

PRESIDENTS' PERSPECTIVES

View from the Chopping Block: How the Budget Crisis Is Slicing Our Classes, Students & Faculty

by Katharine Harer and Joaquín Rivera,
AFT 1493 Co-Presidents



With a projected ten million dollar shortfall in the District and increased fees for students a reality, faculty and students are feeling the pinch, and it will probably get worse before it gets better. Divisions at all three campuses were forced to cut a substantial number of class sections beginning last spring and increasing in the summer and for the fall semester. In the case of Cañada, summer school was cancelled. More and possibly larger cuts are in store for spring 2004. According to the latest figures, as of September 3 the District is down 3.4% with 900 less students attending the three colleges than at this time last year. Most of the losses appear to be in evening enrollment, according to a recent report from administration. The breakdown is as follows: a .7% increase for CSM (up 83 students); a 3.9% decrease for Cañada (down 239 students); and an 8.0% decrease for Skyline (down 744 students).

Students Impacted

What does this mean for students? Access to higher education will undoubtedly be blocked for students who are turned away from classes and, at the same time, may be discouraged by the higher fees. Many of our students will choose to work instead of continuing their schooling. Class availability is a serious issue, and with

fewer sections, "time to degree" is a related concern. For example, one department is only offering three daytime sections of required/core classes in one subject area in spring 2004 down from twenty the year before. A less obvious but still significant impact on our students is the added stress they will experience as they try to pursue and be successful in higher education.

Faculty Impacted

For faculty, the budget crisis raises a slew of issues. Departmental cuts are heaviest in the area of adjuncts, reassigned time and over-

loads, as the full-time budget is harder to carve anything out of. According to one dean, "Cuts have been made primarily in the adjunct budget so that departments with more full-timers were able to preserve more of their core curriculum." Departments such as English at Skyline, that rely heavily on part-time instructors, have lost core class sections. At the same time, the depth and variety of course offerings in many departments are affected. At Skyline, foreign language classes such as Italian, Chinese and Japanese, for example, have been cut.

continued on page 8



AFT 1493 members carried the Local's new banner at the rally and march against community college budget cuts held last May 9 in San Francisco. Banner holders from left to right were Eric Brenner, Dan Kaplan, Katharine Harer, Bobbie McClain, John McClain and Jenny Saarloos.

INSIDE THIS ISSUE

- 2 Big Jump in Health Insurance Premiums Coming Jan. 1
- 3 Equity Week To Highlight Part Timers' Rights
- 4 CFT Opposes Recall & Propositions; Supports Bustamante
- 5 8 Faculty Members Awarded Sabbaticals for '03 - '04
- 5 What's the Maximum Number of Students in a Class?
- 6 AFT 1493 Retreat Sets Local's Plans for Coming Year □

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PRESIDENTS' PERSPECTIVES

Major Increases in Health Insurance Premiums to Begin January 1st

Faculty With Dependents Will Be Pushed Over Cap

by Joaquin Rivera,
AFT 1493 Co-President

As I am sure you have read in the papers or heard on the news, health care costs in this country are rising astronomically. Starting January 1, 2004, premiums for CalPERS HMOs (the system we use) will increase an average of 18% and PERS Care and PERS Choice premiums will increase an average of 13%. As per our three-year agreement with the District, the cap in our medical benefits will increase to \$567 per month, an increase of only 3%. All faculty members with one dependent covered by the health insurance will have to pay at least \$43.84 per month out of pocket. (The Kaiser rate for an employee plus 1 dependent will be \$610.84/month). Up until now, most of these faculty members did not have any out of pocket expenses as the premiums were under the cap. Faculty members with a family plan (two or more dependents) will have to pay at least \$227 per month out of pocket. (The Kaiser rate for an em-

ployee plus 2 or more dependents will be \$794/month). Faculty members with no dependents (employee only option) will not have any out of pocket expenses this coming year.*

Increasing the cap the district pays for medical benefits will be one of our top priorities in the coming round of negotiations. In addition, I have contacted Chancellor Galatolo and asked that we start looking for alternative options that will provide the same benefits we currently enjoy at more affordable rates. We will keep you posted.

* To look up the monthly rate for your specific health plan and number of dependents, check the CalPERS 2004 Health Plan Rates at: <http://www.calpers.ca.gov/health/plan/rates2004.htm> A link to this information is available at the AFT 1493 website, aft1493.org.

