

Tentative contract settlement!

Campus forums to discuss the contract: April 5, April 13 & April 14

Vote on the contract: April 20 & 21

by Joaquin Rivera, AFT 1493
Co-President & Chief Negotiator

As we told you by email just before the Spring break, after a year of negotiations and with the help of a state mediator, we finally reached a tentative agreement with the District on a new contract. We are very pleased with the gains that we made for faculty during this round of negotiations. The tentative contract is available on AFT 1493's website:

aft1493.org. Improvements in the new contract include:

- * All faculty will receive a 2.75% salary increase, retroactive to August 2004.
- * Those faculty on column 8 (Masters + 60 units) of the salary schedule will receive an extra 1% increase. During negotiations we compared our salary schedule with those of other Bay Area districts. This comparison showed that our column 8 ranked significantly lower (9th out of 10 districts) than any of the other columns in our schedule. Given the fact that there are more full-timers in this column (42%) and that it ranks much lower than any other column, we believe (and the District agreed) that this adjustment is necessary to make our salary schedule more competitive.
- * Elimination of columns 1 through 4 of the salary schedule. Faculty members on any of these columns will be moved up to column 5.
- * The medical cap will be increased to significantly reduce out-of-pocket costs to those who cover one or more dependents (lowered to about \$40/month for those on Kaiser), while maintaining no-cost coverage for those who cover themselves only. Specifically, the medical cap will increase (retroactive to January 1, 2005) to:

\$604/month for those with

employee-only coverage (Kaiser is \$355/month)

\$670/month for those with employee-plus-one-dependent coverage (Kaiser is \$710/month)

\$883/month for those with employee-plus-two-or-more coverage (Kaiser is \$923/month)

- * Part-time faculty will have strengthened contract language on "load seniority" (giving greater assurance that they will continue to

Forums to discuss the tentative settlement:

- **Cañada:** Thurs., 4/14, 2:30, Bldg 2-Rm. 10
- **CSM:** Wed., 4/13, 2:15, Bldg. 19-Rm. 121
- **Skyline:** Tues., 4/5, 2:15, Rm. 2306

Contract ratification vote:

Wed., 4/20 & Thurs., 4/21

10 a.m. to 2 p.m. & 5:30 p.m. to 7 p.m.

- **Cañada:** Theatre lobby
- **CSM:** Building 16 lobby foyer.
- **Skyline:** Library foyer

Faculty can vote on the campus of their choice.

be assigned the same or similar faculty load).

- * Elimination of the requirement that faculty must be on campus a minimum of two (2) hours every day
- * Faculty members will be allowed to use up to two (2) personal necessity days for matters which need not be disclosed to or approved by the District.
- * Elimination of the current system of equal paychecks for part-time faculty. Part-time faculty paychecks will once again be based on the number of hours worked each month.
- * The medical stipend reimburse-

ment cap for part-time faculty will be changed to \$450 for each six-month period effective July 1, 2005.

- * Intellectual property created during a sabbatical belongs to the faculty member.
- * Starting in the Fall of 2006, faculty members in a one semester sabbatical will receive 100% of their pay instead of the 80% they currently receive.
- * Limit to 25 the maximum number of weekly direct student contact hours for counselors
- * Reduction of the number of weekly on-campus hours required for librarians from 37.5 to 32.5
- * Added language to provide additional compensation for faculty members teaching large classes (70 students or more).

In addition to these significant gains we were able to successfully stop the District's proposals to take back many of our rights. As you may remember, the District wanted to define the work-week for all faculty as 37.5 hours, be able to transfer faculty from campus to campus, be able to assign faculty to as many nights classes as they wanted, and to define the work year for counselors as 175 days in the calendar year, among others.

We are very happy with the outcome of this round of negotiations and hope to see you at our campus forums to discuss the contract settlement.

