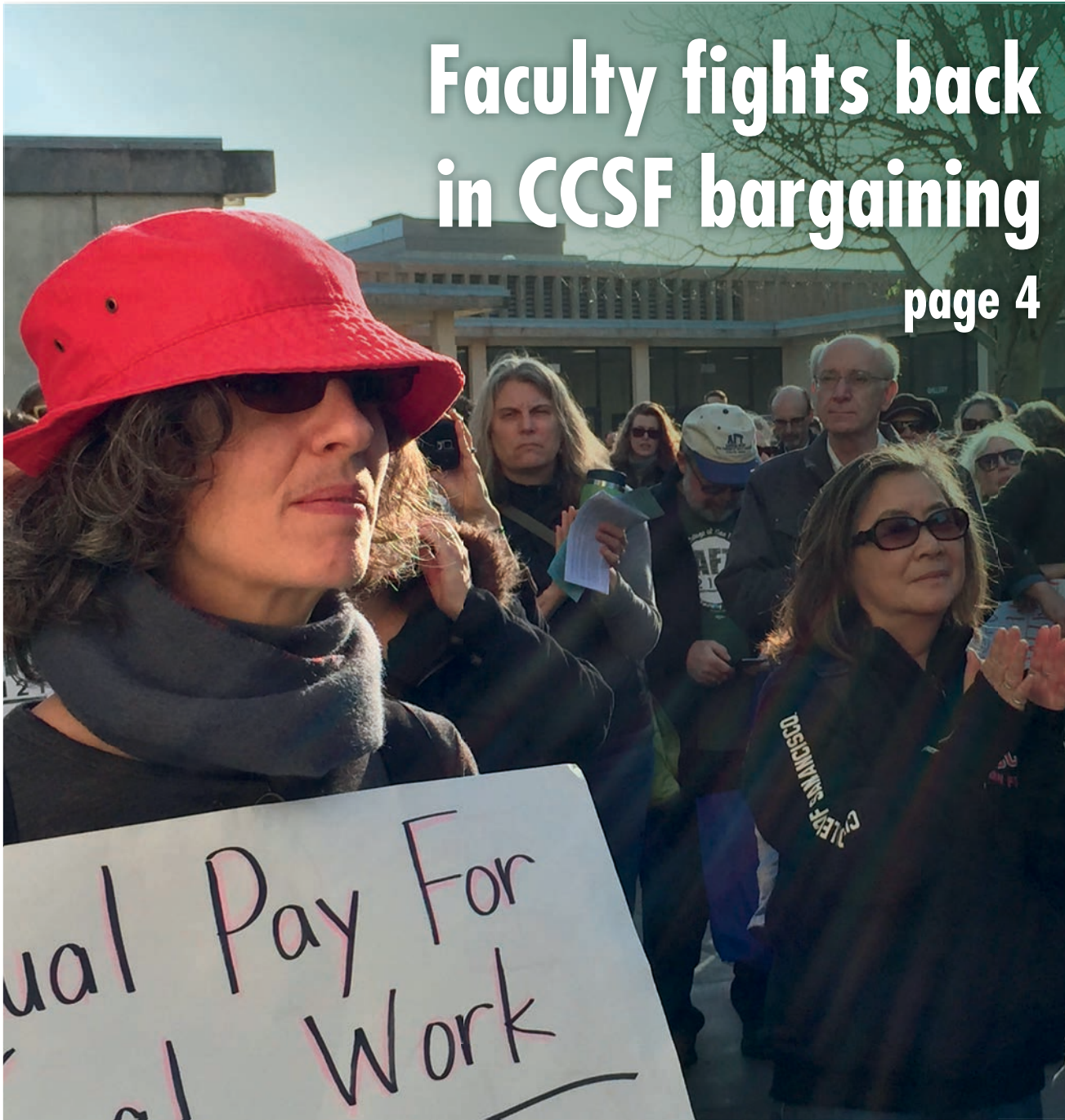




Community College Council of the California Federation of Teachers
American Federation of Teachers, AFL-CIO

Perspective



Faculty fights back in CCSF bargaining

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An educator's legislator

State Senator Marty Block, a former CSU professor, understands higher education from the inside in his work on the Senate Education Budget Subcommittee.

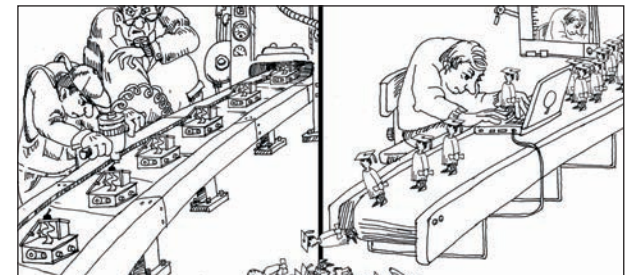
page 3



Setting the road map for change

NACIQI, the California Community College Board of Governors, and the US Department of Education have all weighed in recently against the ACCJC, but the struggle is not over.

page 4



Emphasis on "efficiency" hurts students, college

Administrative strategies meant to achieve greater order can end with the opposite effect. When the first-level courses in a program are cancelled, a chain reaction begins that prevents students from completing course sequences necessary to their educational objectives.

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Time to extend Prop 30

It saved the public sector in California. Now CFT is helping to qualify a ballot measure to make sure that that continues to be true.

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President's Column

Jim Mahler

2016 starts well for community colleges

As we begin 2016, we have a lot to be grateful for during the current fiscal year. The Community College system as a whole received nearly \$1 billion in new revenues for the 2015-16 year, including \$62.3 million earmarked for new full-time faculty hires, the first new monies earmarked to address this chronic shortage since the early 1990s.

A decent base allocation increase, coupled with COLA and growth increases, provided virtually every district in the state with a record increase in revenues. You can view the most recent apportionment numbers for your District by visiting: tinyurl.com/2015-16Apportionment.

For these reasons I hope that by the time you are reading this you have already settled your negotiations with an excellent compensation package, and are well on your way to hiring more full-time faculty in your District.

