



Chabot-Las Positas Faculty Association (CLPFA) FACULTY FOCUS



MEASURE I: THE PARCEL TAX THAT COULD HELP SAVE US

By Charlotte Lofft, FA President

At their meeting of July 31st, the CLPCCD Trustees approved a resolution calling for an election for voter approval for an educational Parcel Tax. This Parcel Tax, if it passes in November, will provide new District revenues of \$5.6 million yearly for six years.

It would involve a tax of \$28 per year per parcel. And, unlike a Facilities Bond such as we have now for buildings, a Parcel Tax can be used to hire faculty, restore classes to the schedule, and provide student services.

The money cannot be used to pay for administrators.

A Parcel Tax requires passage by two thirds plus one of the voting public. The District will need considerable help in activities to encourage District residents to vote in favor of this tax.

This Parcel Tax is separate from the Governor's Tax measure. If the tax measure doesn't pass we will have to cut about \$5.2 million from our budget beginning January, 2013. If the tax measure does pass, it will merely keep us afloat at our current level of resources with the constant fear that State revenues might fall short and put us back in a crisis mode. Hence, the Parcel Tax would offer a considerable amount of relief from this cycle of uncertainty.

WE NEED YOUR HELP TO GET THIS PARCEL TAX PASSED.

The first thing we need help with is phone banking. We need to staff our phone bank with 30 volunteers a night in the following time frames. Please take a moment now to email me with your availability to serve. The phone banking specifics:

September 23rd-September 27th
September 30th-October 4th
5:30pm-8: 30pm

Davis Street Family Resource Council
3801 Teagarden Street
San Leandro

The LPC location is being finalized, but please don't let that stop you from signing up on evenings that work for you.

For questions or to schedule your times, please contact Charlie Gilcrest at 510-289-9526 or Yesoni4clp@gmail.com.

Continued on Page 4

2012-2013 CLPFA Officers

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510.723.6868

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Chabot: **Zac Walsh**
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LPC: **Debbie Fields**
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LPC: **LaVaughn Hart**
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Negotiations Team

Tom DeWit

Chief Negotiator

Dave Fouquet

Debbie Fields

Charlotte Lott

Zac Walsh

Part-Time Rep

Chabot-Las Positas Faculty Association (CLPFA)

FACULTY FOCUS

Volume XI, Issue 7 – September 20, 2012

LAYOFFS OF PART TIME FACULTY

By Charlotte Lofft, and Dave Fouquet

We have heard a lot about layoffs of staff and reductions in the ranks of administrators. All of this is true, and reflects the serious loss of funding to our district. It is all truly very unfortunate and beyond sad.

In addition to all the serious loss of staff and administration, the faculty ranks have suffered the loss of over two hundred (200) Part-time (Adjunct) unit members. This is down from what was a total of eight hundred (800) Part-time (Adjunct) unit members just a few years ago. In addition, untold dozens of retained Part-time (Adjunct) unit members have suffered reduced assignments and are making considerably less money than they were used to. And, many others are just grateful to have an assignment regardless of its probable undesirable place on the schedule.

Remember that every time a class is not scheduled due to cuts, the usual impact is on a Part-time (Adjunct) individual. In the 2011-12 academic year, faculty ranks were reduced by 100 FTEF (Semester Full Time Equivalent Faculty) as compared to the previous year, which translates to something on the order of 500 course sections cut from the Chabot and LPC schedules (combined), to produce a savings of about \$2.6 million. While some of these sections were taught by full-time faculty who have since retired, the lion's share of the sections were taught by Part-time (Adjunct) faculty. THAT HURTS. In addition, six more FTEF were cut from the Fall schedules in the wake of budget uncertainties in the planning for Fall '12. Further, if Proposition 30 fails this November, we will lose up to 30.5 *additional* FTEF or about 180 more sections from the Spring '13 schedules, for a projected savings of \$800K.

