

PART-TIME FACULTY EQUITY

Part-time faculty highlight inequities as they are squeezed by high housing costs, long commutes

by Katharine Harer, AFT 1493 Co-Vice President & Michelle Kern, CSM Chapter Chair

Every year, colleges and universities across the nation observe Campus Equity Week, highlighting the inequities in the working lives of part time faculty in higher education. This year, AFT 1493 organizers decided to highlight the experiences of our “freeway fliers,” using our data to identify and inform students about the experiences of part time faculty members, who make up more than 65 percent of the instructors in our district.

Due to the record-high costs of housing in the Bay Area, many part-time faculty members can’t afford to live near the schools where they teach. Their long commute hours impinge on the amount of time they can spend with students, develop curriculum, read and grade student work and carry out other teaching-related tasks. These constraints on time are compounded by the lack of offices for part-timers at both the Skyline and Cañada campuses.

Students & adjuncts face same problems

Our students also suffer from a lack of affordable housing and many also commute to school from long distances, which can have a negative impact on the time they have for studying and completing assignments. In the recent annual [poll](#) conducted by the Public Policy Institute of California on state residents’ attitudes toward their system of higher education, 75 percent of the respondents agreed that students often cannot graduate from college because of lack of access to housing near campus.

AFT organizers Michelle Kern, Katharine Harer, David Leitner and Jessica Silver-Sharp were moved by this critical issue that impacts both our students and our part time faculty, and we came up with a plan to illustrate just how serious this problem is by presenting it in a visual, interactive format. We created a large-scale map of the greater Bay Area, to display at Cañada College on October 31st, National Part Time Equity Day. Our first step was to find out where our

part time faculty actually live and how many miles they drive to come to work. Using our database, and a little blood, sweat, and Google Maps, we created a list of cities, recorded how far away they are from San Mateo County, and how many of our part-time faculty

continued on page 10



Katharine Harer, David Leitner, Michelle Kern and Doniella Maher display map charting part-time faculty commuting distances at the Campus Equity Week event at Cañada College on October 31st



Students and faculty stuck pins in the map to show how far part-time faculty commute around the Bay Area (and beyond)

INSIDE THIS ISSUE

- 3 District admits its email to faculty was an error
- 4 Concerns about District's responses to complaints
- 5 Workload Committee begins to look at inequities
- 6 Injunction filed to stop sale of KCSM-TV
- 7 Concerns about ITS' plans for new log-in methods
- 8 Early history of AFT 1493 - conclusion
- 11 Part-time faculty share slices of their lives

San Mateo Community College
Federation of Teachers
AFT Local 1493, AFL-CIO
1700 W. Hillsdale Blvd.
San Mateo, CA 94402
CSM Building 1 - Rooms 251-3 & 255
(650) 574-6491
aft1493.org
facebook.com/AFT1493

Editor

Eric Brenner, Skyline, x4177

Editorial Board

Eric Brenner, Skyline, x4177
Dan Kaplan, x6491

President

Monica Malamud, Cañada, x3442

Co-Vice Presidents

Katharine Harer, Skyline, x6491
Joaquin Rivera, Skyline, x4159

Secretary

Teeka James, CSM, x6390

Treasurer

Anne Stafford, CSM, x6348

Chapter Chairs

Paul Naas, Cañada, x3330
Michelle Kern, CSM, 650-558-2699
Paul Rueckhaus, Skyline, x7186
Rob Williams, Skyline, x4368

Executive Committee Reps.

Salumeh Eslamieh, Cañada, x3227
Doniella Maher, Cañada, x3513
Nina Floro, Skyline, x4414
Denise Benavides, Skyline

Part-Timer Reps.

