

Under the auspices of the Alliance to Reclaim Our Schools (AROS)—a coalition of the national AFT, National Education Association, and community organizations—the CFT called for a “Day of Action” to propose that we “build schools, not walls.” Local events highlighted educators’ opposition to the Trump administration’s privatization agenda and celebrated the accomplishments of all levels of public education.

CFT president Joshua Pechthalt noted that, “A day to commemorate the contributions and sacrifices of nineteenth century immigrant organizers on

and public education has come into question.

Enthusiasm

Participation among CFT’s Community College Council members was enthusiastic.

At San Diego City College teach-ins with upwards of two hundred students preceded a march for immigration and labor rights. “Many faculty took personal days to participate in these actions,” said Kelly Mayhew, an English and Labor Studies instructor and executive board member of AFT Local 1931.

She also reported that a student walkout brought hundreds more along for the march. Mayhew

“A day to commemorate the contributions and sacrifices of nineteenth century immigrant organizers on behalf of the eight-hour workday is an appropriate moment to step up and defend the endangered values that we cherish.”

behalf of the eight-hour workday is an appropriate moment to step up and defend the endangered values that we cherish.”

Pechthalt was referring to the unfortunate parallels between the attacks on worker rights in the wake of the “Haymarket Affair” in 1886 (see page 2) and the present day, when long-standing rights in the workplace and even the existence of unions

estimated that a contingent of six hundred strong faculty, staff and students marched to the downtown May Day rally, including an undocumented student, Ignacio, who gave his first ever public speech, on immigration issues facing students like him under the Trump administration. SDCC Labor Studies faculty member Jim Miller spoke on the history of May Day, and



The San Francisco Community College Federation of Teachers, AFT Local 2121, was well represented at the big march on Market Street. From left to right (holding banner), Jessica Buchsbaum, Chris Hanzo, Malaika Finkelstein, Kathe Burick (in background), Alan D’Souza, and Karen Saginor.

part-timer Christy Ball spoke eloquently on the difficulties in making a living faced by adjuncts.

In all, two thousand members of Local 1931 and students participated in the events in all the campuses of the San Diego and Grossmont-Cuyamaca districts.

Faculty and staff in the Los Angeles Community College District joined in a massive march for immigrant and labor rights in downtown Los Angeles, addressed by Mayor Eric Garcetti, that recalled the May Day demonstrations of 2006. Other Los Angeles CFT locals, including United Teachers Los Angeles, swelled the crowd estimated at 30,000.

Big march in San Francisco

In San Francisco a march of thousands up Market Street

included members of United Educators of San Francisco as well as City College of San Francisco faculty and students. The march followed civil disobedience blocking ICE buses during which dozens of demonstrators were arrested. According to CCSF faculty member Jenny Worley, “The march was pretty big, stretching several blocks along Market Street, from one sidewalk to the other. It was really lively and upbeat, very energized. Our contingent was directly in front of UESF teachers and school children, lots of young people, lots of little kids, and college age kids, marching for immigrant rights and workers rights.” Civic Center Plaza was filled with the rally concluding the march.

North of San Francisco, the United Professors of Marin held a rally on their campus, while just south of the city, students, faculty and staff marched on the Cañada campus of the San Mateo Community College District. Across the Bay faculty and students at Laney College in Oakland held a Native American ceremony celebrating solidarity with immigrants before joining a march of thousands.

As Pechthalt stated, “When rights need defending, the bigger, louder and stronger that defense should be. That’s why CFT stands today with our students, their families, the broader immigrant community and organized labor. Our mobilizations and our movement are just beginning.” CCC

By Fred Glass



The largest contingent in the San Diego march came from AFT Local 1931.