Clouds

Unfortunately, this burst of sunshine was seriously clouded over by the Governor's January budget proposal for the coming 2016-17 fiscal year: a meager 0.47% COLA, and 2% growth (which most districts won't be able to make). Those are the only new on-going revenue streams he is proposing at this time—no additional resources for new full-time faculty hires, or any of the part-time categoricals such as office hours, equity pay, or healthcare. As everyone knows, that 0.47% COLA won't go very far to pay for incremental step and

column, healthcare, and PERS/STRS pension increases. CFT will continue to lobby hard for funding of these items to be included in the final 2016-17 budget that will be signed in June.

To make matters worse, the resources we currently receive from Proposition 30 are set to expire soon. The sales tax component (about one sixth of the revenue stream) will expire this year, and the more substantial progressive income tax on individuals who make more than \$250,000/year (five sixths of the revenues) will expire in 2018. Currently, Districts receive approximately 15% of their operating budget from Proposition 30 funds.

Prop 30 extension

In an effort to put us on more solid financial footing, CFT is part of a statewide coalition committed to getting a Proposition 30 extension ballot initiative qualified for the November 2016 elections, the "Children's Education and Health Care Protection Act of 2016." This new measure will preserve the additional income tax on high wage earners, and it will *not* include the regressive

The "Children's Education and Health Care Protection Act of 2016" will preserve the additional income tax on high wage earners, and it will *not* include the regressive sales tax component. Signature gatherers will be coming soon to a supermarket near you; in fact, one of those signature gatherers might well be you.

sales tax component. Signature gatherers will be coming soon to a supermarket near you; in fact, one of those signature gatherers might well be you.


The other dark cloud on the horizon that I hope everyone has now heard about is the upcoming US Supreme Court ruling on *Friedrichs vs. CTA*. Depending on the severity of the ruling, public sector unions will have our ability to collect union dues dramatically curtailed. Stay tuned for much more information from CFT on the fallout from this ruling, and what you can do to best prepare for it.

Part-time job security bill

As we begin the 2016 legislative session, we will be re-introducing AB 1690

(Medina), our part-time faculty job security bill. CFT is a co-sponsor with CTA. Recall that last session, this bill died in the Senate Appropriations Committee. Our hope this year is to overcome that final hurdle and get it on to the Governor's desk for his signature.

Lastly, to end on a positive note, it is looking as though all of CFT's legal, legislative, and political action efforts are starting to pay big dividends as the Board of Governors has now directed the Chancellor to seek a new accreditor for the community colleges! That means ACCJC will hopefully sooner, rather than later, be a distant, although painful, memory.

Wishing you the best of luck in the New Year! 

As The Perspective went to press, we received word of the death of Supreme Court justice Antonin Scalia. CFT president Joshua Pechthalt commented, "With Scalia's passing, and short of another major change on the court, it is unlikely the Friedrichs case will move forward this session. If a decision is rendered in Friedrichs, it will very likely be a 4-4 vote, in which case the US Ninth Circuit Court Friedrichs decision affirming the status quo will be upheld, though it will not be a precedent-setting decision by the Supreme Court."

MARK YOUR CALENDAR

March 11-13	Annual CFT Convention, Hyatt Regency, San Francisco
May 13	CFT Community College Council, The Concourse Hotel LAX, Los Angeles
May 14	CFT Committees and State Council, The Concourse Hotel LAX, Los Angeles
May 23	Last day to register to vote in June 7 statewide primary election
May 31	Last day to request vote-by-mail ballot for June 7 primary election

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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Secretary-Treasurer Jeff Freitas

Senior Vice-President Lacy Barnes

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State Senator Marty Block

An educator in office

Marty Block, California State Senator from San Diego's 39th District, pays attention to the needs of educators, particularly faculty and staff in community colleges, for a simple reason: he is an educator himself.

After getting an education degree from Indiana University, and then a law degree from DePaul, Block taught middle school in Skokie, Illinois, and later was the director of Student Legal Services at Western Illinois University. Thirty-five years ago, he moved to San Diego.

For twenty-six years he was a professor, dean and legal advisor at San Diego State University. "At one point I was teaching a class for student leaders," he recalls. "There were 150 students in the class, including San Diego's current mayor. Few of them had writing skills, however, and I complained to them about it. They came right back at me. 'If you want to change the way K-12 prepares us for college,' they said, 'then run for office.' I thought about it, and they were right. And they all agreed to help me do it."

This began Block's political career. He ran against a conservative incumbent for a seat on the San Diego County Board of Education and won. He spent eight years on the board. He was elected president of the California County Boards of Education during his tenure.

Second chance

Then he ran for trustee of the San Diego Community College Board, and was elected. "For students who need help, who didn't get prepared in K-12, community college gives them a second chance," he says. Block spent eight years on the board, and credits among his accomplishments hiring Constance Carroll, the current chancellor, and working closely with Jim Mahler, president of AFT Local 1931. He helped craft a formula for revenue sharing called "resource allocation" with the faculty and staff, so they didn't have to bargain over its division every year.

While on the board Block discovered that all districts in the state weren't funded at the same rate. Together with Carroll and Martha Kanter (then Chancellor of Foothill-De Anza College), they formed the "underfunded district caucus," and lobbied to establish a more equitable funding formula.

"That was when I realized that the best way to lobby for legislation was to be a member of the legislature itself," he remembers. Block was elected to the State Assembly in 2008, and State

Senate in 2012. In the Assembly he won passage of bills mandating notice of changes in state university admission processes, enabling unemployed people to get unemployment benefits while in training programs, and

"When CFT comes into our office, we pay attention. The union has good ideas, many of which have resulted in adopted legislation."

allowing military spouses to get temporary professional licenses, to continue their careers and ensure their income, when they relocate to California.

SB 850: a "game changer"

Block believes his major accomplishment, however, was winning passage of SB 850. He calls this bill "a game changer." For the first time, it allowed community colleges to award a four-year bachelor's degree.

