

FACULTY FOCUS

Office Hours: New Contract Language

By: *Charlotte Lofft, FA President*

There are some significant changes to the Contract language on Faculty Office hour requirements which might affect some of you for the Spring Semester. This language was recently agreed to and not in place for this Fall. I have quoted Article 10D.3.a of the Contract and underlined the new language. As you can see, it formally recognizes that faculty who are released from teaching duties will have a proportionate reduction in their office hour duties.

10D.3.a Office Hours.

1. Obligation. Full time unit members whose load is 100% teaching shall have five (5) office hours per week during the academic year. Faculty whose load is distributed between teaching and other duties shall have their office hours obligation reduced proportionally to their teaching assignment at the ratio of one (1) office hour for each three (3) CAH of instruction. For instance, if a full time unit member's load obligation is 60% teaching and 40% release, then the unit member shall have three (3) office hours per week during the academic year.

If the unit member's teaching load up to 15 CAH is not divisible by three (3) CAH, then he/she shall serve half of the remaining office hour if the remainder is 1.5 CAH or less. If the remainder is greater than 1.5 CAH, the unit member shall serve the full office hour.

Example:

Teaching load of 10 CAH = 3.5 office hours per week.

Teaching load of 11 CAH = 4 office hours per week.



Training of Faculty Who Teach Online Courses

By: *Charlotte Lofft*

This edition of the Newsletter has as an insert the newly signed MOU related to Training of Instructors who evaluate faculty who teach Online Courses.. It was implemented at the colleges immediately upon being signed. Please refer to it if you are affected by it. This language will not be in the contract which has recently been published, so it will be necessary keep a copy of this MOU for future reference.

KUDOS TO SHARI JACOBSEN: FACCC OUTSTANDING FACULTY PERSON OF THE YEAR

You may already know that Shari Jacobsen, Chabot Counselor, has received the FACCC award as Outstanding Faculty Person of the Year. This is a great honor for Shari and a tremendous recognition for Chabot College and this District.

Congratulations Shari!!!
Very well deserved.

General Membership Meetings 2007-2008

*Chabot College, Room 1906,
during College Hour
TBA*

*Las Positas, Staff Lounge
TBA*



Topics:

What Has the FA Done
for You Lately?

You May Qualify to Collect Social
Security Benefits Before You Retire
From STRS

Grievance Blues

What Will I Do With My Big Raise?

The Great New Contract

The ValleyCare Health System
Partnership with the Chabot Nursing
Program: Negotiable Issues

The Longevity Bonus: It's
"Longevity" is Going to Disappear

Some Good News At
The District Office



*On behalf of the CLPFA,
please have a wonderfully
warm and safe winter break.*

What Has The FA Done For You Lately?

By: Dave Fouquet and Tom deWit

The Contract is finished!! LaVaughn Hart and Charlotte Lofft have performed hours of excruciatingly meticulous work to produce a truly functional and user-friendly document that will show *hundreds* of improvements. Working with the bargaining team and District staff, they have tweaked much of the language to enhance clarity; they've also given the contract a fresh new look with bold headers to make the sections easier to find. They've also begun to install dozens of hyper-links (including the entire table of contents) to make navigating the electronic version fast and easy, and to compile a new index that will be published as an add-on early next year.

Power Plants in West Hayward? — Did you know that two power plants are slated to be built within two miles of Chabot College? According to the staff research of the California Energy Commission (CEC), the “Max Impacted Receptor” of cumulative acute hazardous isopleths (*i.e.* particulate and gaseous pollutants in the air, supposing both plants are built) is right over the Chabot athletic fields. The first of the two plants, the Russell City Energy Center (proposed at the end of Depot Road) was quietly approved by the CEC despite their staff recommending against it, and despite the absence of any substantive community review. (Indeed, the District and County of Alameda were both caught unawares!) At least we can report that due process has been resurrected for the second plant, the Eastshore Energy Center (the “peaker” plant proposed at the corner of Depot and Clawiter). In a rare opportunity for the FA to work in tandem with the District’s legal counsel, the two entities jointly filed, and were recently granted, Intervener status with the CEC, and will thus have the right to present testimony and cross-examine witnesses during the upcoming hearings. The Task Force is headed by Susan Sperling. The FA has also appointed Diane Zuliani as an official representative in these matters.

Sabbatical Leave Fund Review — It took some time to obtain and compile the necessary information from the District, but the FA has performed a detailed review of pay records that shows that the Sabbatical Leave Fund has been routinely overcharged for the costs of replacing faculty who are on sabbatical leave. In the planning phase, the substitute or ‘backfill’ costs are calculated prospectively in order to determine the number of sabbaticals that can be approved for the next academic year. The backfill cost is generally listed as that of a full-time replacement with health benefits; the FA finds that the actual cost is often lower than the prospective number — especially in cases where a full-time replacement is not hired. Further, Article 12 provides that actual costs should be used in the calculation. What this means is that the District will need to provide a make-good to the fund to remedy overcharges in recent years. Going forward, the fund will need to undergo an annual “true-up” to adjust the balance once actual costs are known. *Bottom line:* We expect this to substantively increase the number of sabbaticals granted in the coming years.

Part-time Seniority — The goal of part-time seniority is to professionalize the work of adjunct faculty who teach the majority of the classes at our colleges by making their work assignments more predictable and amenable. Adjunct faculty should be able to say with some confidence, I think I will get some assignments both fall and spring and this will allow me to not only pay my bills but to qualify for health benefits by maintaining a certain load. (Adjunct faculty can pay 50% of the cost and enroll in our Kaiser plan; to qualify they need a 40% annual load.) Seniority is predicated on good evaluations. The FA has most recently: pushed hard to finally get correct seniority lists, educated managers in order to normalize the implementation of the seniority process, and remained vigilant about discrepancies or complaints related to part-time seniority.

Online Course Evaluations — An MOU has been signed that details the approach to Online Course Evaluations. The FA has negotiated an online evaluation process, including an observation form and procedure that work for online instruction. The form itself and the procedure were piloted at both colleges last spring; the FA collected feedback and valuable information from the pilot. There is also now an official training for online evaluators that will take place each term on each campus. The best procedure for collecting student evaluations is still being worked out. Thanks to Jan Novak, Dmitry Kalyagin, and Mary Campbell for their work on behalf of the FA.