Governor Signs CFT-Sponsored Teacher Retirement Incentive Bill

Governor Davis signed CFT-sponsored Assembly Bill 1207 on September 5th. The measure authorizes school and community college districts to offer teachers retirement credit for either an additional two years of service or two years of addi-

tional service plus two years of age. Once bargained, this option represents the largest retirement incentive ever offered a public employee in California.

A copy of AB 1207 is available at the Assembly website, www.assembly.ca.gov. □



Campus Equity Week:
Coming October 27 - 31

Equity Week Set to Raise Issues of Adjunct Faculty

by Jenny Saarloos, Skyline

The last week of October will be equity week. The part-timers of the San Mateo District will not be alone: we will be joined by faculty throughout California—not only at community colleges but by the CSU and the UC systems.



Jenny Saarloos

Approximately 50% of faculty in this state are contingent workers. The exciting news is that the part-timers are forming a coalition: COCAL, Coalition of Contingent Academic Labor, the voice of contingent faculty in California Community Colleges, California State University & the University of California.

Contingent workers are essentially on probation for the length of their employment. I recently spoke with an instructor who has been in this probationary position for twenty-five years. Even with 'seniority' her class load was reduced from two classes to one and her only summer class was cancelled due to the budget cuts. Perhaps our chancellor can be commended for the "no layoffs" policy—but let us note that this generosity was at the expense of many part-timers.

Like so many of us, I love teaching and am devoted to the profession. We want the best for our students, but how can we continue to deliver when we do not have due process protection? This means, essentially, that we do not have academic freedom. This situation is not fair to students and it is not fair to anyone concerned about higher education. *Our working conditions are our students learning conditions.*

Part-timers are held to the same standards and deadlines as full-time colleagues. Yet we are silenced by fear since we have constant job insecurity. At the same time it is our responsibility to keep up with technology that our salaries do not compensate. We teach our students to value education—how can we sustain respect while we accept adverse conditions?

Students have fundamental rights and part-timers must also have funda-



mental rights. We cannot teach students that contingent employment is acceptable for a lifetime. Certainly a full-time position opens from time to time. But let us be realistic: it is convenient for districts to keep us contingent. Some districts in the state pay a fine rather than hire the required number of full-time faculty. How can we continue to call each other colleagues if our relationship is not collegial?

Let us take heart by the equity example set by San Francisco's City College. Let us take heart by the UC Berkeley lecturers who are about to sign their first contract. Let us be mobilized in our unity.

Contact saarloosj@smccd.net to help plan for equity week. □

Teachers On Wheels

A new documentary film that has just been released—*Teachers On Wheels*—directed by L.D. Janakos captures the experiences of part-time faculty in the California Community Colleges system. Watch for showings of this video during Campus Equity Week in our district.

Your Input Needed for New Contract

This is the last year of the 2001-03 contract. The AFT negotiating team will begin bargaining the full contract during the 2003-04 academic year. We need your ideas and input, and to that end we will be sending out a negotiations survey soon. AFT campus chairs will also be arranging open forums on each campus during the fall semester so that we can hear from you. CSM's forum will be September 30 at 2:30 pm in room 18-176; Skyline's meeting will be October 1 at 3 pm in room 5132A and Cañada's gathering will be announced shortly. If you can't make these meetings, please contact the AFT office (x6491) with your concerns. Please read through the current contract first, so that your feedback can be targeted and specific. We welcome all ideas — especially in such challenging times!

Joaquin Rivera, Chief Negotiator

AFT 1493 Calendar

Membership/Executive Committee Meetings:

Wed., Sept. 24, 2:15 p.m. - CSM
Wed., Oct. 22, 2:15 p.m. - Cañada
Wed., Nov. 26, 2:15 p.m. - Skyline
Wed., Dec. 10, 2:15 p.m. - CSM
Wed., Jan. 28, 2:15 p.m. - Cañada
Wed., Feb. 25, 2:15 p.m. - Skyline
Wed., Mar. 24, 2:15 p.m. - CSM
Wed., Apr. 28, 2:15 p.m. - Cañada
Wed., May 26, 2:15 p.m. - Skyline

Advocate Copy Deadlines:

Issue #2 - October 10, 2003
Issue #3 - November 14, 2003
Issue #4 - February 6, 2004
Issue #5 - March 12, 2004
Issue #6 - April 23, 2004

OCTOBER 7 RECALL ELECTION

CFT Opposes Recall, Propositions 53 & 54; Backs Bustamante

Recall Hurts Education

The California Federation of Teachers (CFT) voted on August 26 to oppose the recall of the governor, and to back Lieutenant Governor Cruz Bustamante on the second part of the October 7 ballot. "The recall election does nothing to help our students or educators. The recall takes money, time and attention away from the real problems facing California schools," said CFT President Mary Bergan. "There are more than 70 million reasons to oppose the recall because that's what it will cost. For what this recall will cost taxpayers, California schools could hire more than 1,000 new classroom teachers. It's time to put statesmanship ahead of partisanship and say 'no' to the recall."