Leighton Armitage, CSM, x 6373
Meegan Rivera, Skyline, 7301x19406
Jessica Silver-Sharp, Skyline, x4312
David Leitner, Cañada, leitnerd@smccd.edu

Chief Negotiator

Joaquin Rivera, Skyline, x4159

Executive Secretary

Dan Kaplan, x6491, kaplan@aft1493.org



LETTER TO THE ADVOCATE

Joe Berry, former AFT 1493 staffer, still reads and appreciates The Advocate

Subject:

RE: AFT 1493: October 2017 *Advocate*

Very good issue. Honest and self critical in many places, a rare treat in union publications, but standard for the Advocate from my day and before. Articles do not read like they were all written by the same person and do not insult readers' intelligence. Some are even fairly long! I remember when I was Executive Secretary (Dan Kaplan's current position) back in the 1988-94 era, the leader of the union (CFA chapter) at SFSU, Tim Sampson, told me that as a teacher of organizing at SFSU in the Department of Social Work, he got many union newsletters. He always read ours, he said, and that it was one of the best he ever saw, even though it broke many of the old union rules. It kept the most important one, "Know your constituency" and he was right. I

might only add, now with over 20 years of experience as a labor educator, that this means knowing when to lead and when to follow. Thanks for keeping me on the list.

Please share this note with all my friends and thanks again for your essential support over all the years since 2012 in our fight to save CCSF as a real community college for SF. Now please help us rebuild our enrollment. We are allies, not competitors, though the admins would have us believe otherwise.

In solidarity,

Joe Berry,
AFT 1493 Executive Secretary, 1988-94;
now AFT 2121 retiree and retiree rep. to
AFT 2121 Executive Board



The Advocate

The Advocate provides a forum for faculty to express their views, opinions and analyses on topics and issues related to faculty rights and working conditions, as well as education theory and practice, and the impact of contemporary political and social issues on higher education.

Some entries are written and submitted individually, while others are collaborative efforts. All faculty are encouraged to contribute.

The Advocate's editorial staff, along with the entire AFT 1493 Executive Committee, works to ensure that statements of fact are accurate. We recognize, respect, and support the right of faculty to freely and openly share their views without the threat of censorship.

AFT 1493 discourages full-timers from taking on excessive overload

The following resolution was passed at the April 13, 2011 AFT 1493 Executive Committee meeting:

Whereas economic instability and budget cuts are affecting the employment status and livelihoods of part-time faculty in the SMCCCD,

Be it resolved, that the AFT 1493 Executive Committee recommend that full-time faculty members **seriously consider refraining from taking on excessive overload in situations where part-time faculty will be displaced from courses to which they would have otherwise been assigned.**

UNFAIR LABOR PRACTICE**District admits it “erred” by offering their “factual” information to faculty about negotiations**

The following announcement was sent on November 2 to all faculty from Executive Vice Chancellor Kathy Blackwood to announce the settlement of an Unfair Labor Practice charge that AFT 1493 filed against the District in October 2016. Note that the legal term “with prejudice” means that the charge is to be withdrawn and the same case over the same facts for the same time period cannot be re-filed with PERB. —Ed.

During collective bargaining negotiations between the District and AFT 1493 last year, the District sent an email to all faculty on October 17, 2016, entitled “Negotiations Update,” that discussed the negotiations. The District wrote that it was providing information about the District’s latest proposal, and invited District faculty to directly contact specified administrators “with any questions you have or if you need additional factual information concerning the District’s [bargaining] proposal.”

In response, AFT filed an unfair labor practice charge with PERB alleging, among other things, that the District’s email attempted to bypass, undermine and derogate AFT 1493 by inviting faculty to engage in direct communication with District administrators regarding the particulars of the District’s bargaining proposal. The PERB subsequently issued a Complaint and the District subsequently denied these allegations.

Negotiations concluded this Fall with a new Collective Bargaining Agreement signed by the parties, and now the parties have decided to settle their differences in this case without the need for a formal PERB hearing.

As part of this settlement the District agrees that it erred by inviting faculty to engage in direct communication with District administrators regarding the particulars of the District’s bargaining proposal.

The District agrees that will not make similar invitations in future “negotiations updates” (or in communications) to District faculty represented by AFT 1493.

AFT agrees to and hereby does withdraw the unfair labor practice charge in this matter with prejudice and asks PERB to dismiss with prejudice the PERB Complaint issued in this case.