The legislation set up 4-year programs in fifteen community college districts, each district implementing one. Each program is designed to fill an area of workforce need. Rural districts, for instance, offer degrees in equine science and fisheries management. Mesa College, part of SDCCD, now offers a degree in health information management. "Students with this degree," Block enthuses, "will earn \$80-150,000 on graduation, and a job is virtually guaranteed."

Prior to SB 850 community colleges could only offer 2-year associate degrees, or transfer credits to a 4-year institution. The state university and UC systems both had to be won over to the change. At first Block couldn't get the votes for changing the state master plan. Then he helped create a coalition of business groups that lobbied for a better-trained workforce. Veterans groups also lobbied for the change, believing that it would give formal degrees to people leaving military service with training and skills.

"We're not changing the mission of community colleges," Block explains. "What's changed are industry standards. Employers now need people with 4-year degrees, and those certifications were previously only available from private institutions that would charge

\$40-50,000 for a course of study. Now students can get them for \$10,000, which greatly increases their affordability."

The bill limits the program to fifteen districts, and ensures they don't harm other colleges or compete with degrees offered at state universities. Jobs have to be waiting for graduates.

"My priority now is to expand

the program to 100 colleges," Block says. "The Public Policy Institute of California predicts we'll need a million more people with these degrees by 2035, and we're nowhere near on track to accomplish this. The only way is to expand 4-year degree programs in community colleges."

Lowering college costs

In the State Senate Block chairs the Education Budget Subcommittee and the Senate Committee on Banking and Financial Institutions. The subcommittee is holding hearings on President Obama's proposal to make the first two years of college free for all students. "We'd all like to see the Federal government fund this," he says, "but we know Congress at this point won't pass anything the

President proposes. So what can we do on our level to move toward this goal?"

He notes that 50% of all community college students already receive waivers for all their fees and tuition. "But if students graduating from high school know community college is free, there would be a huge increase in the number attending." He also proposes to reduce the cost of textbooks, another financial hurdle for students. In addition, he worked with former State Senator, now Secretary of State Alex Padilla, on a transfer agreement with the state university system, guaranteeing a place to any student who completes the required courses, and is now working on a similar agreement for the UC system.

On ACCJC

While the Senate has no direct jurisdiction over the accreditation of community colleges, as a former trustee and educator Block follows closely the challenge to the Accreditation Commission for Community and Junior Colleges. "The concerns raised by the CFT about the fairness of the process have been proven right," he says. "We need to make changes."

Block says he doesn't want to micromanage the change process.

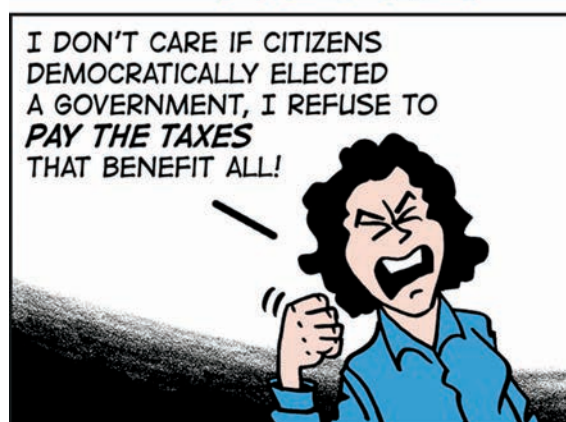
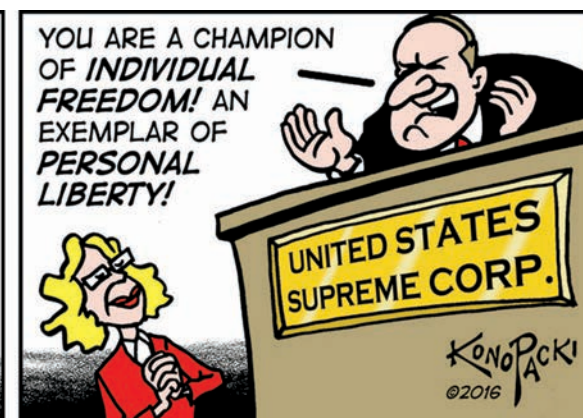


State Senator Marty Block (D-San Diego) understands education issues because he is himself an educator.

"But the Chancellor's Report's conclusions are supported by facts, and we need to move toward a new process."

The senator is concerned with the conditions of community college faculty and staff, and predicts that Assemblymember Jose Medina will introduce legislation providing job security for part-time faculty. He also wants further discussion of the 75/25 rule. He says, "We continue looking at all these issues because CFT members are always looking at them. When CFT comes into our office, we pay attention. The union has good ideas, many of which have resulted in adopted legislation." CCC

By David Bacon



ACCJC on way out?

Moving on to a new accreditor

The long, uphill struggle to reform community college accreditation in California passed several milestones in the past few months, and there are signs the road ahead to a new accreditor is smoothing out.

First, in November the state Community College Board of Governors (BOG) accepted the Chancellor's Task Force Report on Accreditation. That report urged the BOG to create a plan by March 2016 to move away from the Accrediting Commission for Community and Junior Colleges (ACCJC) and toward a new accreditor for the state's 113 community colleges.

Second, the National Advisory Committee on Institutional Quality and Integrity (NACIQI), which oversees authorization of regional accreditors like ACCJC, recommended to the US Department of Education (USDOE) that ACCJC be given just six months to come into compliance with

DOE denied ACCJC'S appeal and gave it a year to come into compliance.

Although these timelines do not entirely match up, the message arising from the three decisions nonetheless comes across loud and clear: the ACCJC, at long last, is being shown the exit.

Board of Governors action

Not everyone understands this. ACCJC chairman Steven Kinsella appeared before the Board of Governors in November in a futile attempt to convince the BOG that his agency had turned over a new leaf. He said that ACCJC has embraced a model of quality improvement. (He did not



ALISA MESSER PHOTO

Most of the team that traveled to Washington D.C. to tell NACIQI to delist the Accrediting Commission for Community and Junior Colleges and help California move to a new accreditor.

you think you are getting away from regulatory compliance, I think you are mistaken."