"California teachers have not always agreed with this governor," Bergan said. "But we don't doubt his commitment to improving education. This election could put into office somebody with no experience in education, or, worse, with an anti-public education agenda. Right now, California schools are laying off teachers and staff, increasing class sizes and reducing access to higher education. This recall will do nothing to solve the problems facing our schools, but will only make matters worse."

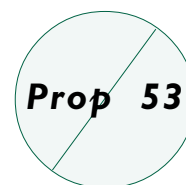
California's recall process also has a fatal flaw in combining the election on recall with an election for a replacement in which, if the recall gets more "yes" votes, the candidate with the largest number of votes is elected governor. There is no primary, no runoff, no opportunity to vote for multiple candidates, with the voter's second choice applying if the voter's first choice cannot win. In short, there is no process to ensure that the person elected represents the views of more voters than other candidates, much less the views of a majority.

The recall effort also should be opposed because of the political reality of what that effort is: an attempt to seize the governorship by right-wing extremists opposed to the rights of labor, of women and of racial and national minorities.

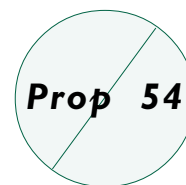
The CFT decided that it would back Cruz Bustamante

in the second part of the ballot. "Most of the other candidates have either an unknown commitment to public education, or are hostile to it," said Bergan. "But Lt. Gov. Bustamante is a friend of our public schools, and has outlined a fiscal plan that will protect education from additional budget cuts as much as possible."

The CFT also announced that it would oppose Propositions 53 and 54, which are also on the October ballot.



Proposition 53 would require the State to set aside money from the general fund for infrastructure projects, making it more difficult for the State to fund other necessary services.



Proposition 54 would ban state and local agencies from compiling any information on race or ethnicity, a critical source of information to help make sure all students have equal access to a quality public education. Originated by anti-affirmative action activist, U.C. Regent Ward Connerly, this initiative proposes to "end" the problem of racism in California government by seeing to it that we can't learn of its reality. It would ban such critical information as how many Latino students are graduating from high school, whether the state is making progress in minority contracting, or why African American women have the highest mortality rates from breast cancer. Bergan explained that "Prop. 54 would destroy an important tool for educators seeking to reach out to underserved minority populations. Pretending that racial discrimination doesn't exist is not the way to end discrimination. Only if we have information can we track the participation of racial minorities and ensure equal opportunity for all Californians." □

Eight Faculty Members Granted Sabbatical Leaves for 2003-04

Congratulations to the following faculty members who were awarded sabbatical leaves for the 2003-04 academic year:

College of San Mateo:

Carolyn Fiori, Counselor (Disabled Students Programs and Services), Fall Semester 2003

Andres Gonzales, Instructor, Social Science, Fall Semester 2003

Robert Hasson, Instructor, Mathematics, Spring Semester 2004

David Laderman, Instructor, Language Arts/Film, Fall Semester 2003 and Spring Semester 2004

Kathleen Steele, Instructor, English, Spring Semester 2004

Mark Still, Instructor, History, Spring Semester 2004

Martha Tillmann, Instructor, Computer Information Science, Fall Semester 2003

Skyline College:

Shann Chu, Instructor, Internet Technology, Fall Semester 2003

Although the Sabbatical Leave Program is still under-funded due to the loss of PFE funds, we look forward to more faculty applying, especially at Skyline and Cañada. CSM faculty have been more responsive to the call for applications and, thus, have received proportionately more leaves since the program was reinstated. Be aware that the funding is in place at each campus so there is no reason not to apply for a leave. Work with the Professional Development Chair at your campus to design a plan that will work!

Professional Development Chairs:

Madeleine Murphy, CSM,

Barbara Young, Skyline,

Barbara McCarthy, Cañada

FACULTY RIGHTS

What's the Maximum Number of Students Allowed in Your Classes?

by John Kirk, CSM,
AFT 1493 Grievance Chair

Editor's Note: Since budget cuts have been increasing pressure on faculty to add greater numbers of students to their class sections, we are reprinting the following article on class size maximums, which was originally published in the April 2002 Advocate.