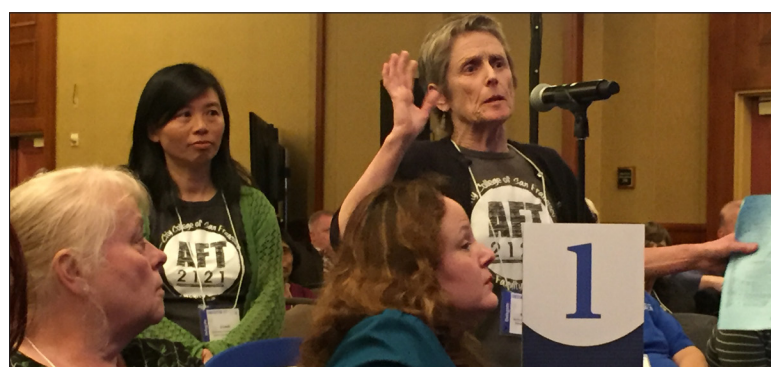


United Professors of Marin, AFT Local 1610, rallied at their Mill Valley campus.

Credit for “coming into the lion’s den”

Surprise! Interim ACCJC president talks with faculty union leaders

Something unusual happened at the quarterly Community College Council meeting during the CFT convention in Sacramento. The Council, renowned for its lengthy agendas, only managed to make it through the first item: a presentation and discussion with Richard Winn, interim president of the Accrediting Commission for Community and Junior Colleges (ACCJC).



FRED GLASS PHOTOS

Top: Joanne Waddell (at mic) asks pointed questions and draws a metaphoric picture for Winn as Jenny Worley looks on. Bottom: Kathe Burwick (at mic) explains the CCSF situation to Winn while Li Lovett awaits her turn.

For those few *Perspective* readers who have been asleep the past five years, the ACCJC is the organization that unfairly and arbitrarily placed City College of San Francisco on “Show Cause” in 2012, illegally ordered the college closed a year later, and fought all efforts to roll back these terribly damaging actions in the courts, legislature, media, and government regulatory agencies. But in the process, the ACCJC lost a great deal of credibility—in accreditation speak, it was no longer “widely accepted” by the institutions it oversaw—and found itself on the verge of extinction.

The former president, Barbara Beno, would never have agreed to come to a CCC meeting—nor would she have been invited. But after announcing her pending retirement last fall, she was abruptly placed on administrative leave in December. Richard Winn, a longtime Western Association of Schools and Colleges (WASC) official, was named interim ACCJC president. And in January CCSF was granted full accreditation for seven years.

Reducing fear a top priority

CCC president Jim Mahler introduced Winn to more than a hundred community college faculty leaders and gave him the



Interim ACCJC president Richard Winn talks with local faculty union leaders as CCC president Jim Mahler listens.

mic. Winn told the crowd about his work in accreditation before coming to ACCJC. He said that rapid changes are being made in ACCJC, including in its staffing and training. He emphasized that reducing the level of fear that has come with accreditation in California for many years is a top priority for him and for ACCJC.

he said, to send smaller teams to campuses. Another goal is to reduce the necessity of sanctions—and to utilize them for extreme situations only. He declared that qualifying campuses will be re-affirmed for seven years, and ACCJC will only require an 18-month report for minor issues.

Winn seemed fairly unflappable, exhibiting no impatience as time rolled on, and as emotions sometimes flared, particularly from the CCSF faculty members who told Winn that they and their students had been through hell, unnecessarily, due to the ACCJC.

He spoke about the upcoming ACCJC conference (see accompanying article), and talked about the ACCJC’s new website. He said that Student Learning Outcomes (SLOs) may no longer be necessary. The agency is planning a comprehensive professional development program, and intends to simplify accreditation processes and reduce the self-study program. He intends,

When he finished, the lines at the microphones grew quickly. Winn seemed fairly unflappable, exhibiting no impatience as time rolled on, and as emotions sometimes flared, particularly from the CCSF faculty members who told Winn that they and their students had been through hell, unnecessarily, due to the ACCJC. He

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Reflections on the 2017 ACCJC Inaugural Conference

When I saw the notice for the ACCJC Inaugural Conference – Partners in Excellence: Co-creating an Outstanding Student Experience – I was curious. It was to be the first conference of its kind in the history of the ACCJC. When I saw the description of two of the workshops I became furious. I knew that someone had to go and counter their narrative.