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PRESIDENTS' PERSPECTIVES

**Long negotiations end in success;
 Opposing Governor now priority**

by Joaquin Rivera & Katharine Harer,
 AFT 1493 Co-Presidents



The good news is that we have a tentative contract settlement after almost a year of negotiating — that included a short and successful cruise through mediation. (See page 1 for a complete run-down of the tentative agreement.) Our team is very pleased with the outcome of this long and difficult bargaining period. We are especially gratified to have come up with a plan that lowers the out-of-pocket cost of health benefits for many faculty members, especially at a time when these costs are skyrocketing. The across-the-board raise of 2.75% at a time with so much budget uncertainty should be seen as a major plus of this contract settlement. Additionally, we were able to make some solid improvements in work load for counselors and librarians and to remove some very unpopular District proposals from the table. Although we were not able to solve the continued problem of part-time office hours in this settlement, we are committed to finding an equitable solution to this issue in subsequent contracts. Look for forums on each campus to discuss the tentative agreement and a vote by the end of the semester.

Who's special interest?

In our last issue of *The Advocate* we outlined the specific attacks that Governor Schwarzenegger has mounted against educators. Since that time, the Governor and his sup-

porters have launched a widespread petition gathering campaign, mostly in Southern California, with the goal of putting as many of his initiatives on the ballot as possible in order to bypass the legislative process. You may have seen a petition gatherer or two on your campuses; if so, engage them in dialogue about the impact of the Governor's proposals on students and teachers. Our students need to be educated about the hostile nature of his so-called reforms and the Orwellian double-speak of calling teachers, nurses and firefighters "special interests" while corporations and the wealthy pay proportionately lower taxes than ordinary working people.

CFT Convention builds opposition to Governor

This past March 18-20, four AFT 1493 representatives attended the statewide convention of the California Federation of Teachers where K-14 plus UC-AFT teachers and classified staff met to strengthen our opposition to the Governor's attacks on education. (See Rick Hough's article on page 4.) According to Community College Council President, Marty Hittelman, "This is the fight of our lives." One speaker, comparing Schwarzenegger's proposal to privatize teachers' pension plans to Bush's drive to gut social security, referred to it as the "B.S. Campaign". A little humor goes a long way when you're fighting "forces of evil"! Assemblyman John Laird, from Santa Cruz, who won the "Legislator of the Year" award from the CFT, made this comment: "Don't let the Governor walk a red carpet without seeing hundreds of teachers, nurses and firefighters there protesting his initiatives."

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Faculty vigilance needed in implementation of "Student Learning Outcomes"

Inform yourself about this issue and send us your thoughts

Our colleges are beginning the process of instituting newly-required accreditation standards which focus on "Student Learning Outcomes" (SLOs). The state Academic Senate, the CFT and other community college faculty organizations have raised serious concerns about how these new standards will be implemented.

We'd like to have an open discussion of these issues in the pages of the *Advocate* and we'd like to invite faculty to send us your thoughts on how we should deal with the implementation of SLOs. Please e-mail your thoughts on SLOs to kaplan@smccd.net or send them in campus mail to: Dan Kaplan, CSM.

To give you background and provoke your thoughts on this important issue, we recommend that you read a publication from the state Academic Senate, titled "The 2002 Accreditation Standards: Implementation", which is available on the state Senate website at: www.academicssenatcc.ca.us/Publications/Papers/AccreditationStandards.html (This link and links to other relevant

sources are accessible on our Local's website: aft1493.org. Click on "Web Links" or "What's New.") Below are some excerpts from this publication.

"Where the former standards adopted in 1996 offered a checklist against which an institution's provision of adequate educational resources was considered, the new standards require demonstration of a "culture of evidence," relying principally on Student Learning Outcomes (SLOs). The Academic Senate for California Community Colleges fundamentally opposed this radical change in philosophy. Where the former standards invited validation of processes that supported local missions, the new standards require evidence, SLOs, and the expectation that they will be used to demonstrate continuous quality improvement – regardless of whether students are provided with adequate resources....

