



Recent Ballot Measures Approved

Due Restructuring & FACCC-EI Contract Membership

The Executive Board (E-Board) of the Chabot-Las Positas Faculty Association would like to thank faculty for their consideration of the two ballot measures that were approved in voting that ended April 20, 2017. These measures have been under consideration by the E-Board for several years. Both measures represent crucial investments in supporting the work of the Faculty Association and FACCC on behalf of Full-time and Part-time faculty both locally and on a statewide basis.

Ballot Results Continued page 3

Negotiations Update

The FA has recently negotiated several MOUs with the District, summarized below. The full texts of each MOU is located on the District website (<http://www.clpccd.org/HR/MOUs.php>) or the FA website (<http://www.clpfa.com/>)

Dual Enrollment (Assignments at off campus sites:-)

The point of this MOU is to ensure that off site assignments mirror as closely as possible on site assignments in terms of the rights and working conditions of faculty. In any dual enrollment assignment faculty will: receive equal pay, accept the assignment on a voluntary basis, have same class size requirements, be evaluated according to FA contract, hold office hours at their discretion, and exercise autonomy of content and grading. The off site administration have no assignment rights over CLPFA faculty

Grade Change Form

The Grade Change Form has been revised to improve ease, autonomy, and uniformity across colleges of process for faculty to make a grade change. Going forward, grade changes will take place online.

Negotiations Update Continued Page 4

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Update: Part-time Faculty: Placement In Retirement System

By: Vicky Austin, FA Part Time Representative

As has been reported in previous newsletters, the FA has been working with a number of Part-time faculty on issues related to the election of a retirement plan when the Part-time faculty member was initially hired. To review, when you are hired, you are given the choice of several retirement options, which are listed below, and you fill out forms for the plan you select. When employment files were audited about two years ago, it was discovered that a significant number of Part-time faculty either have no form in their file or a form that is difficult to interpret. We have been working with the district to notify and correct the retirement election contributions for members identified in the audit process who requested a change.

Impacted Part-time faculty members have been contacted and the District and FA are working to resolving these often complex retirement issues. For unit members who need corrections to their retirement records, we have been working with the district and CalSTRS to review and correct this information. Each person's situation is unique and requires individual research, so making these corrections takes time. Explaining all the different subtleties and possible circumstances of the situations we've encountered is beyond the scope of this article. If you are one of the members whose records need correction and the adjustment is complete, you have already received notification. If the review and any adjustment is not yet completed, you will receive notification when it's completed. There are about 75 members whose records are in various stages of review and correction.

Both the FA and the district have contacted the affected Part-time faculty to inform members about their options for the STRS Cash Balance Plan, the STRS Defined Benefit Plan, or Social Security. If you are a member affected by this issue, you have already heard from the district, or the FA, or both.

Article 18K of the FA-District Contract provides the ability for Part-time faculty members to choose one of three retirement plans (referred to as the right of election). The plans are:

1. The STRS Cash Balance Plan, which is a Defined Contribution Plan, which is four percent (4%) of salary paid by the District and four percent (4%)

of salary paid by the unit member, subject to IRS/STRS approval.

2. The STRS Defined Benefit Plan. Contribution rates for the District and the unit member are established by the Education Code and through the CalSTRS Employer Directives, but the contribution rate is higher than for the Cash Balance program. The Defined Benefit Plan has a vesting period of five years of full time service credit. For part-time faculty, it will take more than five years to accrue this credit.
3. Social Security. Contribution rates for the District and the unit member are established by the IRS.

All Part-time unit members are eligible to elect the STRS Defined Benefit Plan at any time. The Social Security Election is a one-time election at date of hire. A unit member who elects the STRS Defined Benefit Plan at a later date may elect to buy prior service covered by the Cash Balance Plan through paperwork completed with STRS. More information about the options is available at the CalSTRS web site at <http://www.calstrs.com/your-benefits>.

As was reported earlier, California Education Code section 22455.5 includes a provision that the district may be liable for retroactive employer and employee contributions from your date of hire if you were not given the option of electing the Defined Benefit program when you were hired. Part of that provision is below.

c) Employers shall be liable to the plan for employee and employer contributions and interest with respect to the Defined Benefit Program, from the date of hire, or March 1, 1995, whichever is later, in addition to system administrative and audit costs, if an audit or a member's complaint reveals non-compliance.

Human Resources should have provided you the proper forms to make this election in the Hiring Packet when you were hired in the District. If you are a newly hired Part-time faculty and are uncertain about which retirement plan you are in, contact Gwen Murphy at gwenmurphy@clpccd.org to find out. If you have any questions about this issue or your eligibility, please contact your Faculty Association Part-Time representative, Vicky Austin at vaustin@laspositascollege.edu.