Reluctantly, I registered. I sent copies of the fliers that I intended to distribute to the workshop presenters as well as to ACCJC Interim President Richard Winn.

Richard responded with a lengthy email attempting to dissuade me. He did not succeed. However, I must confess that I found him to

be exceedingly smooth and charming, even speaking a language that resonated with me. He is the antithesis of his predecessor, Barbara Beno.

Admission: Fear existed!

In Richard’s keynote speech, “New Directions for ACCJC,” he stressed the agency’s commitment to

transparency, inclusiveness, two-way communications and non-adversarial relationships. He promised that fear will be removed from the accreditation process! I had to smile at the irony that now that the fear was being removed people were finally admitting it had been real. Richard further assured us that the commissioners were committed and open to reform. I was especially taken by his promise that “all voices will be heard.” I know that I’m vain but I’m certain that he was talking about me.

I went to a presentation by Megan Corry, Director, Paramedic Program at CCSF on “The Evolution of Crisis at CCSF.” When I entered the room Megan invited me to put my fliers next to hers at the door.

Megan’s presentation focused on the problems at CCSF that led it to the brink of closure. Fair enough. However; any analysis that ignores the role of the ACCJC is like trying to figure out why the Titanic sunk without considering the iceberg.

After the presentation I asked

Megan two questions: Did she believe that City College problems justified the sanctions imposed by the ACCJC?, and did she think that the “fix” left the college better off than it was before the “crisis”?

She answered that both were very good questions and that she didn’t know the answers. I further asked if she understood why people were upset with her dissertation. She didn’t. I explained it was due to the fact she had ignored

Continued on page 7



Legislative Update

Bryan Ha, CFT Legislative Advocate

Assembly Bill 568 – paid pregnancy disability leave for school employees

AB 568 is a CFT-sponsored legislative bill. In my opinion, it is one of the most important bills of this legislative session. This legislation, if signed into law, will help California make a staunch commitment to its female workforce. AB 568, authored by Assemblywoman Lorena Gonzalez-Fletcher (D-San Diego), requires the governing board of K-12 school and community college districts to provide a paid leave of absence for a district employee needing to absent herself from her duties because of pregnancy or convalescence following childbirth.

Why now?

California is facing a significant teacher shortage, with most districts this year reporting difficulty in filling positions, according to research by the Learning Policy Institute. Young people are simply not being attracted to the profession and obtaining the proper credentials at the rate needed to fully serve California's students. One reason for this is a lack of incentives for young individuals to consider entering the profession and staying in it. Teachers face a difficult job for typically low pay and struggle to find housing. Schools also struggle to retain teachers, which negatively impacts students and imposes additional costs on the districts.

Mounting evidence & research

The Center for the Future of Teaching and Learning estimates that California will need an

additional 100,000 teachers over the next decade. We cannot afford to ignore this research. Incentivizing school employees today is an investment and a commitment to rectifying the problem we are currently facing. It is both a short-term and a long-term fix.

Furthermore, according to the Department of Education's data, in the 2014-15 school year, 73 percent of certificated school employees with teaching credentials were women. Over 40 percent of classified school employees in the 2015-16 school year were women. Clearly issues around pregnancy leave are particularly important for school employees.

Current practice of discrimination

Existing law provides that it is unlawful to refuse an employee disabled by pregnancy, childbirth, or a related medical

condition to take leave not to exceed four months. The employee is entitled to use vacation (if applicable) or sick leave during this time, and after this leave has been exhausted, she may receive differential pay for an additional five months as provided for under AB 2393 (Campos—Chapter 883, Statutes of 2016).