If any unit members have questions about this announcement, they should contact AFT Executive Director Dan Kaplan, President Monica Malamud or Chief Negotiator Joaquin Rivera.

This announcement has been approved by the District and AFT.

Signed,

Kathy Blackwood

Monica Malamud

CALIFORNIA PUBLIC EDUCATION**AFT 1493 endorses Tony Thurmond for Superintendent of Public Instruction**

The AFT 1493 Committee on Political Education (COPE) Chapter has voted to endorse the candidacy of Tony Thurmond for Superintendent of Public Instruction, and to provide his campaign with a contribution of \$1000. Of those members of the AFT 1493 COPE Chapter who voted, it was a unanimous decision to contribute to the Thurmond campaign.

The AFT 1493 Executive Committee had earlier voted unanimously to endorse Tony Thurmond for Superintendent of Public Instruction.

The California Federation of Teachers has also endorsed the candidacy of Tony Thurmond. In a recent statement, the CFT

said it “is proud to endorse Tony Thurmond for Superintendent of Public Instruction. A lifelong fighter for public education, Tony will insure that public schools and charter schools are held to the same high standards and that public school educators and classified employees have the resources to ensure that every child in California has a quality public education.

“In 2018, we face critical choices that will determine the future of public education in California. In November 2018, we will elect a new Superintendent of Public Instruction, a decision that will determine the direction of public education in California.” □



Tony Thurmond

New HR position, initially titled “Equity Investigator”, raises DAS President’s concerns

by Leigh Anne Shaw, District Academic Senate President

In my role as the District Academic Senate President, I was contacted by the director of HR about a District hire; they wanted this new person to work directly with the Senates to address mandated professional development, provide programs and training, update District policies and procedures, and conduct investigations. After seeing the job description, I became concerned.

The position was called “Equity Investigator” originally, and I recalled the item on the BOT packet in June, thinking it had to do with campus equity work. Now, the title had changed to “Director of Policy, Training and Compliance.”

Uh, what?

This was post-August 23rd, after the bombshell of the blackface incident months earlier at Skyline had ripped a gash across our three colleges, so the timing of this hiring seemed related, and the title switch was baffling. The new hire was a lawyer; in this context, it looked every bit to be a very prosecutorial approach to cases of unprofessional or inappropriate classroom behavior, in contrast to the educational approach I’d urged. When I saw that the job’s tasks would include faculty training, I wondered why faculty weren’t involved in the hiring – aren’t faculty Senates given the purview over professional development? The job description seemed title IX-heavy, yet the number of incidents reported in the recent Public Safety study didn’t warrant the hiring of a lawyer. So what was this person supposed to be working on?

DAS purview is not contract or working conditions – it’s teaching and learning. However, as I said on opening day, when teaching and learning are affected by working conditions (i.e., mandated training regarding what happens in your classroom), that’s when DAS gets involved. I knew I needed more information. After much discussion, I now have a different understanding, but what’s more, the District now has a deeper understanding of their role in alarming people with changes such as this. Here’s what I’ve learned:

1. Title IX is no joke. Colleges have mandated Title IX coordinators to deal with claims of sexual harassment, bullying, retaliation, and inappropriate behavior. At each campus, the task falls to an existing administrator, people who don’t have the legal expertise or staff to research procedures and ensure compliance. Public Safety doesn’t report it if police or security were not involved. Not surprisingly, a district of thousands of students and employees might have several incidents. And we do.
2. Our efforts to educate students about their Title IX rights mean that more students are exercising them. That’s a good thing – the Associated Students at all three campuses have said that many students do NOT make claims or accusations

AFT & Senates interested in alternative methods of responding to complaints

The AFT has been concerned about the District’s investigative and retributive approach to complaints against faculty over the last few years. The District has been conducting investigations using processes that were not negotiated and which are one-sided and unfair to faculty. It has been limiting the union’s ability to represent faculty in these investigations and has been removing faculty from their normally assigned duties and reassigning them to other duties or none at all, and they’ve placed faculty on administrative leave, without an explanation of what an administrative leave is.