"When an autocratic and corporate model takes hold and accountability becomes standard operating procedure, when collegial consultation is weakened, and when enrollment priorities are determined primarily by marketplace considerations,

the stage is set for a decline in the teaching of anything but the "marketable." While faculty struggle to comply with the new standards, the closer the standards get to the classroom, the greater is the need for vigilance about the uses of accountability for a potential redesign of the community college system. In that regard, the Senate remains dedicated to helping faculty safeguard our colleges from an encircling "culture of evidence" and marketplace ideologies....

"By seizing the initiative on the design and coordination of SLOs at all levels, faculty can help an institution, its programs and courses to work holistically and thereby diminish the occasion for ill-conceived outcomes to be artificially imposed."

It is important that our faculty have an open discussion of these issues. Recommended readings on SLOs are listed at: aft1493.org Please e-mail your thoughts on SLOs to: kaplan@smccd.net or send them in campus mail to: Dan Kaplan, CSM.

Presidents' Perspectives

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Recent polls, in fact, show that the Governor is losing popularity specifically because he is unfairly targeting the ranks of hard-working public servants.

One of the most inspiring speakers of the convention, Bill Fletcher, President and CEO of TransAfrica Forum and a veteran of the labor movement, quoted Schwarzenegger as proclaiming: "I have no problem with teachers, just their unions."

Fletcher warned that, "In an era of disposable everything, working people are being prepared for disposal," and ended his speech with a final cautionary comment: "It's thirty minutes to midnight for organized labor." He gave a fascinating history that tracked the attacks over the years against the American labor movement, linking it to the campaign worldwide for globalization, the deterioration of labor rights and the environment and ramped-up militarization. Attacks against working people are "spreading like a plague

across the planet, not just here in the U.S.," he said, and likened the impact of the World Bank to "economic blackmail combined with military might."

We will keep you informed about what you can do to stand up for education. Certainly, any time you hear of Schwarzenegger making a public appearance to gather support for his anti-public servant/ anti-teacher initiatives, show up and voice your opposition. He will be speaking in San Francisco on April 5th and the labor movement will be there in force.

From the Local to the State: my first CFT convention

by Rick Hough,
Skyline Chapter Co-Chair



During the past few years while working with the Union, my energies have centered on two main tasks: working for salary, benefits and better working conditions for faculty, and seeking better communication between the executive committee and faculty in general. Both of these

tasks are limited to our district. Although we use data from other districts for comparison, and though the money that we fight for ultimately comes from the state, most of my focus has been local. While attending my first CFT convention during the weekend before spring break, my focus subtly shifted.

From listening to speeches by Bill Fletcher Jr., the president and CEO of Trans Africa Forum, Kent Wong, the Director of the Center for Labor Research and Education at UCLA, and Phil Angelides, the current State treasurer and recently announced candidate for Governor, I heard a common cry that public workers in general and specifically teachers are under direct attack by Governor Schwarzenegger and his backers. I attended workshops on Community College Finance and on Proposition 98 and learned some of the details of these attacks. With daily news articles and signature gatherers on campus, I knew of these attacks already, but the more I heard, the more clear our situation as teachers became, and the more it seemed that the union's role must include organizing faculty in fighting back.

Two of the ways that Schwarzenegger proposes to weaken working people so that wealthy people can keep more of their money are to turn public employee retirement from the defined benefit plan to a defined contribution plan, and to nullify Prop. 98 guarantees. I will attempt to summarize what I learned about these two issues.

How the Governor is trying to undermine STRS

Currently, the state, the districts and each employee contributes money each pay period to the State Teachers Retirement System (STRS). When we retire, based on our age and years of service, our benefits are defined. We could live to be 130 and receive the same benefits each year. Although these benefits are not enough to keep retirees at the same meager standard of living that they learned to deal with while working, at least they were guaranteed.