Unlike private-sector employees, many school employees are not covered by state disability insurance (SDI) and thus do not receive any type of paid leave under that program. This means female employees are forced to exhaust their sick leave or vacation leave for pregnancy and childbirth, which depletes their accrued leave and limits their ability to fully recuperate prior to returning to work. Female school employees are left with the decision to either "schedule" pregnancies based on the school calendar, or try to get by without pay. The current practice discriminates against women as they are the only employees required to deplete their leave balances in order to bear children.

Specifically, AB 568 will require K-14 districts to provide certificated and classified

This legislation will help maintain valued school employees in the workforce after having children and will end the current discriminatory practice that forces only female employees to utilize their leave balances to bear children.

employees a paid leave when an employee is required to be absent for a length to be determined between the employee and their doctor for a minimum of six weeks for pregnancy, miscarriage, childbirth and recovery. This legislation will help maintain valued school employees in the workforce after having children and will end the current discriminatory practice that forces only female employees to utilize their leave balances to bear children.

Who's with us?

AB 568 has gained wide-ranging support from various organizations. SEIU State Council is a co-sponsor. Other supporters include the California Labor Federation, AFSCME California, the California Employment Lawyers Association, the California Faculty Association, the

California School Employees Association, the California Teachers Association, the California Teamsters' Public Affairs Council, EdVoice, Faculty Association of California Community Colleges, Legal Aid At Work, Planned Parenthood California, many union locals, and more than 100 individuals across the state.

Next step

AB 568 passed out of the Assembly Higher Education committee with bipartisan support on April 18. It will be heard next in Assembly Education committee on May 10. CFT's Community College Council will hold its lobby day on May 10 so we expect ample turnout indicating support for our sponsored legislation. If you have any questions and/or want to support AB 568, please contact me at bha@cft.org.

Surprise! continued from page 3

drew groans and jeers in his response to CCSF faculty member Wynd Kaufmyn, who asked Winn to admit that ACCJC had been wrong to sanction CCSF. "I'm not going to do that," he said.

A more positive relationship

He hadn't been with the agency, he accurately noted, when the ACCJC actions against CCSF had been taken. He said he wished to create a more positive relationship with CCSF and all the community colleges in California.

(What Winn did not say was that CFT's and AFT 2121's massive legal case against the ACCJC was still in motion, and any public admission of wrongdoing or responsibility would not have been judicious.)

Joanne Waddell, president of the Los Angeles Faculty Guild, AFT Local 1521, said, "You charged the colleges to pay for legal fees resulting from your attempt to destroy CCSF. What are your plans and timeline to repay the colleges for what the courts have deemed to be your fault?" Winn did not have an answer.

Waddell then presented a metaphor, a lesson learned, she said, from the LACCD building program. "Sometimes you really want to save a building, its history, its architecture, its soul by refurbishing and remodeling it. But as you get into the project you find out that the wiring is shot, all the plumbing has to be replaced, and there are toxic chemicals in the ceilings and the

floors. In short, I've learned that sometimes it's better to just mow down the building and build a new one." She urged Winn to get on with the stalled CEO workgroup goal of finding a replacement accreditor for California.

No more SLOs?

Winn's almost offhand comments about deemphasizing the importance of SLOs drew several questions and comments. CCSF faculty member Jenny Worley said the remarks had taken her, as well as everyone else, by surprise. She told Winn that the arduous SLO process created enormous strains on college resources, and asked would Winn be willing to get rid of them entirely? He said that that would be up to the

individual institution.

Afterward, Local 2121 president Tim Killikelly acknowledged, "I do have to give him credit for being willing to come to what he knew would be a difficult at best, contentious at worst audience. A lot of what he said sounded very good but it's a question of 'Where's the beef?'"

Actions will have to be taken to show those words were meaningful."

Worley echoed the sentiment: "My hat's off to him for coming into the lion's den, but my impression of his appearance is that he's the temporary head of ACCJC

and he was there to make nice, to do damage control and spin control."