The union’s Executive Committee has been discussing the idea of an alternative approach to complaints, conflicts and equity issues that would focus on restorative justice-type processes which would allow those affected by an alleged offense to take an active role in the process, would offer alleged offenders an opportunity to take meaningful responsibility for their actions, to right their alleged wrongs and redeem themselves, and would also involve a college equity officer early in the process in order to resolve issues through listening, discussion, education and training, and reconciliation.

Such alternatives to the investigative and retributive approach were also presented at the Skyline College Academic Senate meeting on September 21 and at the District Academic Senate meeting on October 9. The AFT Executive Committee had an initial discussion of alternative processes to deal with complaints against faculty at their October 18 meeting and the issue is again on the agenda of the November 8 meeting, which will be held at Skyline College.

against faculty out of fear of retribution. Sometimes the accusations are valid, and sometimes they are unwarranted, such as anger over a bad grade, with no witnesses or evidence of inappropriate behavior. Under the law, however, every single one has to be investigated; if not, we can get sued.

3. Investigations are going on, and let me tell you, that’s probably a good thing. If I were accused of sexual harassment in my class, I would want a thorough investigation to clear my good name. If I were guilty of such an act, I should face the disciplinary actions that are appropriate for that act.

So what caused my concern? First, the initial title of the job was poorly thought out; the failure to describe the position accurately looked like sleight of hand. Bad optics. Secondly, faculty should be part of the hiring of someone who

continued on the next page

AFT, Senate & administration begin to look at how to resolve workload inequities

by Nina Floro, Skyline AFT Executive Committee Representative & Workload Committee representative

Members of the Workload Committee met for the first time on September 25. Committee members will carry out their work with understanding that:

AFT and the District recognize that faculty perform extensive duties outside of the classroom. Some of these duties are enumerated in Appendix D. The parties would like to distribute those duties among all faculty. Sometimes the distribution is not even, and one or more faculty members end up doing more than their fair share. The purpose of this committee is to develop a mechanism for distributing those duties, and when a faculty member ends up with too many, a mechanism for compensation and when a faculty member ends up with too few, a means to address that.

Three AFT and three Academic Senate appointments from each college will represent faculty. For AFT, they are Doniella Maher (Cañada), Anne Stafford (CSM), and Nina Floro (Skyline). Academic Senate appointments include Michael Hoffman (Cañada), Rosemary Nurre (CSM), and Leigh Anne Shaw (Skyline). District Administration appointees include Human Resources Director, David Feune, Executive Vice Chancellor, Kathy Blackwood, and CSM Dean of Math/Science, Charlene Frontiera. Aaron McVean, District Vice President of Planning, Research, & Institution Effectiveness will serve as a resource to the committee.

The Workload Committee was tasked to begin its work on May 19, 2017, with a goal of making recommendations to the negotiating teams no later than Dec. 15, 2017. However, with its late September start, committee members conceded

the likelihood that their task may not be completed until Spring 2018.

During the months of October and November, faculty committee reps will visit division meetings at their respective colleges to provide faculty with Workload Committee updates. It was clear to the Workload Committee members that more specific guidance and instructions for faculty will be needed on the survey to capture useful data. Thus, the Committee will need to develop a new survey with clear, consistent instructions, and some “outside-of-the-classroom” categories that will help guide faculty in their survey responses.

At the September 25th meeting, AFT reps initiated a discussion about including part-timers in the survey and some administration reps stated that part-timers are paid for their work outside the classroom. Faculty reps on the committee responded by saying that adjunct compensation for work outside the classroom, including attending meetings, is not consistent across divisions or campuses, and a lot of extra work taken on by adjuncts is indeed not compensated. AFT faculty reps on the committee feel that it would be prudent to use the data gathering tool and workload data request from full-time faculty as an opportunity to also gather information from part-time faculty in case it’s needed in the future.