Every instructor should be aware that there are established class size maximums for all classes throughout the district. Those maximums limit the number of students the administration can register into each class. Individual instructors can add more students into their classes, but they don't have to.



Class size is a mandatory subject for collective bargaining and the administration cannot increase class size limits without first negotiating with the union. Under the law, the administration cannot bargain class size limits with individual members of the faculty.

To find out the current enrollment limit for your class, check the print-out with the maximum class size listed for all classes that is available in every division office. Ask to see the Enrollment Report for the division, find the class, and look at the column ENR LIM (enrollment limit).

If you think that the class size maximum has been changed for your classes, please give the union a call. We will investigate each case. □

Volunteer for No on Recall Phone Banks

- Call Tim Paulson at S. M. Labor Council: 650-572-8848
- Phone Banks will be held from Sept. 15 - Oct. 7,
5:30 - 8:30 p.m.

AFT 1493 C.O.P.E. Meeting
Sept. 24 2:15 CSM Faculty Center

AFT 1493 Retreats to Move Forward

On Friday, August 15, AFT 1493 activists attended a retreat at the Woodside Community Church to discuss issues and plans for the coming year. Topics discussed included the State budget picture and impacts on the District, contract negotiations, evaluation of union meetings and adjunct issues. Good food was consumed and everyone enjoyed the socializing and relaxed environment before the new school year began. Among those attending, shown in the photo at right, were (left to right, back row) Yaping Li, Kate Motoyama, Joaquin Rivera, Chip Chandler, Norman Prince, Jenny Saarloos, Ernie Rodriguez, Kathleen Fienblum & Annie Nichols, and (left to right, in front) Romy Thiele, Nina Floro, Katharine Harer, Victoria Clinton & Eric Brenner. Other scenes from the retreat are shown below.



AFT 1493ers Find Union Leadership Institute Filled with Stimulating Workshops & Parties

by Norman Prince, Skyline Part Timer Rep.

The lovely, tranquil, Julia Morgan setting of Asilomar provided a healthy contrast to the high energy of the AFT West Union Leadership Institute (ULI), an annual gathering of AFT activists interested in learning about the AFT, teacher unionism, labor culture and having some serious fun. It was attended from August 10 to 15 by AFT 1493 members Suzanne Russell, CSM, and Jenny Saarloos and Norman Prince, Skyline.

PARTAY

Framed by rousing, hands-joined-and-raised renditions of "Solidarity Forever", this conference opened with a concert by a committed labor singer-songwriter and closed with sardonic, hysterical roasts of the teams engaged in the raucous nightly Trivial Pursuits chaos. This, like the chompalicious barbeque, the karaoke that ranged from (mostly, painfully) excruciating to (marginally) competent and the heated dancing that left the floor seriously scorched, were fueled mainly by the elevated spirits of the participants with the assistance of fermented and distilled ones.

UNION 101

The class taken by the AFT1493 attendees was perfectly suited to the setting—lighthearted and serious, peacefully stimulating, with supportive friendly colleagues, and instructors inspiring, caring and funny. What made Union 101 so worthwhile and enjoyable were several forays into group problem-solving, getting the perspectives of local unions ranging from 22 to 4,500 members, enlightening conversations with colleagues from Alaska, Guam, and Utah, outdoor breaks in beautiful weather and no homework.

We sampled a smorgasbord ranging from the history, organization and management of unions to leadership, representation of and communication with members. We also learned about and received helpful materials on organizing and recruiting, negotiations and grievances, and political action. These topics are dealt with in extensive detail in the advanced intensive classes, but we all got an afternoon and evening off to explore a dimension of our own choosing.



AFT 1493 members Suzanne Russell, CSM, and Norman Prince and Jenny Saarloos, Skyline, attended the AFT West Union Leadership Institute (ULI) August 10 to 15 at Asilomar

UPSHOT

Mini-courses included a heavily-attended one dealing with part-timer/adjunct/contingent issues and campus equity week in October. Suzanne and Norman, who grew up in union families, returned refreshed, inspired, and ready to learn and do more. Jenny who was, alas, raised in a non-union family (bearing the responsibility of creating the entire union history of her family and having had a vision from above about the role of unionism in rescuing what is left of our civilization), is on the loose, so be on the lookout for her; she is looking (out) for you, non-union members. Suzanne, Norman and Jenny are considering petitioning for a failing grade in 101 so that they can take it again next summer. □

Find the most up-to-date information on faculty issues at
AFT 1493's award-winning website: aft1493.org

Presidents' Perspectives

continued from page 1

17% of Classes Cut

A brief look at the statistics comparing Fall 2002 to Fall 2003 is revealing. In Fall 2002, Cañada offered 660 sections; in Fall '03, 598 sections were offered, a loss of 62 classes representing a decline of 9.4%. At CSM, in Fall '02 there were 1459 sections offered while in Fall '03, there were 1196 sections offered, a decline of 263 sections, or an 18% decline. At Skyline, in Fall '02, there were 1042 sections offered; in Fall '03, there were 826 sections offered—216 fewer classes, which is a 20.1% decline. Overall in the District, in Fall 2002 there were 3161 sections offered compared to 2620 classes offered in Fall 2003. That means that there were 541 fewer sections offered this semester, which is a 17.1% decline in classes offered district-wide.