Waddell observed, "Clearly there are changes being made. But I don't know if they are being made fast enough and if they are significant enough to really make a difference." **CCJ**

By Fred Glass



CCSF's Wynd Kaufmyn, at mic, and Paul Fong, president of the San Jose community college faculty union, momentarily amused at Winn's remarks.

The repeatability problem

Lost lifelong learners

Joan, a soon-to-be-retired Project Manager at Pac Bell, decided to take a Theatre Arts class in 2007. It didn't fulfill her but it piqued her interest. When she retired later that year, she enrolled in other TA courses. After a year, she was chosen to direct a short play in a Student Production course, casting actors who were required to enroll in the class. Some were community members who had enrolled and been in productions at the college before.

After that success she had enough confidence to venture into the community theatre world, funding and directing a play at the local Actor's Theater. Joan has now produced and directed several local plays and sees as much professional theater as her pocket book allows. She knows how important it is to refresh her elemental skills, broaden and deepen her knowledge, and practice with those who can teach her more.

Unfortunately since passage of the Student Success Act in 2012,

Recessionary strains

During the economic recession severe budget reductions put tremendous strain on the ability of UC, CSU and community colleges to serve students. Colleges slashed course offerings, turning away thousands of students due to lack of space. In this environment some restrictive policies may have been necessary as a way to insure first-time students wouldn't be preempted from a class due to repeaters. But those policies may now be doing more

programs, student success and community outreach is widespread.

Certain amendments were allowed by the ASCCC, like "allow repeatability for intercollegiate athletics courses and off-season conditioning courses." Quite frankly, other programs could greatly benefit from rethinking like this.

Many are CTE programs including Accounting, Computer Information Systems, ETech, Music Technology and Digital Media. Although petitioning for course reenrollment is possible, it's a cumbersome process. Cabrillo's recently hired Culinary Arts instructor took classes in the 1990s. When he reapplied to upgrade skills in order to meet requirements for the job opening, he was denied until pressure on a dean allowed his petition.

Key positions

In the Arts, lifelong learners often fill key positions in courses required for transfer students. Without their participation, a symphonic band or orchestra may not be capable of playing the advanced scores these students need to complete their transfer course sequence or conservatory-required portfolios. By participating with experienced students they are exposed to more rigorous curricula and learn from their cohorts as well as instructors. Michael Strunk, Cabrillo's Music Chair, has had to cancel several popular courses, like

harm than good.

The unintended consequences have been dire. In intervening years, the recession lifted, but enrollments across the state have sharply declined, programs cut, community members turned away from classes they previously participated in or need to reenroll in to upgrade job skills and employment opportunities. Impacts on

If restrictions need to be put in place, let's do so logically, program by program, as the athletic exemption illustrates, with some vision; not as one cookie cutter solution that slices through all programs.

and the subsequent regulations from the Board of Governors with input from the state Academic Senate (ASCCC) to restrict re-enrollment in any class passed with a C or better, she has never been able to upgrade her education in a field she believes is an avocation for the rest of her life. She is just one of our lifelong learners now lost to us, unable to utilize her "community" college.



SUSAN STUART PHOTO

Susan Bruckner, Program Chair for Piano Studies at Cabrillo College, is troubled by the prohibition on repeating classes that benefit her students over many years.

Latin Jazz Ensemble, due solely to repeatability constraints.

Piano students regularly accompany others for auditions, rehearsals, chamber music. Joe has enrolled in every piano class, but attends only Advanced Piano for supervised practice and accompanying. He doesn't need credits, but he pays for classes, and his experience and volunteering for the betterment of fellow students helps them and him.

Susan Bruckner, the program chair for Piano Studies, says, "I have a list of affected students a mile long!! Advanced Piano classes are really in danger. Many students are having to sign up for other piano classes but just want the advanced class." One of these students, Hiroko, replies, "When I am with younger, less experienced students, we work together one section at a time and share a little achievement in our progress."