Workload Committee members are also recommending that faculty prepare for the new workload survey by thinking about the professional activities in which they engage beyond the classroom. Faculty are advised to consider the depth, quality, and preparations involved in their non-instructional activities, as well as the differences in the types of meetings, activities, preparations, memberships held, among other considerations. □

will be conducting trainings for classroom-related behavior, but apparently a classified position doesn’t normally trigger a flag to include faculty. Additionally, the timing of the hire with the events revealed on August 23rd created panic that the legal prosecution arm of the District was inexplicably growing. I take full responsibility for jumping to conclusions that may be unwarranted, but I stressed some things that need to be attended to:

- Faculty can’t do their best work as educators if they’re scared or feeling like someone’s out to get them. Regardless of whether that was the District’s goal, that was what people perceived, and perception is reality. The District could recognize its role in inflaming alarm and can do more to reduce anxiety over news of investigations.
- Faculty should be involved in hiring of personnel who will train us in anything that we do in our profession. A

discussion and analysis of “what should be a clue that faculty should be on a hiring committee” will be forthcoming between DAS and HR.

- Faculty need to understand what investigations entail and why they are done. FAQ’s and explanations about what to expect need to be created so that faculty aren’t terrified beyond reason if students or staff make complaints about them. I will be working with the District on a better way of educating people about this.

I don’t enjoy occupying a space of suspicion and fear; it doesn’t serve anyone. How can we reduce it? My message to the HR director was that we can do great work if we feel valued and supported, but feeling threatened or set up makes it hard to be our best for our students. Supporting our students necessitates a safe environment where faculty are clear about processes for dealing with difficult situations. □

Broadcast spectrum speculator LocusPoint files injunction to stop sale of KCSM-TV

By Tracy Rosenberg, Executive Director of Media Alliance

(The Media Alliance, at media-alliance.org, is a Bay Area democratic communications advocate. Tracy fought a lonely war to save KCSM-TV between 2011 and 2013.)

On October 24, LocusPoint Networks, a subsidiary of the Blackstone Group, the largest hedge firm in the world, filed an injunction to block the sale of KCSM-TV to KRCB/North Bay Public Media. The filing in San Mateo Superior Court can be read [here](#). No date has been set yet for the injunction request to be heard.

LocusPoint had been subsidizing the operations of the television station by paying the SMCCD \$900,000 a year since 2013, an amount that totaled about \$3.3 million dollars. The payments were in exchange for 36.5% of sale proceeds in the FCC spectrum auction, which were estimated to be as much as \$114 million dollars in total.

When the District [flamed out of the auction in November 2016](#) after VP Jan Roecks failed to submit a bid, the District did not offer to return LocusPoint's \$3.3 million dollar investment. As LocusPoint has repeatedly pointed out, the District certified the auction effort was continuing and cashed a final \$225,000 subsidy check from LocusPoint - after it knew it had been kicked out of the FCC auction.

According to the LocusPoint filing, no proceeds from the proposed \$12 million dollar sale to KRCB will be payable to LocusPoint, despite contractual agreements governing a possible sale of the station should the FCC auction not go forward. That leaves LocusPoint out several million dollars with no recompense, a situation likely not to sit well with the largest hedge firm in the world. The Blackstone Group recently made an appearance in Global Exchange's list of the [top ten corporate criminals of 2017](#). They occupied the sixth slot on the list.

KRCB, a small station whose [annual budget is around \\$3 million](#), made out well in the FCC spectrum auction, netting around \$75 million from a partial sale of spectrum. Taking

advantage of SMCCD's misfortunes, they are re-investing some of those funds in greatly expanding their audience range. KRCB was essentially the only bidder in a quiet and rapid post-spectrum sale process which featured an RFP that was never publicly posted on the District's [RFP website](#). The District has refused to provide the names of any other bidders on the 2017 RFP after several [public records requests](#) were filed asking for the information, including ones from the Palo Alto Daily Post, Media Alliance and LocusPoint.

LocusPoint asserts in their complaint, with some justification, that the sale process was a secretive backroom deal that violated the Brown Act as well as the norms of public asset sales. This appears to be the case. It should be noted [Brown Act violations](#) also occurred in other SMCCD efforts to sell

the TV station, including the one in 2012-2013 that awarded the station to LocusPoint.