23% of Adjuncts Lost All Classes

Who's first on the chopping block when 30-40 class sections are cut out of a department's schedule? Adjunct instructors, across the board, have in some cases lost their entire loads or, at the least, one or more sections. In August 2002, there were 645 part-timers who received a paycheck from the District. In August 2003, there were 497 part-timers who received a paycheck. Thus, **there are 148 part-timers who are no longer working here.** This is a **decrease of 23%.** Several deans told us that they tried as hard as they could to give *all* of their part-timers *something*, but this wasn't always possible. In one department, we were told that full-timers were asked to give up overloads so that part-timers would have some work. "We don't want to lose these people," the dean told us. Another dean reported that the full-timers have been "very understanding and have worked with the situation."

Another impact on full-time faculty is that they may not be able to work their desired schedules with fewer part-timers to fill in the holes. Some full-timers are being asked to take evening classes for the first time to help make up their loads, and overloads will be harder to get. Another worrisome effect of these draconian cuts is that many faculty feel pressured to take extra students, because with fewer sections, most classes were mobbed the first few days of school. Even if a dean doesn't suggest it, many instructors will feel compelled to help students who don't have any other options, and of course, this creates an added strain on instruction with more papers to read and mark and more demands for individual time and attention. An obvious result of overloading classes is burnout for faculty and often curriculum is compromised when we're spread so thin among so many needy students. Faculty need to be sensitive to the needs of their department and students in their discipline, but at the same time, to remember that there are class size limits set for each course, a copy of which can be found in each department office. (See article, page 5.) If you do take extra students, make sure you are not going too far

above a reasonable number; doing so will hurt not only your students and your own performance but it will set dangerous precedents for other faculty members.

Why Such Large Ending Balances?

Questions have been raised lately about the ending balances at each college. It was reported at the District Budget Committee that colleges have the following ending balances after recent budget cutbacks that include retirements, attrition, tightening of department supply budgets, and cutting back of class sections: Skyline: \$684,000; CSM: \$710,000; Canada: \$300,000. We asked Chancellor Galatolo about whether some amount of cut sections might be restored for the spring given these large balances. His answer was that much of this money is already encumbered, but that if there are some funds that are not encumbered — and the Chancellor won't know anything final until after the recall election in October — then he would be amenable to restoring classes for the spring semester. The AFT is committed to working more closely than ever with the Chancellor's office, the Board, the Academic Senate and our colleagues to maintain a good educational climate for our students and ourselves.

The loss of course sections and actual students is very worrisome to all of us as are the numbers of part-time instructors who have lost their income as a result of the recent cuts. Although we commend the Chancellor and the Board for sticking to the "no lay-off" policy for full-timers, we are concerned about our part-time colleagues who are always the most vulnerable among us. While the argument has been made that some part-time teachers have full-time incomes and teach to supplement their professional careers, it is also true that a substantial number of part-timers make all of their income teaching in the community colleges, living on sub-standard wages with little or sometimes no health care, retirement plans or job security. We know from experience that this description fits the majority of our part-time colleagues.

Let's Keep Up the Activism

It's impossible to predict all the problems that may arise as we make our way through the 2003-04 academic year with classes and colleagues under the hatchet. The CFT, along with our local and thousands of students and advocates across the state, played a major role in fighting against and ultimately mitigating the Governor's initial projections for community college cuts. (In fact, in the September/October 2003 issue of *Mother Jones* magazine, the California Community Colleges were listed as number 2 this year in the 10th annual roundup of the top 10 most activist campuses in the world!) Let's not forget the power of raising our voices in protest and standing up for and with our students. At the same time, even in a budget crisis, the contract and the union's protections are still in place. If you experience or observe anything that may be a breach of the contract or an erosion of working conditions, please notify the AFT office. In these tight times, it's even more important than ever that we stick together and refuse to give up the protections we've fought long and hard to achieve. □