Lifelong learners make up a strong percentage of orchestras, theatre productions, choirs,

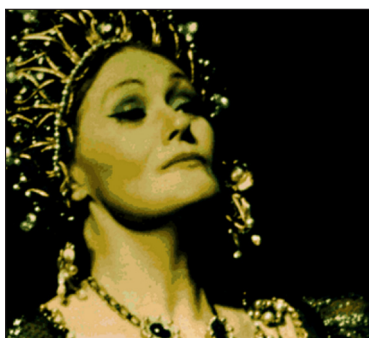
studio arts, dance concerts and bands. Why are we sending them away? They greatly enrich their classrooms. And they pay the taxes and bonds that help fund college systems and facilities.

Californians can afford to open educational doors for everyone. There's action to be taken to reopen our Community Colleges to our community members again. First-time students will not suffer; in fact, they benefit. There is room for them all in our depleted classrooms. If restrictions need to be put in place, let's do so logically, program by program, as the athletic exemption illustrates, with some vision; not as one cookie cutter solution that slices through all programs, and student opportunities, with the same relentless blade. ☐

By Susan Stuart,
Cabrillo College

Reflections continued from page 5

the political forces behind the "crisis" and the specific role of the ACCJC. That she had validated the perspective that the struggle was merely about accreditation standards when it



Graphic used on the fliers distributed at ACCJC Inaugural Conference illustrating what Wynd would look like after she donned her tiara.

wasn't. She responded that she didn't want her dissertation to be political and that she didn't want to engage the media, the politicians or the community in the discussion. When I asked her where she thought the school would be had we not engaged those arenas she once again said that I had a very good question and that she didn't know the answer.

Like flossing

The workshop, "Are Educators Prima Donnas?" presented by Annette Dambrosio, Accreditation Consultant, Peralta Community College District, likewise ignored essential features in the landscape of accreditation.

Annette's aim was to convince skeptics that an outside agency is necessary and that their "prima donna" complex must be cured. When asked, "Where are these skeptics?" Annette informed us that she has queried many faculty, "If you didn't have to go through the accreditation process, would you?" and that they all had said, "No." I pointed out that she had asked the wrong question. If she asked me, "If you didn't have to floss your teeth, would you?" my answer would be "No" as well. But I do floss. I know it's good for me.

I asked Annette if she understood that the problem is not accreditation in general, but rather *this* accreditor. I pointed

out that the quotes she used to support her case were specifically about the ACCJC, not accreditation in general. This elicited a response by one in the audience who said we were all prima donnas. I am going to buy a tiara and start wearing it.

Surprisingly one of the workshops was "Critique of ACCJC 2014 Standards with respect to Academic or Educational Quality and Excellence." Wendell Stephenson, Philosophy Instructor, Fresno City College presented a searing analysis of the standards, pointing out their internal inconsistencies, their lack of coherency, and even their absurdity. Just like the boy who observed that the emperor has no clothes!

Palpable relief—justified?

The overall tone of the conference was that the ACCJC is going in a wonderful new direction and that Richard Winn is a welcome change from Barbara Beno. He appears to have won people over and they believe that the ACCJC is turning around 180 degrees. The relief was palpable.

I wondered about people who were not in the room. Who still experience the trauma and damage the ACCJC has wrought. How will their trust be won? I know that for me it will take more than promises and charm.

[Find more on the conference at <http://accjc-conference.org/>] ☐

by Wynd Kaufmyn

Local Action

San Mateo

Administration fails to meet 50% requirement

The San Mateo Community College Federation of Teachers, AFT Local 1493, has charged the San Mateo Community College District with having fallen below the 50% rule. That law, Section 84362 of the Education Code, requires that community college districts spend at least 50% of their “current expense of education” for faculty salaries.