The new proposal shifts the burden of money management from STRS to the individual worker. The state plans to take out their portion of the defined contribution and rely on financially strapped districts and low wage teachers to contribute as much as they can afford to 401K style funds. Whatever you are able to save over your career, and whatever gains those monies have made in the stock market are yours to do with as you please. When they are used up, hopefully homeless shelters and food stamps will not be. For the last several years, I have been contributing some money each month to a 403b account, knowing that the STRS defined benefit won't be enough to enjoy my golden years. So far, my fund is worth less than the total that I have contributed! The most savvy saver would be subject to the whims of the market, and the defined contribution determined by how much districts and individuals can afford.

How the Governor is attacking education funding

In the midst of relying on salaries and district monies to contribute to our retirement, the main way the districts get money is also being attacked. Proposition 98 was designed as a floor for K-14 spending, with built-in safeguards so that it wouldn't bankrupt the state during low revenue years. If Prop. 98's funding formula, which is based on growth and inflation, ever placed undo burden on the state budget during low years, an alternative formula would kick in, or the funding could be suspended for one year. This suspension is exactly what Schwarzenegger pleaded for last year. Teachers agreed to suspend \$2,003,996,000 of the 2004-2005 Prop. 98 funding. They did this to help balance the budget, but also because built into Prop. 98 was a way to pay back the schools once state revenues went back to normal. I will try to explain the basics of this pay-back process.

Once money is suspended from the Prop. 98 allocation, it is lost to schools forever. Unlike a loan which needs to be paid back (plus interest), the \$2+ billion is gone for good. However, built into Prop. 98 is a way to minimize this financial hit and under-fund schools for as short a time as possible. The base funding, calculated based on growth and inflation, will remain and will continue to grow in future years. This \$2 billion shortfall, called the maintenance factor, will be lessened year by year until the amount actually given to the schools is back up to the amount that the Prop. 98 formula calculates should be given to the schools. In each year that the maintenance factor still remains, the schools will have to live with less money, but this shortfall will be less and

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Katharine Harer Wins Special Press Award at CFT Convention

At the 63rd Convention of the California Federation of Teachers, held in Manhattan Beach on March 18-20, AFT Local 1493 won two Communications Awards.

AFT 1493 Co-President Katharine Harer won the Convention's special press award, the Jim Herndon Award. This award, according to the rules of the competition, "is given to the entry that best represents the 'spirit of the Federation.'

The winning entry conveys the importance of unionism in the field of education, and is an outstanding creative effort." The standards set for this accolade are so high, in fact, that it is not automatically awarded at each Convention; it is only granted when an entry is considered to truly meet the criteria. Harer won the award for the article titled, "Thousands March for Community Colleges", with photographs by Advocate editor Eric Brenner, published in the April 2004 *Advocate*.

When AFT 1493 nominated the article for the Herndon Award, we wrote: "This article tells the dramatic story through creative writing and photos of the second annual March in March, a State-wide mobilization of students and faculty in Sacramento to protest the continuing attacks on the California Community College system. This spirited demonstration and rally of concerned faculty and students

conveyed a sense of unity and determination that our article captures well. It reveals the 'Spirit of the Federation' in that it highlights the important role that faculty unions can play in the struggle to maintain high quality community college education in California."

The judges comments included the following: "This is the piece we will look at 10 years from now to put into perspective the issues of student access and faculty advocacy in our community colleges." Another judge said: "Poignant anecdotes illustrate the impact of community college education on students' lives." And another said: "This richly detailed, powerfully written piece moved me to tears."

Eric Brenner also won Second Place in the category of Best Use of Graphics for the photos and layout of the same article.

Congratulations to Katharine and Eric for their fine work!



Katharine Harer received the prestigious Jim Herndon Award at the CFT Convention on March 20
(photo by Sharon Beals)

From the Local to the State

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less each year until it is gone.