By attempting to proceed with a sale to KRCB without taking steps to protect the College District, the SMCCD is potentially exposed to negative financial outcomes. While they are not fun reading, [the lengthy Funding Agreement \(Exhibit B\) and Put/Call Option contracts \(Exhibit C\)](#) lay out in some detail the required return of subsidy funds given a triggering event like getting ejected from the spectrum auction. The Put/Call Option provides LocusPoint with approval rights over a buyer and a share of the sale proceeds in the event of sale outside the spectrum auction. The [SMCCD position](#) that all 2013 agreements with LocusPoint are null and void because inadequate assistance was provided to help SMCCD staff submit a bid, seems a thin reed to wipe out 35 pages of executed contracts.

The return of \$3.3 million dollars in subsidies, a cut of the sale proceeds, attorney's fees for SMCCD, and possible damage awards for buyer KRCB (which asked for and received indemnification from SMCCD) and plaintiff LocusPoint, could well wipe out any proceeds from the sale of KCSM-TV. At a minimum it would probably reduce the proceeds to less than could have been gained from the sale of the station to a public interest bidder back in 2011-2012. □



Why I'm concerned about ITS' plans to change login procedures to "single sign-on" and "2-step verification"

by Tom Broxholm, Automotive Technology, Skyline College

Do you have one user name and password that you use for multiple logins? Do you use your email password to login to any other SMCCCD applications (e.g. Canvas?) Then you are using single sign-on. Single sign-on can make our life simpler but it can also make us more vulnerable and possibly compromise our personal security.

Do you use the same user name and password for your online banking and credit cards that you do for Amazon, Facebook, Twitter, etc....? If you ask your bank or credit card company they will advise you not to. When you use one user name and password for everything, all a hacker needs to figure out is that one password and then will have the keys to your kingdom. Your user name and password should definitely be different for applications with financial and other information that should be kept highly secure.

What does this have to do with SMCCCD faculty? I'm on the Technology Committee at Skyline College and single sign-on was raised in one of our meetings. To me this sounded good until I heard that Websmart would also be included in the single sign-on list. I am concerned because our personal and financial information is included in Websmart and it should not be part of single sign-on. As a member of this committee, I feel that I represent all faculty that can't attend. When something this big can have such an impact on everyone in this district I felt it was important to inform and educate all of my colleagues.

I did some research and discovered Bruce Griffin, Edgar Coronel and Jasmine Robinson at the District IT department

were the main players heading up the single sign-on feature. I expressed my concerns with Bruce and the IT team. I was told that an extra layer of protection called 2-step verification would be implemented for Websmart. 2-step verification requires two different forms of identification, e.g. your pass-

word and the answer to a secret question (that you previously answered.) Even if someone else finds your password, they'll be stopped if they don't have access to your second identification info.

2-step verification is good for certain situations, but sometimes I log into Websmart multiple times within a short period of time. 2-step verification would make my job more difficult and time consuming and it defeats the purpose of the simplicity of single sign-on.

I'm in favor for single sign-on, just not

for Websmart. I'm advocating that the District allow us to exclude Websmart from single sign-on and allow us to continue to access Websmart with a separate password.

Hopefully everyone is using a strong password for Websmart. If not here are a few simple rules. Minimum of 8 characters, use a mix of upper and lower case letters, use at least one number and one symbol. Stay away from birth dates, home addresses and zip codes. If you are concerned as I am, I recommend that you take a moment to communicate your concerns to the IT department. Maybe if enough of my colleagues feel the same way and communicate this to our IT department our security and logon simplicity can be optimized. Simplified and personal information can be secured without the need for 2-step verification. □



"Of course this site is safe. As an extra measure of security, they make you sign in with your Social Security number, mother's name, your bank account number, home address, phone number and date of birth."