A recent audit, conducted in

more adequate faculty salaries and/or hiring additional instructors, which could help alleviate the workload issues our faculty face.”

The District has until June 30, 2018 to cure the 50% violation if it increases the percentage of “salaries of classroom instructors” compared to the “current expense of education” in 2017-2018. It appears that the District deliberately violated the law in 2015-2016. But why did the District pay only 48.38% in classroom teacher salaries in 2015-2016? It seems that San Mateo knew that

“Our purpose is to give adjuncts as many hours as possible, within the 67% limit, so that they have a chance to live a decent life.”

the last few months, concluded that the District had fallen below the 50% mark. When the union brought this up in negotiations administration negotiators said that because it was a “basic aid” district the requirement didn’t apply.

Dan Kaplan, executive secretary of Local 1493, responds: “The problem is that the District has apparently been evading the law.”

Law’s origins

The 50% requirement comes from a law adopted in the first session of the California state legislature, in 1851. That law actually required that 60% of a school budget be used for instructional purposes.

The law has been modified several times, but every attempt to repeal it has been rejected, because it is the main protection against misuse of school budgets for purposes that don’t benefit students and their education. Since teachers are so fundamental to providing that education, it protects their salaries.

“The intent of the 50% law is to assure that districts do not spend excessively on administrative costs, and focus on paying fair wages to classroom instructors,” Kaplan explains.

San Mateo, however, has been skirting the line for several years. In 2012-13 the District was at 51.81%. The next year it dropped to 50.53%, and then in 2014-15 to 50.21%. Finally, last year it dropped below, to 48.38%.

Union’s solution

The union has a simple solution to the problem. According to Kaplan, “To meet the 50% standard, our District could increase the percentage of their budget spent on faculty salaries by paying

it was going to violate the 50% law before June 30, 2016. Clearly the San Mateo District had other options in 2015-2016 to expend at 50% rather than going below it.

Says Kaplan, “The 50% law is one thing, but what is right and moral for both students and faculty requires that the District (which has the money) now correct its error and do the right thing: spend at least 50% of its “current expense of education” on faculty salaries.” ☐

By David Bacon

Los Angeles

Bargaining for adjunct rights and health care access

On March 8 the Faculty Guild, AFT Local 1521, asked the LACCD Board of Trustees to engage in interest-based bargaining. The district refused. Old-style adversarial bargaining then began on March 24 between the union and management of one of the country’s largest districts.

While the style of contract bargaining is traditional, at least this year, another aspect of negotiations at the district is unique. All six unions representing district employees bargain together on healthcare benefits, as the Labor Caucus within the Joint Labor Management Benefits Committee.

According to William Allerton, the Local 1521 Executive VP who chairs the committee and bargains on behalf of Local 1521, two big issues confront the union: access to benefits for adjunct faculty and the continuation of an annual \$1500 Health Reimbursement Account (HRA). Faculty members teaching 33%

of a fulltime load can get individual coverage for health benefits provided by CalPERS, but the district only pays 50% of the premium, or about \$305 per month. Those teaching more than 50% also get vision coverage and half dental coverage.

High cost

“Of our thousand eligible members, only about 300 actually participate in the plan because of this high cost,” Allerton says. In a membership survey, 70-80% of respondents said they got some coverage through their spouses, but would prefer the college plan if it were affordable. “So we’re asking the district to pay 100%. We don’t know where we’ll end up, but it’s very important to us.”

At the same time, union negotiators are asking the district to reinstate HRA contributions. Those were the product of an agreement unions made seven years ago, to allow the district to discontinue a self-coverage program that had become very expensive, and enroll employees in CalPERS. The district then agreed to share the savings with them, in the form of a \$1500 annual contribution to an account they can use to reimburse health-care expenses. Unused money in the account can be rolled over into the following year as well.

In December the district announced it was discontinuing the program, saying that a proposed “Cadillac Tax” would be levied against it. The tax was never implemented, but the district didn’t reinstate the program. Members of all six unions were eligible for the payments.