"No one involved in this battle with ACCJC is seeking to evade accreditation," said CFT president Joshua Pechthalt. "In fact, what we have been after from the beginning is a robust and fair accreditation process, one that meets the needs of our students to have access to a quality education, and helps our faculty to provide it. And that's just what the ACCJC has stubbornly gotten in the way of."

Following its acceptance of the Task Force recommendations, the BOG instructed Chancellor Brice Harris to send

the report to NACIQI, and to ask the Task Force to reconvene and draft a plan for transitioning to a new accreditor. Since that time the Task Force, expanded from its original nine to fifteen members, has been drafting that plan and will submit it to the BOG in March.

Before NACIQI

On December 16 CFT president Pechthalt, former president Marty Hittelman, and more than thirty faculty, students and trustees from City College of San Francisco spoke in Washington D.C. before the NACIQI.

The travelers from California

were well-prepared. In particular, the San Franciscans, organized by leaders of AFT Local 2121 and the Save CCSF Coalition, had met several times, talked through the often-arcaic issues down in the thickets of Accreditationland, and coordinated their remarks.

Pechthalt told NACIQI, "We believe in a strong and fair accreditation body that protects and improves the quality of education for California's two million students. Unfortunately, our accreditor, the lawbreaking ACCJC, does none of these things. We'd like NACIQI to be part of the process of helping

Continued on next page

"On the question of "wide acceptance," the Chancellor's Task Force Report has made explicit what everyone was saying for years: the ACCJC doesn't have anyone's confidence anymore."

numerous violations of standards for accreditors.

And third, in January, the USDOE finally ruled on a separate two year old appeal filed by ACCJC contesting an earlier finding that it failed to comply with federal standards. The

acknowledge that the new model had been urged on the commission for more than a decade without success.)

When his plea failed to persuade the BOG members, Kinsella turned to deliver a stunningly tone-deaf warning: "If

CCSF faculty fights to remove ACCJC thumb from scale

AFT Local 2121 Secretary Jessica Buchsbaum spotted the administrators starting to come out the door of the Diego Rivera Theater on the main campus of City College of San Francisco. She stepped to the microphone, interrupting Tarik Farrar, who was speaking to the crowd of two hundred, apologized to him, and led the faculty in a simple chant for the next couple minutes: "What do we want?" "Fair contract!" "When do we want it?" "NOW!"

That rally followed an exodus of instructors from the auditorium before CCSF Chancellor Susan Lamb's Flex Day address began on January 15. After speaking to a sparse auditorium largely populated by administrators, Lamb emerged into the

sunlight to find she and the other administrators had to thread their way through the same faculty that her negotiations team had been stonewalling in negotiations over restoration of pay cuts faculty had absorbed for years.

Hiding the dollars

Over the previous weeks the AFT 2121 bargaining research team demonstrated convincingly that the administration had been hiding tens of millions of dollars and maintaining what turned out to be an enormous concealed reserve. The administration nonetheless refused to move from what the union considered its completely inadequate salary offer. Throughout months of bargaining, the reasons offered by the administration bargaining team for refusing to restore frozen salary steps and pay cuts vacillated between "We don't have the money" and "ACCJC won't like it."

After analyzing the district budget, according to the union's calculations, last

year \$10 million was budgeted but not expended, \$12.9 million came to the district in a state refund that the administration admitted it had somehow "missed," and the administration had created a set-aside of \$7.7 million for "contingencies." The administration now acknowledges that with these corrections, it will end the year with a \$57 million fund balance, or 28.4%, with which it could bargain if it chose. The state recommends a minimum 5% fund balance.

The union has also noted that since 2011, spending has increased on administration by 29%, while expenditures for faculty have declined by 12%.

In response, the union moved to bring



FRED GLASS PHOTO

Faculty rallied during Flex Day at CCSF after walking out on the Chancellor's speech.

in a mediator from the Public Employment Relations Board. "We are probably going to fact-finding," AFT 2121 president Tim Killikelly told The Perspective, enumerating the steps laid out by California public sector negotiations law when bargaining stalls. "And if that fails, we're probably going on strike." **CCJ**

ACCJC Continued from page 4

us find an accreditor that works on behalf of students and quality education.”

Other members of the California delegation laid out the many reasons why virtually every stakeholder now believes this rogue accreditor must be replaced. Citing examples based in experience and hard-won expertise in accreditation, faculty, students and others testified about the urgent need to “delist” the agency and replace it with one capable of fair and competent accreditation practices.

NACIQI had officially prohibited testimony regarding the ACCJC’s failure to comply with two important accreditor standards—the requirement that an accreditor be “widely accepted” by the colleges and constituencies it oversees, and that its site visit teams include adequate numbers of faculty. The agency had ruled that because these issues were still under appeal by ACCJC with the DOE, they

In prepared remarks delivered by Vice-Chancellor Paul Feist, California Community College Chancellor Brice Harris said, “There is widespread consensus among our colleges that the ACCJC is no longer a reliable authority regarding the quality of education or training provided by the colleges it accredits.”

Also speaking against ACCJC reauthorization were representatives from the San Francisco City Attorney and the Faculty Association of California Community Colleges, and supporters from other community colleges.

“Unrepentant and belligerent”

The ACCJC sent four people to testify: Commission president Barbara Beno, Chair Steven Kinsella, vice president Krista Johns and attorney Steven Winnick. One observer, Hank Reichman of AAUP, noted,

“There is widespread consensus among our colleges that the ACCJC is no longer a reliable authority regarding the quality of education or training provided by the colleges it accredits.”

—Chancellor Brice Harris to NACIQI

were off-limits. But many of the Californians brought up the topics anyway. When the ACCJC’s lawyer asked if he could object, a NACIQI member responded, “This isn’t a courtroom.”

Tim Killikelly, president of AFT Local 2121 at City College of San Francisco, told NACIQI that “Not talking about these issues is like being on the Titanic and not being allowed to talk about the iceberg.”

“Their response was unrepentant and in some respects even belligerent, as they refused to accept the staff recommendation.”