It is particularly difficult for most of us to comprehend these losses since we most likely didn't know most of the affected individuals. They come across as "numbers" and not "faces". But, the "faces" are real people with real needs and real problems. Please try to remember them whenever thinking about all the losses in the District. Thank you for your cooperation in this effort.

FACULTY SACRIFICES TO HELP SOLVE THE BUDGET CRISIS

As a follow up to the above article, I am publishing the following facts that emphasize the tremendous input the faculty has had toward solving the current budget crisis in this district. I do want to thank all faculty for their willingness to work together in the spirit of cooperation.

Faculty Losses:

\$2,600,000	FTEF cuts from class reductions. (Part-time faculty and Full-time faculty teaching overload)
\$400,000	Full-time and Part-time Salary reductions (for two years)
\$300,000	Health Care Premium sharing (affects all faculty with District benefits)
\$250,000	Loss of Summer differential pay for Full-time faculty.
\$135,000	Reductions in Sabbatical Leave Fund (for two years, F/T impact only)
\$3,685,000	APROXIMATE VALUE OF FACULTY CONCESSIONS DURING BUDGET CRISIS

(Not counting \$800K worth of additional class reductions if Prop. 30 fails)

*Measure I Lawn Signs
Cheryl Sannebeck in Room 412 has
Measure I Lawn signs available for anyone
who lives in Castro Valley, Hayward,
Livermore, Pleasanton, San Leandro,
San Lorenzo, or Union City*

NEGOTIATIONS UPDATE

By Charlotte Lofft, FA President

Colleagues:

As you know, the new TA was ratified last October. At that time the parties to the TA knew that it was incomplete and made a strategic decision to finish certain topics later. The reasons were as follows;

1. We all recognized the acute nature of the CA budget crisis and wanted to get the relevant salary and benefits issues in place by January 1, 2012. Consequently, we agreed to put off a variety of other articles in order to try to meet our budget needs. The articles we put off were the following. See <http://www.clpccd.org/HR/MOUs.php> or the FA website (www.clpfa.com) to view the MOUs below.
 - a. Evaluation of Distance Education Instructional Faculty. The language was agreed to with involvement of all faculty on the two different DE committees, each college. Limits evaluator to 24 hours in the class unless evaluatee allows more. Limits evaluator to one module or one week's work, depending on course structure. MOU was agreed to this week and is awaiting signatures.
 - b. Class size issues in some English courses at LPC. This has been resolved with involvement of the affected faculty (MOU posted.)
 - c. Improved language on Rotational Seniority. Prior affected faculty and management were consulted and MOU has been signed. (MOU posted.)
 - d. Improved language on Pregnancy Disability Leave of Absence and Parental Leave of Absence. Attorneys for both sides were involved, and new language conforms with the law. (MOU posted.)
 - e. Improved language on Military Service Leaves of Absence. Attorneys from both sides were involved, and new language conforms with the law. (MOU posted.)
 - f. Improved language on retirement options for Part-time (Adjunct) faculty. (Corrected MOU posted.)
 - g. Improved language on Pre-retirement Reduction in Annual Workload. This new language will allow the unit member to rescind his/her application prior to approval by the Board of Trustees. (MOU is posted.)
 - h. Clarifications of Flex Day language. (MOUs are posted.)
 - i. New Article: Resignations and Retirement which again allows unit members to rescind their resignation or retirement so long as they do so prior to approval by the Board of Trustees. (MOU posted.)
 - j. Entire article on Personnel Records and Files (see below). We are still working on this.
 - k. Free Speech, which will be part of the Academic Freedom article (see below). We are still working on this.
 - l. Pay by CAH, an improved method of paying Part-time Faculty salaries. This procedure was implemented in the August Pay Warrant. More information will be forthcoming as to its advantages.
2. We all were waiting for PERB (Public Employee Relations Board) to act on two outstanding Unfair Labor Practice claims (ULPs) that the FA had filed against the District. Those claims were in the following areas:
 - a. Faculty rights to due process with respect to district investigations of faculty.
 - b. The right of the FA to have relevant information about a complaint directed against a unit member in advance of an investigation so as to be able to represent the person adequately.