All unions support

The unions sent a letter last spring asking for bargaining, which the district ignored. Another formal request was made in the fall. Negotiations over the HRA did begin but were distressingly slow. “All of us are supporting this demand,” Allerton says. “And even though we’re the only union affected by the access issue, because we’re the only union with members working less than full time, everyone is supporting us too.”

According to Louise Barbato, Local 1521’s chief contract negotiator, the union sent out member surveys before bargaining started to pinpoint the key issues members. That led to reopening 14 contract articles and an appendix, but two issues stood out as priorities: the work environment and adjunct rights.

“While conditions vary quite a lot, many times we’ll go to classrooms that aren’t cleaned, where the bathrooms aren’t sanitary or the air conditioning isn’t



Olga Perez Cox with Rob Schneiderman. Perez received a “Faculty member of the year” award from Orange Coast College after being targeted by a right wing media hate attack.

working,” she explains.

Barbato, an English professor at Mission College for 32 years and department chair, adds, “In our contract, unlike some others, adjuncts do have rights. Our purpose is to give adjuncts as many hours as possible, within the 67% limit, so that they have a chance to live a decent life. Our contract expires at the end of June, and we’re determined to make progress on these issues by then.” ☐

By David Bacon

Orange County

Olga Cox: OCC Faculty member of the year

Professor Olga Perez Stable Cox, who was surreptitiously video recorded by a student last year, and then attacked by right wing operatives and media for her critical remarks about President Donald Trump, has been given the Faculty Member of the Year Award at Orange Coast College. The award is made by a 10-member Professional Development Committee of classified staff members, faculty, students and administrators, a member each from the Academic Senate, Classified Senate and Associated Students, and past award recipients.

“She won this award,” says Rob Schneiderman, president of the Coast Federation of Educators, AFT Local 1911, “because of her innovative teaching and the ways she engages students.” Cox has taught human sexuality courses at the college for over four decades. “She has many demonstrations in class, including panels with LGBT participants and even former sex workers, and talks frankly about how to be safe. This award was an objective decision, and reflects that she’s one of the most popular teachers on the campus.”

Conservative extremism

That didn’t keep the college’s Republican Club members and their supporters, however, from going to the Board of Trustees meeting in early April, demanding that the award be revoked. Cox’s detractors held signs attacking “Olga Cox’s Fake Award,” wore red “Make America Great Again” hats, and waved U.S. flags.

It’s not clear whether Orange County Republicans are equally outraged by Cox’s frank education about human sexuality, or by any criticism of Donald Trump. In comments before the board, they equated such criticism with political discrimination against students.

“Republicans are the most targeted minority on our campus, and it’s the duty of this board to defend minority students,” said Vincent Wetzel, president of OCC Republicans.

“It is ridiculous to equate criticism of a politician with discrimination,” responded Schneiderman.

Cox’s supporters also spoke to the board. Jessica Riestra, a student who participated in the committee that granted the award, said, “Olga received the highest score due to her passion, dedication and love toward her 40-plus years of teaching. This made her the most qualified candidate.”

Board stood firm

When the Republican activists claimed that students were being punished for their political ideology, which included denying the reality of climate change, a biology professor responded that scientific knowledge is not opinion or ideology, but is based on facts. The extremists booed him as he spoke.

Despite the atmosphere of threats, and the highly charged accusations and demands, the Board did not agree to withdraw her award, or to implement a new policy holding that faculty criticism of Trump constituted discrimination against Republican students. Cox, however, did decide not to go to the commencement exercises where the award is normally presented.

“She felt it would just be another opportunity for outrageous attacks, and take all the attention away from the graduating students,” Schneiderman explains. “Instead, she’s getting married this summer, and even moved her wedding day up. And we’re going to organize a reception for her where there won’t be any harassers, and we can honor her for 40 years of excellent teaching.” ☐

By David Bacon