Schwarzenegger plans to eliminate the idea of a maintenance factor. If money is suspended like this past year, the base will be lowered, and future year's allocation will be based on this lower amount. Not only will schools be shorted for a given year,

but they will have to live with less from then on. Each year that money is suspended lowers the base further until school districts, regardless of how well they manage their money, will be unable to function at all. Instead of working to improve schools, our state will be working, little by little, to destroy public education.

Overall, the spirit of the Convention was one of gathering to-

gether, sharing information, and beginning to develop a plan of action. One way we can all get involved is to join our brothers and sisters who are nurses, firefighters and other public employees who are being singled out as "special interests" in protest of these planned measures. I hope to see you at a phone bank or protest rally soon!

Proposed Senate bill would undermine academic freedom

A subtle initiative intended to transform the meaning of academic freedom is being organized by conservative organizations around the country. Once denoting the faculty's authority to determine the content and methods of their professional work, "academic freedom" is in the process of being reinvented to connote the "right" of students to be taught by a politically "balanced" faculty. Conservative ideologue, David Horowitz, proclaims that there is a clear and present "liberal" bias amongst faculty in the humanities and social sciences. This bias, he suggests, is a

result of the deliberate exclusion of conservatives from academic departments.

Horowitz' idea of "academic freedom" is now embodied in proposed legislation in California—Senate Bill 5 (Morrow). This bill would force regulations on community colleges and other public postsecondary institutions which would interfere with faculty members' ability to teach their courses. College administrators would be placed in a position to oversee whether faculty are presenting a sufficient array of opinions, readings and speakers.

Faculty would be censored from presenting unpopular opinions for fear that they might "indoctrinate" students before the students have "an opportunity fairly to examine other opinions upon the matters in question."

Faculty in districts across the state have engaged in the process of developing policy on academic standards, which ensures academic freedom and allows students the opportunity to proceed with grievance complaints where appropriate.

Higher education entails exposure to unpopular opinions, as well as sub-

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AFT Local 1493 and Local 2121 members enjoy party to benefit US Labor Against the War

On Saturday evening, March 12, AFT Local 1493 held a fundraiser and party in conjunction with our colleagues at AFT Local 2121, which represents faculty at City College of San Francisco. The event was an effort to raise money for US Labor Against the War (USLAW) and was a resounding success.

Over 40 faculty members from the

San Mateo and San Francisco Community College Districts attended. They enjoyed an evening of wonderful food (prepared by several faculty members who proved that they are wonderful cooks!).

After eating, everyone heard an excellent presentation on the history and current activities of USLAW by Michael Eisenscher, a USLAW staff

member. A brief clip from the new documentary film on the war and occupation of Iraq entitled "Mission Accomplished" (just now arriving in film theaters around the country) was also shown.

Most importantly, the members of the two Locals raised \$1200 to support the work of USLAW over the next year!



Members of AFT 1493 and AFT 2121 enjoy socializing at the benefit party for US Labor Against the War (USLAW) (photo by Vincent Meis)

CSM Academic Senate's Busy Year

by Tom Diskin,
CSM Academic Senate President



The CSM Academic Senate has had a very busy year! I would like to update you on some of our activities this year, and also give you a

vision of where we are going as we bring this academic year to a close.

First, our accomplishments..... CSM has been using our new Program Improvement and Viability policy and procedure to evaluate three programs, Film Production, Architecture and Broadcast Arts. I am happy to report that the process is nearly complete, and the committees will very soon be ready to announce their recommendations to Committee on Instruction and the Academic Senate.

This is a new procedure that was developed two years ago and I believe it will give our programs an effective way to keep our programs current and effective. Along with this procedure, we have also nearly finished the procedure for the Comprehensive Program Review. This procedure was developed by members of our Governing Council, led by Rick Ambrose, and

we expect to introduce it into the Program Review process next year. Currently the comprehensive review is being tested by the Accounting Dept, after which we will do a formalized document whereby programs will do a comprehensive program review every four years, and the annual review every other year. We believe this process will allow us to keep current with changes that affect our programs and stay current to provide our students with the most up to date information possible.