The ACCJC has been on a year-to-year reauthorization for the past two years. Normally accreditors receive five-year reauthorizations. While acknowledging significant problems with the agency, Department of Education staff had nonetheless, prior to the meeting, recommended to

NACIQI another one-year reauthorization pending correction of the violations.

CCSF English instructor Alisa Messer told NACIQI, “I urge you to move beyond the staff report’s thoughtful but inadequate recommendation that ACCJC be granted further time. The ACCJC’s dismissive attitude to member institutions, students, and even to the Department of Education—its flaunting of rules and regulations, its numerous underground and opaque standards—all suggest that NACIQI should not be hopeful that the ACCJC can or will reform itself.”

NACIQI members asked Pechthalt, among others, a number of questions about how CFT envisioned moving forward. Members of the delegation felt the questions demonstrated a serious engagement by NACIQI with the issue of reauthorization.

Wendy Kaufmyn, a CCSF engineering instructor, had been to the previous NACIQI meeting, after which ACCJC was put on notice. “Two years later, it was wonderful to see NACIQI members finally recognize that this very problematic agency needed to be shut down. I think that there was some question among them as to whether to do that immediately. So they were put in this dilemma, because shutting ACCJC down would mean California would be left without an accreditor. This has never happened before so they didn’t know what to do. It was gratifying to see their dilemma but disappointing they kicked the can down the road.”

Six months

On December 17 NACIQI voted to recommend to the U.S. Education Secretary a six month reauthorization, instead of the year extension DOE staff had recommended. It also voted to recommend revoking ACCJC’s current authority to approve

What the Task Force is up to now

Joanne Waddell is president of AFT Local 1521, the faculty union in the Los Angeles Community College District. She is serving on the Chancellor’s Task Force on Accreditation. She told *The Perspective* what the task force is doing now:

“The task force was charged with creating an interim plan to move from ACCJC to an accreditor that will meet our needs, and also charged with developing a timeline for implementation. The timeline took into account receiving input from constituent groups before bringing a revised document to Consultation Council on February 18, following which a presentation could be made to the chancellor before the next Board of Governors meeting in March. I fully expect us to achieve both goals.”

four-year degree programs at community colleges. Clearly the presentations the previous day had had an impact.

Following the NACIQI meeting the California group, shepherded by CFT Political Field Coordinator Jessica Ulstad and joined by national AFT staff, split into teams to visit with eighteen Congressional offices. There they had substantive conversations, delivering the request for the Department of Education to support delisting ACCJC and help transition to a new accreditor.

Kaufmyn reports, “It was a much harder sell back in 2013. They didn’t really know the issue. This time they seemed more aware of the problem, and agreed it needed to be solved. They too weren’t sure what the solution was but they definitely wanted to help.”

DOE denies appeal

On January 4, John King, Jr., Acting Secretary of the Department of Education denied ACCJC’s appeal of the DOE ruling from January 2014 that it had failed to comply with the “wide acceptance” and “faculty inclusion” standards. The DOE gave the ACCJC one year to come

into compliance. While raising questions about how the timing lined up with the NACIQI’s six month stipulation, the ruling was welcomed by ACCJC’s foes.

Said Killikelly, “These issues have come into pretty clear focus. The City Attorney’s suit and Judge Karnow’s decision had already found ACCJC didn’t put enough faculty on site visit teams, yet ACCJC has continued to flaunt that rule. And on the question of “wide acceptance,” the Task Force Report has made explicit what everyone was saying for years: the ACCJC doesn’t have anyone’s confidence anymore.”

Next Steps

The road ahead may not be guaranteed, but plans are solidifying now at the top of the community college system to move into an accreditation future without ACCJC. The state Board of Governors will have the opportunity to respond to the plan at its next meeting in March. ☐

By Fred Glass

Progressive Tax continued from page 8

new faculty and staff, bringing employment up to the pre-recession level. In particular, with the influx of Proposition 30 funds, the union was able to negotiate two new agreements covering both faculty and classified employees.

“We were finally able to conclude the SDCCD faculty Agreement,” Mahler reported to Guild members, “which includes many gains for faculty such as inclusion of Continuing Education adjunct faculty into the same job security provisions college adjunct faculty have

enjoyed for the past 16 years, a strengthening of the college adjunct faculty job security model, an overload banking provision for contract faculty, 11-month contracts for college faculty assistant department chairs, and a strengthening and clarification of the evaluation article.”

Among the economic achievements for faculty, effective January 1 of this year, adjunct salary schedules will increase across the board by 8%, and contract faculty salary schedules by 5%. The office hours funding pool

for adjunct faculty will increase compensation for adjunct office hours to the \$25 to \$30 per hour range, depending on the number of applicants.

Conditions for classified staff have also improved dramatically, with an across the board salary increase of 5.722%, and an increase in the percentage between top salary steps from 1.35% to 3.5%. Early retirement health benefits will now be available to all maintenance & operations and food services staff, allowing them to retire at 55 with fifteen years of service, and

receive fully paid health coverage until their 65th birthday.

Mahler goes on to state, “Our political capacity makes it possible for us to do things like pass Proposition 30, which saved California from the budget crisis we all endured for many years, and is why we had no take-backs or salary cuts here in San Diego even during the toughest economic times.”

Extension of Prop 30 critical

The modest gains due to Proposition 30 for faculty, staff

and students in California’s community colleges are not guaranteed forever. Without the flow of funds made possible by this progressive ballot measure community colleges—along with K-12 schools and universities—will likely sink right back into the cycle of budget cuts and program reductions so familiar a few years ago. “To keep the sun shining on our students for the foreseeable future we need to make sure that this temporary tax is extended,” says Mahler. ☐



Legislative Update

Jill Rice, CFT Legislative Advocate

Part-time reform tops CFT Sacramento agenda

[The CFT welcomes Jill Rice, who is our new lobbyist for the community colleges. This is her first Legislative Update for The Perspective.—Ed.]

January has been an exciting time for California's Community Colleges! During the first week of January the Governor released his proposed budget for the 2016-17 fiscal year.

The New Year also brought a number of new bills from the Legislature. The CFT will be actively supporting two of these new bills.