Ballot Results Continued

Below are the results of the vote on the two ballot measures. The number of votes cast represents a high turnout by faculty at both campuses (close to 50% higher than the turnout in a “normal” election). Totals are aggregated from both campuses:

- Proposition 1 — Restructuring of dues (changes the dues structure from fixed-fee to a proportional structure, in which dues will be calculated at 0.6% of gross earnings)
181 faculty members voted on this measure
YES: 126 (69.61%)
NO: 55 (30.39%)
- Proposition 2 — Contract Membership in FACCC-EI (automatic membership in FACCC-EI and FACCC for all faculty)
173 faculty members voted on this measure
YES: 119 (68.79%)
NO: 54 (31.21%)

Both measure will take effect in fall 2017. Over the summer, we will be working with Payroll and Human Resources to implement the measures with the goal of having everything in place when we return for the Fall 2017 semester.

For those of you who may be unfamiliar with the work of FACCC and FACCC-EI (Education Institute) on behalf of faculty, take a few minutes to visit their website (www.faccc.org). Below is a list of just a few of the events that they have sponsored in 16/17.

Part-Time Faculty Symposium (October 2016)	The symposium is specifically designed to address the needs of newer part-time faculty while providing experienced faculty with expanded networks and new information.
2017 Annual Policy Forum (January 2017)	Surviving Disruptive Politics: Community Colleges in a Changed World. Join a distinguished panel of faculty and student leaders discussing what is ahead for our system. The conversation will focus on three main areas: Faculty, Accreditation, and Serving our Students.
2017 Advocacy & Policy Conference (March 2017)	Our New Realities In California and Washington, D.C. Analysis and Action
Veterans Summit (March 2017)	The Veterans Summit is designed to share information and best practices for faculty, administrators and staff who work with student veterans on California Community College, California State University, and University of California campuses.
2017 Counselors Conference – Equity Minded Counseling (April 2017)	The Equity Minded Counselors Conference focuses on the role counselors play in the student equity initiative and provides information on best practices and strategies aimed at improving outcomes for all students regardless of race, ethnicity, or socio-economic background.
2017 California Great Teachers Seminar (July 2017)	California Great Teachers Seminar is a profoundly simple and powerful experience for learning and growth in the art of teaching. All full and part-time faculty, counselors, and librarians are encouraged to attend.

FACCC-EI and FACCC are dedicated to serving community college faculty in California. From advocacy at the state-wide level to professional development opportunities at the local level, the staff and board of FACCC-EI and FACCC are committed to doing all they can to support community college faculty and community college students.

The Academic Calendar—175 Days

Of late, the FA has received a number of questions regarding the Academic Calendar including:

- How does the Academic Calendar get developed?
- How many days are needed in an Academic Year?
- Who do we have Variable Flex and why does the number of Variable Flex days change?
- What are the ramifications of not meeting the required number of days?

Let's take a look at each of these questions....of course, the answers to these questions may lead to more questions 😊

How does the Academic Calendar get developed?

Early each fall semester, the Calendar Committee meets to develop the Academic Calendar for the Academic Year that will begin two years in the future. For example, in fall 2016, the Calendar Committee developed the Academic Calendar for the 2018/19 Academic Year and in fall 2017, the Calendar Committee will be developing the Academic Calendar for 2019/20 Academic Year. The Calendar Committee consists of 12 members; 6 appointed by the Faculty Association and 6 appointed by the District (see Article 8A). In determining the Academic Calendar for a specific year, the Calendar Committee looks at a number of factors including (but not limited too):

- equalizing the number of instructional days in each semester;
- number of Mondays, Tuesdays, Wednesdays, Thursdays, and Fridays in each semester (this varies due to holidays, start date, end date, etc.);
- how early in August to start;
- whether to start before or after Martin Luther King's Day in January;
- where to place Spring Break;
- how much time will faculty have after the end of the term to submit grades;
- number of days that A & R needs to process grades after the end of a term; how much time is needed between the end of one term and the start of another (particular the end of the Summer term and the start of the Fall term); impacts on the Financial Aid office;

- how late in May should the Spring semester go (end before or after Memorial Day);
- how many variable Flex Days would be needed to reach the 175 required days.

How many days are needed in an Academic Year?

Title 5 requires that the Academic Year consist of 175 instructional days, which can include a number of mandatory and variable flex days. The Calendar Committee reviews different scenarios that provide for the required 175 instructional days. There are two Mandatory Flex days at the beginning of the Fall semester (Convocation Day and College Day). Additional Mandatory Flex days (up to six per year) can be held when mutually agreed upon by the College President and the chair of the College Staff/Professional Development Committee. For example, we often have a Mandatory Flex day in the Fall semester and one in the Spring semester. The dates for additional Mandatory Flex days may be the same for both campuses or may be different.

Faculty have a 175-day contract and are expected to be providing instruction throughout the full 175 days in the two primary semesters (Fall and Spring). There are, of course, exceptions to this. For example, our contract provides for faculty to be able to fulfill some of their load during the Summer term (which is considered outside of the 175-day Academic Year). Also, faculty have different types of leaves of absence to cover situations that arise during the semester, e.g., sick leave, personal necessity leave, personal leave (1 day per year), bereavement leave, judicial leave, etc. Fortunately, faculty have winter break, spring break, and summer, which are all outside of the 175-day requirement, for extended time off. Faculty do not have paid vacation days.