Another important event that is coming to culmination is the review of the Math and English AS degree graduation requirements. This is part of a movement initiated by the state Academic Senate (ASCCC) and a decision for recommendation will be made at the Spring plenary to be held April 7-9. The Governing Council initiated meetings in both the Math and English departments and provided recommendations to the Academic Senate which I will carry to the plenary session when the vote takes place. In both the cases of the Math and English departments, it was the consensus of faculty to keep the graduation requirements as they are now.

One of the newest issues on the Academic Senate front is that of faculty computers. Due to rapid changes in technology and less than rapid up-

grades in faculty computers, we are finding that many faculty members cannot do even basic office functions with the computers they are presently using. A consortium between the Academic Senate, TAC (CSM's Technical Advisory Committee), the Instruction Office and ITS, we have put together a much more aggressive plan to upgrade faculty computers at CSM. In the past week, I have solicited response from faculty members about their computer needs into the future, and I am receiving good responses. This will be a large-scale process, and will involve replacing many desktop computers with laptop computers to accommodate the new consoles in the smart classrooms to be put into the refurbished and new classroom buildings.

Items we are still considering at this time include initiating and updating guidelines for evaluating distance education courses (both online and telecourses) and consideration of how to incorporate diversity into curriculum. This last item will, of course, work hand in hand with the development of the Student Learning Outcomes project. We are also taking more of a lead in the selection of faculty for the Museum of Tolerance program and planning on sending more faculty to the Great Teachers Seminar.

Academic freedom threatened

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jective interpretations of theories, philosophies and historical events. By regulating curricula and teaching methodologies, SB 5 would significantly hinder public postsecondary institutions in California.

Faculty must form their point of view by applying professional standards of inquiry rather than succumbing to external and illegitimate incentives such as monetary gain or political coercion.

Join AFT 1493's email list to receive regular news & info

AFT 1493 has begun an email list for members interested in receiving ongoing news and information related to community colleges and unions. The service is coordinated by AFT 1493's Dan Kaplan, who regularly sends out email messages (approximately one or two messages a day) related to developments and issues of interest to community college faculty—from news on the state budget to community college curriculum and policy issues. Some of

the regular sources of items sent out are: the *Chronicle of Higher Education*, the CFT, AFT and other union and faculty organizations, and from newspapers from around California.

If you'd like to be added to the list, please send an email request to Dan at: Kaplan@smccd.net. If you find that you want to be taken off the list at any time, you can simply send a request to the same email address and Dan will remove you right away.

Who are the Governor's special interests?

Arnold Schwarzenegger announced his candidacy for governor with a pledge that "I don't need to take any money from anybody" because "I have plenty of money myself."

Schwarzenegger's about-face on his promise to accept no campaign contributions brought millions of dollars into his campaign chest.

Below is a list of the top contributors to Schwarzenegger by industry. Among the top individual contributors are Amerquest Capital Corporation (\$1,211,400), which is being investigated in 25 states for fraud, falsifica-

tion of documents and bait-and-switch sales tactics, Newscorp/Fox (\$502,400), Rupert Murdoch's conservative media empire, Castle & Cook & Dole Foods (\$421,600), real estate and development corporations which oppose changes to state property tax rules that would require corporate landowners to pay their fair share of property taxes – a change that could provide an estimated \$5 billion in additional state revenue per year.