CFT supports new community college legislation

First, Assembly Bill (AB) 1653, authored by Assembly Member Shirley Weber of San Diego, would require the Board of Governors of the California Community Colleges, among others, to generate and publish a biennium report on new and recent administrative efforts intended to affect campus climate as well as new and recent campus program developments that impact campus climate (more or less defined as behavior and culture). More information on this bill can be found at <http://tinyurl.com/hbejmke>.

Second, Assembly Member Jose Medina of Riverside has introduced a new bill that

will continue the fight for improved working conditions for part-time faculty. Last year the CFT sponsored AB 1010, also authored by Medina, but the bill stalled in the Senate Appropriations Committee.

With a renewed commitment to creating minimum standards for part-time faculty at California's Community Colleges, Assembly Member Medina and the CFT are working together to enact legislation that will require community college districts to engage in negotiations with the exclusive representatives for part-time faculty to address all of the following:

- Require evaluations of the instructor at least once every six semesters or nine quarters of service;
- Establish a seniority list for each assignment at each college during the seventh semester or tenth quarter of service for any part-time faculty

member who has not received a less-than-satisfactory evaluation during the preceding six semesters or nine quarters of service;

- Require the district to endeavor to assign the workload equivalent that the part-time faculty member was assigned during the sixth semester or ninth quarter providing such assignments are available;
- Provide guidelines for allocating new assignments, reductions in assignments, and rejections of offered assignments; and
- Provide guidelines for removal of an instructor from the seniority list due to a less-than-satisfactory evaluation.

Additional information on this bill can be found at <http://tinyurl.com/z97hdd8>.

Governor's budget proposal

Governor Brown's state budget proposal for 2016-2017 includes \$30 billion for higher education. The Governor's proposal for the Community Colleges focuses on four key areas, including the following:

Student success and program completion

The Governor's proposal includes an increase of \$114.7 million for the purpose of increasing access to the community college system. This includes an increase of \$14 million for the Cal Grant program that will allow for an additional 3,250 Cal Grant awards.

Use of technology to improve efficiency and student outcomes

Governor Brown expressed his expectation that California's Community Colleges will continue to develop and expand on-line courses. Additionally, he is proposing \$5 million to support the creation of zero-text-book-cost degree, certificate, and credential programs.


Improving time to degree

The budget proposal also includes \$10 million to implement successful strategies to improve student outcomes pursuant to the Institutional Effectiveness Partnership Initiative. These funds are intended to continue and expand services to improve a student's likelihood of success and close gaps in achievement between

underrepresented student groups and their peers.

Strengthening pathways through education and into the workforce

The Governor is proposing nearly \$250 million in workforce development including the existing Strong Workforce Program and the continuation of the CTE Pathways Program.

The January proposal also includes \$255 million in one-time funding that can be used for deferred maintenance, instructional equipment, and specified water conservation projects. For the 2016-17 fiscal year only, the Community Colleges will not need to provide matching funds for deferred maintenance. Additionally, there is a proposed increase of \$76.3 million in one-time discretionary funding for the purpose of continuing to pay down outstanding mandate claims. These funds may be used to address one-time needs such as campus security, technology needs, and professional development. Additional and more detailed information on the budget proposal can be found at <http://www.ebudget.ca.gov/>. 

Book review

Building the Golden Gate Bridge: A Workers' Oral History

By Harvey Schwartz, University of Washington Press, 2015, 187 pages

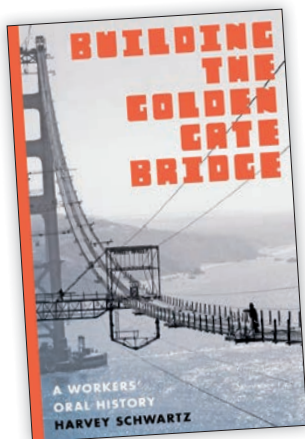
In a book released about five years ago, the former California State Librarian, Kevin Starr, a prolific writer about California history, examined just about every aspect of his topic: *Golden Gate: The Life and Times of America's Greatest Bridge*. But while Starr devoted a chapter to the bridge's construction, and paid attention to the often unsung role of the workers who built the iconic structure, it is that specific emphasis on workers and their work that animates AFT 2121 member Harvey Schwartz's newest book, *Building the Golden Gate Bridge: A Worker's Oral History*.

As Starr himself noted in a blurb on the back cover, "Harvey Schwartz follows the example of Studs Terkel by allowing workers to speak for themselves," and this is the key to his success in *Building the Golden Gate Bridge*, as it was in his previous *Solidarity Stories: An Oral History of the ILWU*.

The comparison with Studs Terkel is apt. Schwartz gives his interviewees space to talk, and when manual workers find themselves with an audience interested in the

usually underappreciated topic of their occupational expertise, we learn things we can't elsewhere.

In ten short but elegantly drawn chapters, we hear from the craft workers and laborers who brought the vision of the politicians, architects and engineers to life between 1933 and 1937, the hard middle years of the Great Depression. In putting together the Art Deco span, these workers earned a decent paycheck and



In putting together the Art Deco span, these workers earned a decent paycheck and bragging rights to one of the architectural wonders of the world. They also emerged with memorable, sometimes hair-raising stories.

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A plaque on the south tower provides the opportunity for visitors to find out that until February 17, 1937, four years after construction of the bridge

began, just one worker had been killed on the job, a remarkable safety record in an era when the rule of thumb was that every million dollars worth of bridge building was accompanied by a death. The reader also learns that on that day ten workers fell

Continued on next page

Emphasis on “efficiency” hurts students, programs and the whole college

At our Fall College flex day, much of the data shared with faculty and staff was meant to reassure faculty that the college was in a great place. The deep cuts that we experienced in classes during the recession were cast as a distant memory, and it was noted that property taxes are higher than ever. At Cañada College, the focus of the day was on efficiency, the increased productivity of our college, and the possibility of what lies ahead.

Large number of classes cut, at earlier dates

Behind the hoopla was a much more disheartening reality. Across the college, a depressingly large number of both elective and, in some departments, core courses had

classes are added as online sections, since it is difficult to know what the overflow students' availabilities are.