AFT 1493 CALENDAR

Executive Committee / General Membership Meetings:

Wednesday, November 8, 2:15 p.m. – Skyline, Room 4-301

Wednesday, December 6, 2:15 p.m. – CSM, Building 5, Room 339

EARLY HISTORY OF LOCAL 1493

When the game changed: How AFT Local 1493 became bargaining agent for SMCCCD - conclusion

by Rich Yurman, Skyline College professor emeritus

In the first two parts of my history of the early years of our Local, I laid out AFT 1493's path from minor player in the District to sole bargaining agent, through the various twists and turns, plots and counter-plots and the series of elections that produced the victory. In part three, I'll do what all good political detectives do: follow the money.



Rich Yurman

District finances: The money maze

Here's where the historical narrative gives way to a tale worthy of Conan-Doyle or Agatha Christie. Even at the time pieces of the puzzle remained undiscovered and from this great remove much of what was known then has been lost. I will put down what I can recall, filling in the gaps with probabilities, but even more than in the first two parts, I appeal to Advocate readers to contact us with details they remember or, better still, documents they may still own.

Each year the District administration submitted a budget based on projected income, and each year the plea was that there was a shortfall so salaries and benefits could not be improved, part-time and evening faculty could not be given health coverage, and in fact there would have to be cutbacks and hiring freezes.

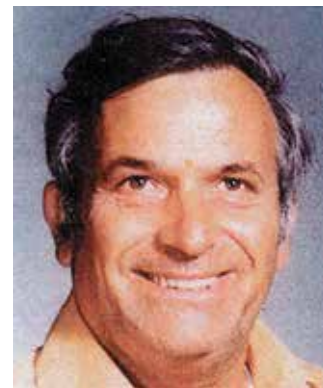
Joe McDonough, for many years a negotiator for the union, left this trenchant summary of how it worked, "The District overestimated its expenditures and underestimated its income, resulting in large ending balances." In fact, Joe became one of the Local's best budget analysts, very adept at discovering the different areas of the budget where the administration temporarily hid monies in their efforts to claim none existed for decent faculty raises. He once got the CFO to admit that she had hidden



Joe McDonough

over \$1 million in a special account. She said she had just "parked" it there.

These analyses of the budget were enhanced when, as Pat Manning has noted, he "began work with Ken McDevitt (journalist & English teacher at Sequoia High), who coached me on budget analysis of school districts." As a result Pat and John Kirk could show how the administration hid those annual large ending balances until salary negotiations were over.



Ken McDevitt

Once we had those analytical tools, the chapter was able to produce projections of income and expenses to counter those put out by the District Office. It became Pat's practice to present our numbers at the Board meeting where the D.O. presented its projections. Then Pat began an annual side bet with District Chancellor / Superintendent Clifford Erickson on whose projections would prove closer to the actual numbers. Of course, the union won those bets every time but that did not change the District's approach.

Where the money comes from

Community Colleges should be financed through progressive taxes at the county and state levels. Unfortunately this is not the case. A large portion of that funding comes from regressive property taxes. With the passage of Prop 13 freezing property taxes in 1978, financial support for community colleges was dramatically reduced. In the 1970s, with the opening of two new campuses, SMCCCD found itself in a financial crisis. The actual building of the campuses did not depend on property taxes but the upkeep of the sites, the hiring of new teachers and staff, the filling of libraries, and so on, did.

A temporary add-on to property taxes for the county was about to expire in 1973 so the District got the county Board of Supervisors to agree to a special election for a bond issue to cover the needed funds. That made for an odd time. We felt the incompetent administration should suffer for its failures but were forced, by threats from the Administration that if the bond failed one of the new campuses would have to be shut down, to join in promoting passage.

I remember participating in several public forums alongside Jim Wyatt (at that time I believe he was Vice

continued on the next page

President at Skyline) to push for yes votes. I never got along with Wyatt and the irony of sharing a stage with him and having to agree with his pitch still sticks in my craw. The bond was passed, funding assured for the near term and the threats to close down a campus ended.