Why do we have Variable Flex and why does the number of Variable Flex days change?

Variable Flex days are instructional days and count towards the 175 day requirement. After weighing all the factors listed above along with other considerations that come up when looking at the possible Academic Calendars for a particular year, the Calendar Committee may decide to fill out the required 175 days by having one or more Variable Flex days. For example, it may be better to have a Variable Flex day than to have a Spring Semester that requires faculty and students to come back after Memorial Day for one or two days. Colleges with shorter semesters, e.g., less than 17.5 weeks still have to meet

The Academic Calendar 175 Days Continued

the 175-day requirement. This is often accomplished by having additional Mandatory and Variable Flex days.

What are the ramifications of not meeting the required number of days?

If, for some reason, we were to fall below the 175-day requirement, it is possible that students would not receive credit for the classes that they have taken, that faculty would receive less than a full year of service credit with STRS, and the District would receive a reduced amount of funding from the State. Also, courses have a minimum number of hours that they must meet for students to receive credit and for the District to receive funding. Students enrolled in classes that meet for less than the minimum required number of hours may lose the credits for that class. That's why when we have short term classes or we have a semester when a significant number of holidays fall on a particular day of the week (e.g., we often have less Mondays in a semester due to holidays), the scheduled class meeting times are longer.

By the way, the Calendar Committee does not have purview over the number of weeks in the semester. Discussion about issues such as the number of weeks in the semester or whether to have semesters or quarters (a process that our district went through about 20 years ago) are within the purview of the Academic Senate and the District. If a change were to be made in the number of weeks in a semester or to return to the quarter system, the FA and District would negotiate impact effects.

Hope this article answered a few questions. Please feel free to contact an FA officer to discuss any questions that you still have. Also, anyone interested in serving on the Calendar Committee, please contact one of the FA Officers and let them know of your interest.

Negotiations Update Continued

Part time

Counselor Faculty Block Scheduling (Begins Fall Semester, 2017)

The point of this MOU is to norm the process and implementation of part time counseling assignments across both campuses in a manner that is consistent with how part time instructional assignments are provided. Counseling assignments will be provided in blocks of up to five (5) D hours each, up to a maximum of fifteen (15) D hours. This process will follow the Seniority list and make part time counseling assignments coincide more efficiently and effectively with staffing and student needs at each campus.

Non-credit Instruction

The FA is currently negotiating an MOU regarding non-credit instruction that will establish load, pay and working conditions matters. There is a lot of activity on both campuses regarding future non-credit offerings to our communities. The FA has conducted extensive research as to the practices and contract stipulations in other districts across the state and we expect to have this MOU completed some time this summer.

Congratulations and Get Well Soon, Charlotte

On April 13, Verona Olivia Preston, Charlotte's second granddaughter was born.

Welcome

Verona!



Unfortunately, on April 20, Charlotte took a bad spill down some stairs in her home and



broke her right femur just above the knee. She will be laid up for a number of weeks as the leg mends. The E-Board joins with all CLPFA faculty in wishing Charlotte a speedy recovery.

Negotiations Update Continued

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Miss the Faculty Focus Newsletter?
Want to know who your officers are?
Need Contract Information?
New Faculty Orientation
Materials?



We have just the website for
all this information:

www.clpcfafa.com

CLPC FA Association

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2017 - 2018 Academic Calendar

Fall 2017

Monday	August 14	Convocation Day
Tuesday	August 15	College Division Day
Wednesday	August 16	Classes Start
Monday	September 4 ¹	Labor Day Holiday
Friday	November 10	Veterans' Day Holiday
Wednesday – Friday	November 22-24 ¹	Thanksgiving Holiday ¹
Tuesday	December 12	Last Day of Instruction
Wednesday	December 13	Finals
Thursday	December 14	Finals
Friday	December 15	Finals
Saturday	December 16	Saturday Finals
Monday	December 18	Finals
Tuesday	December 19	Finals
Tuesday	January 2, 2018 by 11 p.m. via Internet	Grades Due

Spring 2018

Monday	January 15	Martin Luther King Holiday
Tuesday	January 16	Classes Start
Friday – Monday	February 16 – 19 ¹	Presidents' Weekend Holiday ¹
Monday – Friday	March 26 – March 30	Spring Break
Friday	May 18	Last Day of Instruction
Saturday	May 19	Saturday Finals
Monday	May 21	Finals
Tuesday	May 22	Finals
Wednesday	May 23	Finals
Thursday	May 24	Finals
Friday	May 25	Finals
Friday and Saturday	May 26*	Commencement Ceremony
Monday	May 28	Memorial Day Holiday
Thursday	May 31 by 11 p.m. via Internet	Grades Due

¹No Saturday Classes.

*Commencement is scheduled on the same weekday at a particular college two Academic Years in a row then switched to the other day for two Academic Years in a row. (Article 8C.3)

1 Variable Flex Day for Faculty for the year