While I understand the desire to prevent last minute cancellations that are extremely difficult for students and faculty, the

The neoliberal drive to transform community college education from an opportunity for a broad education and personal growth to a data-driven jobs training system can be seen across the nation.

been cut—and not for the first time. Such cuts have been happening increasingly earlier, before faculty and students have returned to campus. The much-lauded efficiency levels, which mainly refer to high fill rates, are the other side of cancelled classes.

The entire strategy regarding course offerings has changed dramatically over the last few years. Rather than starting with a higher number of course offerings and cutting classes when necessary, a smaller number of courses are offered with the assurance that more sections will be offered if needed. When additional sections are inevitably needed, deans and departments are left scrambling to find qualified instructors at the last minute. Often these last minute

current system isn't working either. With every section full, or nearly full, faculty experience increased pressure from students. In some cases, waitlists have been increased to give a better understanding of student enrollment patterns, but for faculty members, that transforms into 15 or 20 students on the waitlist and expecting to add along with anyone else who comes the first day. With few open sections, faculty also face fewer options to give to students, and sometimes nearly every course with open space is online.

Besides increasing faculty and student stress levels at the beginning of the semester,

increased efficiency comes at a high cost to departments. At Cañada, smaller programs and electives in the humanities pay the highest price. Mechanical course cutting hurts programs, faculty, and students. When the first-level courses in a program are cancelled, a chain reaction begins that prevents students from completing course sequences necessary to their degrees and certificates. Because of this, students are unable to meet their goals. At Cañada, our students tell us that they have given up taking literature courses and other electives because they are so regularly cancelled. Increasingly, students look to other campuses and other districts to ensure that they will be able to register for the courses they need.

National trend emphasizes training over humanities

The experience at Cañada is, unfortunately, not unique. The neoliberal drive to transform community college education from an opportunity for a broad education and personal growth to a data-driven jobs training system can be seen across the nation. In addition, the recent focus on making

students “transfer-ready” and regulations restricting repeatability have exacerbated the attacks on the humanities within all colleges

Austerity measures that began during the great recession are being continued under the guise of efficiency. According to Nancy Welch's excellent article, “Educating for Austerity,” colleges are

...cutting faculty, moving classes online, and shuttering departments of French, philosophy, and theater. They are erecting new athletic and STEM (Science, Technology, Engineering, and Math) complexes, and expanding not only the size and expense of their administrations but also their managerial power. What they are not doing is using that power to jettison core curricular requirements. Instead, administrations and governing boards increasingly insist on holding faculty and students “accountable” for a growing list of required ‘outcomes’ even as they hollow out the programs, faculty, and classes needed for such requirements. (<http://isreview.org/issue/98/educating-austerity>)

Creating transfer models and pathways does us little good if the students are not able to complete the required coursework. I



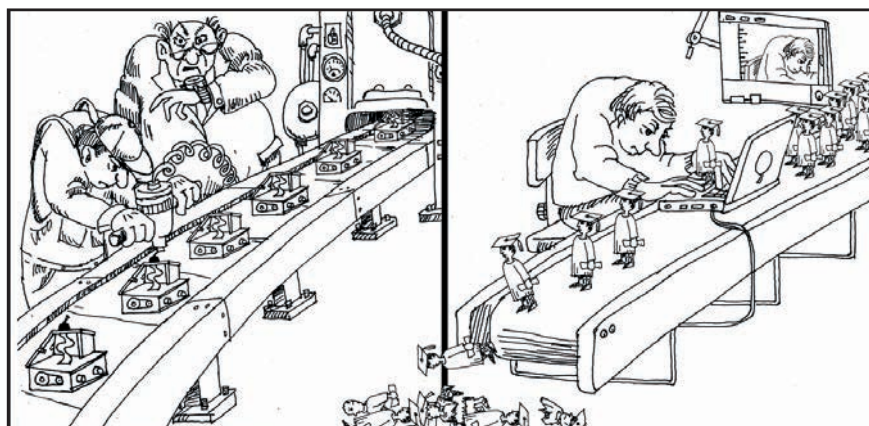
Cañada College instructor Doniella Maher

believe that community colleges have another role to play as the site of lifelong learning, holistic development, and community engagement, but even the focus on transfer is hard to fulfill without the courses being available.

I believe that we can do better. Our students deserve better and so do our dedicated faculty. While I am happy that some faculty members were able to make passionate appeals for their programs and classes, I don't believe that these sort of decisions should be made in backroom bids. Either we are committed to offering a multitude of unique and inspiring programs and certificates to our students and we commit to offering the courses needed to do that, or we will experience the gradual hollowing out of our college.

[This article originally appeared in the December 2015 issue of *The Advocate*, the newsletter of AFT Local 1493 in the San Mateo Community College District. See more at: <http://aft1493.org/dec-2015-advocate-emphasis-on-efficiency-hurts-students-programs/#sthash.ZuEcfZ2h.dpuf>

by Doniella Maher



Book Review continued from page 6

to their death in one horrendous accident.

Fifty years later Schwartz interviewed Evan “Slim” Lambert, who survived the same terrible fall that killed ten of his coworkers. Lambert fell two hundred feet into the turbulent tides of the Golden Gate, and despite a broken shoulder, ribs, and neck, rescued another bridge worker floating nearby, propping him up on a piece

of wreckage until a fishing boat returning from the Pacific hauled them in.

Recalled Lambert, “But when I was picked up, I had a dead man by the feet. That was Fred Dummatzen. Well, he wasn't dead, he was alive then. He was alive until we were coming in on the crab fisherman's boat. On the way in he died. He had been moving up until that time and finally he stopped.”

Astonishingly Lambert was back at work on the bridge just a month later.

Not all the stories in *Building the Golden Gate Bridge* are so dramatic. But that's part of the point of workers' oral history. Many if not most working people don't consider their own work lives worthy of recording, an attitude heavily reinforced in our culture by academic elitism and an understanding of history

filtered principally through the lens of presidents, generals, and captains of industry.