The above claims were part of one ULP. The FA prevailed in proving our initial burden on that ULP and the District and the FA reached a settlement agreement which will be incorporated into the contract. This agreement was shared with you last Spring in a separate Faculty Focus Newsletter.

We are still negotiating some aspects of the above related to Personnel Records and Files. We are making good progress and we will keep you informed as to that progress.

- c. In addition, a second ULP was filed with respect to the right of the FA to negotiate Free Speech.

**Chabot-Las Positas Faculty Association
 Newsletter – Volume XIX Issue 1 - September 20, 2012**

The FA and District agreed to put that ULP in abeyance until the end of December, 2012 with the expectation that the parties will, indeed, work to negotiate Free Speech this semester. We are negotiating this topic, and are making good progress. We will keep you informed of this progress.

Adjunct and Overload Pay Now Computed by Load

By Dave Fouquet

If you have been working an adjunct or overload instructional assignment this semester, perhaps you've noticed a subtle difference in how your pay is computed. This is part of a long-standing effort of the FA to professionalize our working environment; for instructional assignments, pay is now calculated on the basis of the load-value (whenever possible) as opposed to by the hour. The pay for such assignments is based on the following scale:

INSTRUCTIONAL COMPENSATION PER CAH		
	Baseline Rate Based on 2007-08 salary schedule	Deficit Rate— effective July 1, 2012-June 30, 2013
STEP	70% pro-rata scale	70% pro-rata scale
1	1,311	1,299
2	1,374	1,361
3	1,437	1,423
4	1,499	1,485
5	1,562	1,547
6	1,624	1,609
7	1,687	1,671
8	1,750	1,733

An eminently practical advantage of the new process is that the computation is simpler than it was before: your pay for the term is the load-value of your assignment times the rate at your step, above. (e.g., if you're teaching two 3-unit classes for 6 CAH, and you're at Step 5, the pay is \$1,547 x 6 = \$9,282.) The monthly pay on your pay warrant is the pay for the assignment divided by the number of pay periods in the term

(typically five pay periods in Fall and Spring semesters; fewer in Summer).

Several other details may be of interest:

- **Basis of Rates:** The CAH rates are defined as 70% of the Full-time salary (Columns III, Steps 1-8) divided by 30 (30 CAH being the full-time load obligation for the year). *Note:* a 1% reduction for full-time and part-time salaries is in effect for 2012-13.
- **Total Pay Not Changing:** Pay by CAH is designed to produce the same results as when hourly rates are used — the old hourly *lecture* rate was equivalent to the CAH rate divided by 17.5.
- **Pay for Classes with Lecture and Laboratory Hours:** Pay by CAH eliminates the need to establish hourly rates for all the various lab load factors, and further simplifies pay for assignments involving a mix of lecture and lab hours — pay is simply based on the load value of the assignment.
- **Special Note for Composition/ESL faculty** (all courses carrying load factors of 1.17 or 1.25): in the future, pay by CAH will provide a mechanism to pay adjunct and overload assignments by the special load factors enjoyed by full-timers teaching for load. Unfortunately, funds are not available to put to this purpose, so load factor 1.0 is substituted for anything above 1.0 when performing pay computations by CAH, at least for the time being.

*Continued from page 1 **MEASURE I***

We also need you and a few friends to place Measure I lawn signs in front yards. Please email us and tell us your home address and we will arrange to drop it off.

More information can also be found on Measure I's Facebook Page:

<http://www.facebook.com/pages/Yes-on-Measure-I-for-Chabot-College-and-Las-Positas-College/404641689598433>

Please consider sending money for this effort. Make the check out to **Yes On Measure I** and send it to me, Charlotte Lofft at Chabot College or to Jane McCoy, LPC. I will forward it to the proper authorities. Thank you for your support. This helps all of us in the district!!!