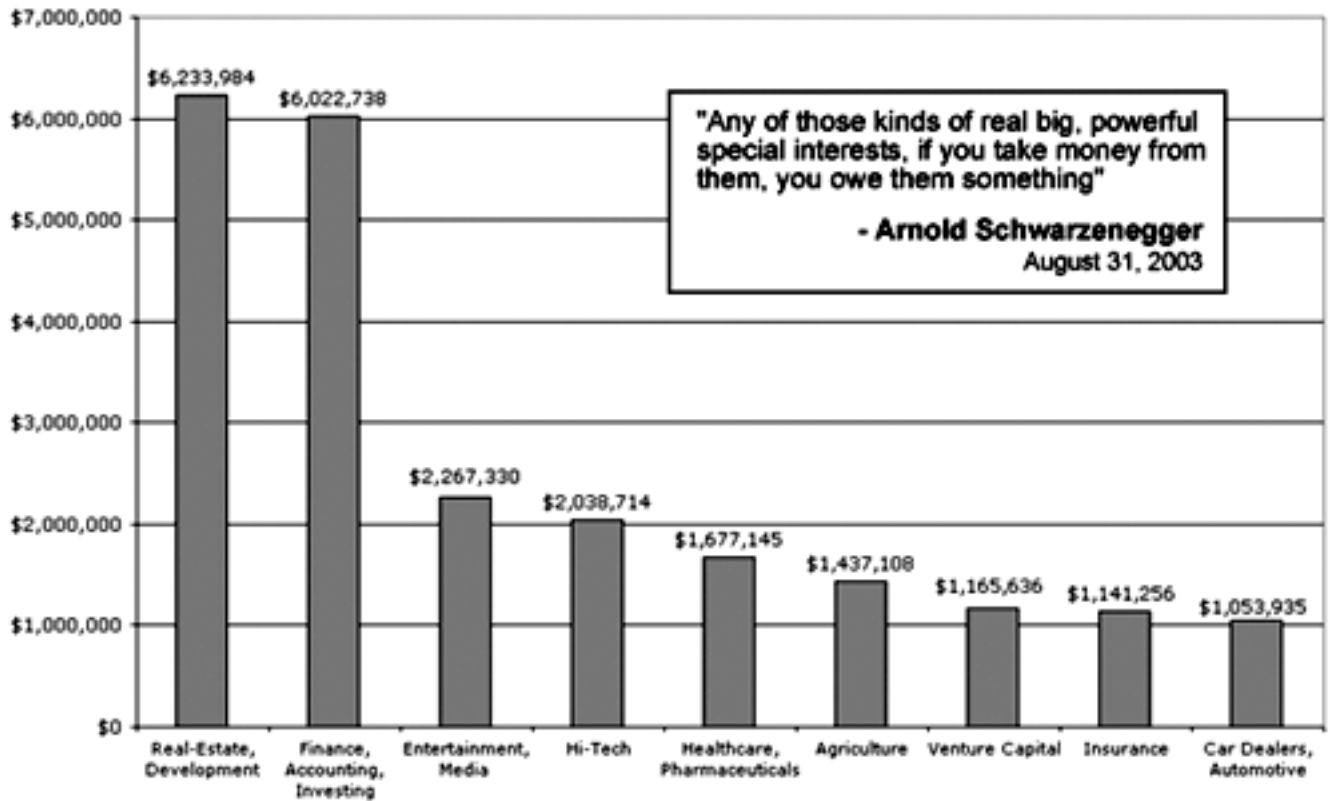
Some other top contributors to Schwarzenegger include: Anheuser Busch Companies (\$250,000),

ChevronTexaco Corporation (\$222,200), Wal-Mart (\$210,000), PG&E (\$200,000), Kaiser Foundation Health Plan (\$150,000), Clear Channel (\$145,000), Blue Cross of California (\$142,400), SBC Communications (\$136,200) and the California Dental Association (\$125,000)

What do they think Arnold owes them?

(The data was compiled by ArnoldWatch.org from public filings with the Secretary of State and was last updated March 24, 2005.)

Top Contributors To Arnold Schwarzenegger by Industry



Get the latest information on our contract, the state budget & community colleges, Student Learning Outcomes and many other issues of importance to our faculty at our Local's award-winning website:

aft1493.org