Refreshing in its alternative worldview and appreciation of working class life, Schwartz's book would make a fine addition to the syllabi of community college courses in a number of disciplines beyond labor studies and apprenticeship programs. Its depiction of workers' accomplishments in their own words

might inspire today's working students to consider their own experiences at work in a new light, and perhaps to wonder what stories might be hidden around them in the personal histories of their family elders, neighbors, and friends.

Reviewed by Fred Glass

Proposition 30

Progressive tax extension essential to district finances

For Rob Schneiderman, President of the Coast Federation of Educators (AFT Local 1911), the passage of Proposition 30 in 2012 was transformative. “Before the proposition passed we were cutting so many classes that all the basic requirement sections were full,” he recalls. “Students couldn’t get into the English classes they needed to graduate, for instance. Faculty were losing classes too.”

Dean Murakami, President of the Los Rios College Federation of Teachers (AFT Local 2279) undoubtedly speaks for almost all community college faculty unions in saying that the money provided to districts by Proposition 30 made a big difference. “We’re very glad it’s there,” he says. “It accounts

avoid cutting jobs, although there were some class reductions. “But there were no firings here,” Murakami explains, “because the district administration was willing to work with us. We’ve had a very close working relationship with them for many years.”

After Proposition 30 passed,

The modest gains due to Proposition 30 for faculty, staff and students in California’s community colleges are not guaranteed forever. Without the flow of funds made possible by this progressive ballot measure community colleges—along with K-12 schools and universities—will likely sink right back into the cycle of budget cuts and program reductions so familiar a few years ago.

for 15% of our budget now, overall.”

“Because of Proposition 30 and the end (officially at least) of the recession, this will be a record revenue year for the Community College system,” predicts Jim Mahler, president of the CFT Community College Council and AFT Local 1931 in San Diego, “as we are due to receive nearly \$1 billion in new revenues this year as a system.”

Prop 30 saved the public sector

Prop 30, a temporary tax passed by California’s voters in 2012 by a 55 - 45 margin, saved the state’s public sector by pumping \$7 - 8 billion per year into state coffers from two sources. About a billion dollars comes in from a one quarter of one percent increase in the sales tax, and the other six billion or so dollars originates in three tiers of 1, 2, and 3 percent bumps on taxpayers making \$250,000, \$300,000 and \$500,000 per year. Thus it is a mostly progressive tax, with the regressive portion—the sales tax—sunsetting at the end of this year. The final year of the tax on the wealthy will be 2018.

In the worst years of the recent recession, the Los Rios Community College District borrowed about sixteen million dollars from its reserves to

and the money started flowing in, the union was able to make new advances. “First, it allowed us to get out of the hole,” he says, “and then we were able to add 4% to the salary schedule. We were able to negotiate, and the board acted very affirmatively, so we’re very happy.”

Coast Community College District

The Coast Community College District includes three campuses in Orange County, one of the most conservative areas of the state. As a result, raising taxes is not a popular idea. Nevertheless, the district officially supported Proposition 30, passing a resolution calling for its passage. “That caused a lot of pushback,” he explains, “but there’s a lot of support in the community for our community colleges, and we were even able to pass a bond issue during the recession.”

Since Prop 30 passed, the district is trying to recover, opening more sections and hiring more faculty—20 two years ago, 15 last year, and now 40 this year. “This is unheard-of,” Schneiderman says. “It’s hard to fathom. We’re moving on from replacing retirees to hiring for new positions.”

In contract negotiations, the district did offer a one percent raise, the first one in ten



In 2012 a strong grassroots effort built momentum for passage of Proposition 30, as in this rally near Cabrillo College. A similar effort will be necessary this year to extend the tax on the wealthy and support schools and services.

years, but balked at increasing health benefits. “Nevertheless, our faculty are now looking at areas where we should be growing and making improvements,” Schneiderman says. “They’re advocating for more hours for part-timers, and increasing the per diem rate. They’d never have asked for that two years ago. Then we were just trying to survive.”

Cuesta College

Debra Stakes, President of the Cuesta College Federation of Teachers (AFT Local 4909) also leads a union in a conservative part of the state—San Luis Obispo County. There the district put



Cuesta College faculty member Beth Ann Dumas was among the one hundred faculty who boycotted the college president’s Flex Day address in protest against the administration’s refusal to negotiate seriously about salary.

PHOTO COURTESY OF DEBRA STAKES

the Proposition 30 money into a special account, to be used only for hiring. “The money has been good at helping us to move

out of what we experienced in the recession,” she says. The district eliminated many programs that involved part-time instructors during the rough years. “They cut \$600,000 in instruction,” she recalls. “Much of that has been put back in place now, and we’re trying to grow some other programs.”

Two years ago the district hired ten new instructors, and then

5 more in the last round. The percentage of full time instructors, which had fallen below 50%, is now back up to 58%. “Without Prop 30 we would have been in a much worse situation,” Stakes explains.

Nevertheless, in negotiations the district took the union to impasse over salaries. The union finally got a 2% COLA, but only resolved the issue in December for the 2013-2014 year. “We weren’t happy because with our property tax increase we’re in an increasingly good situation for eventually replacing the Prop 30 funds. But we know how important it is to keep them.”

San Diego

That understanding was the basis for getting a record settlement in San Diego, according to Jim Mahler, President of the AFT Guild, San Diego and Grossmont-Cuyamaca Community Colleges, Local 1931. “Proposition 30 funds are fifteen percent of our apportionment—a huge portion.”

The district is now offering new courses and is back on schedule, he says. There are

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Prop 30 Revenues by District

District	Estimated 2015-16 Total Revenue	Revenue from Prop 30	Percent of Total
Coast	\$178,606,256	\$26,231,492	14.85%
Cuesta	\$48,216,858	\$6,656,448	13.81%
Los Rios	\$287,506,945	\$44,288,959	15.40%
San Diego	\$231,518,224	\$35,729,682	15.43%

Source: California Community Colleges 2015-16 Advance Principal Apportionment, September Revision, Exhibit C