One might have hoped that this would change relations with the District when it came to negotiations, but that hope proved naïve. Matt Fasanaro, the Assistant Superintendent for Business Affairs and the District's chief negotiator, remained an adamant champion of the on-going approach of over-estimating expenses, underestimating revenue, hiding the budget surpluses and generally playing hardball at every session, dragging out the process so that any raises finally granted had to be paid retroactively.

District's chief of finances indicted

Then Fasanaro's role in the District began to unravel. Excerpt from [article from *The Federalist*, State Center AFT publication, December 1973](#):

"Matteo Fasanaro, the associate superintendent of the San Mateo College District, has been indicted by a county grand jury for bribery. Also included in the indictment, on a charge of bribery, theft, and conspiracy, were four officers of Litton's Business Telephone Systems Division."

Fasanaro was accused of accepting \$10,000 to influence the awarding of a contract for \$595,000 to Litton Industries to install a telephone system for the SMCCCD. (Note: Despite the indictments, Litton kept the contract and installed a phone system we were stuck with for many years. It never worked correctly. It was easier to walk down the hall to talk to a colleague than to place a call. Of course calls to the District Office were not affected. But that is a whole other story.)

James Dennis of Redwood City, attorney for Fasanaro, stated in court and to the media that the college official had committed no crime. "He thought the money was for a political campaign he headed on behalf of the district (the bond election above). As soon as he learned the money was tainted, he returned it."

The day after the news hit the press, Fasanaro was fired by the Superintendent and Board of Trustees for "internal" reasons. That is, Fasanaro was summarily sacked because he had spoiled the PR image the school district so assiduously had tried to cultivate.

Here is where my memory breaks down and I have not been able to find records to fill in the gaps. I recall that after Fasanaro was exonerated of any wrongdoing, he sued the District to get his job back. This must have worked because, once we became the bargaining agent, Fasanaro again led the District bargaining team and pushed the same old agenda. Expressly, his stance was that the bond moneys could only be used in defined ways that blocked any use for salaries, benefits, new hirings, etc. AFT countered that the uses the bond funds covered freed up other monies. And

the merry-go-round went on.

However, our detective tale does not end there. Through our budget analysis, AFT discovered that not only had Fasanaro been an expert at hiding money from public view, he also became expert at hiding money from the District Office's view. And apparently some of that hidden money had ended up in his personal bank accounts. The union brought this information to the attention of the Chancellor's office.

In a deal his lawyers brokered with the District's lawyers, Fasanaro agreed to forego any pension and severance pay he was owed in exchange for not being prosecuted; any record of his doings and of the agreement would be expunged. As a result he walked away from the disaster with an unblemished record and soon got a job at an east coast community college in an equivalent administrative position. (I have no information how that worked out for him or for that community college district.)

During this furor, Robert Tarver stepped down as President of the Board of Trustees and was replaced by Eleanor Nettle. An attorney, Tarver had been involved in some shady land deals and needed to devote himself to defending against those charges before the State Bar. Tarver had been openly hostile to the union and to collective bargaining in general during his tenure and so it seemed to be good news. Mrs. Nettle, the first woman President of the District Board, won much praise and public support. However, her approach to negotiations with faculty and staff, though less overtly hostile, remained fiscally extremely conservative and unyielding, based on the same bond revenue arguments developed by Fasanaro. (We thought of her as our own Margaret Thatcher.)

The District's same fiscally conservative orientation to negotiations continued through the years and, despite an extremely healthy community-supported budget, it is still carried on in the administration's current bargaining approach.

Author's Note

With the conclusion of this narrative, I would like to add an editorial comment. I undertook this task so that current Local 1493 members would know the details of our battle and victory. My hope is that this will inspire the membership to take the lead in a statewide movement to return California Community Colleges to their mandate of providing access to free higher education for all residents of the state. At the same time, we need a return to allowing teachers to teach unburdened by onerous administrative duties that have been piled on year after year. Our creative energies are at stake, energies that need to be directed at achieving the best outcomes for our students, not a filling out of forms to satisfy state bureaucrats. These ought to be the principles on which our union operates.

I look forward to feedback from *Advocate* readers. □

continued from page 1

Part-time faculty highlight inequities

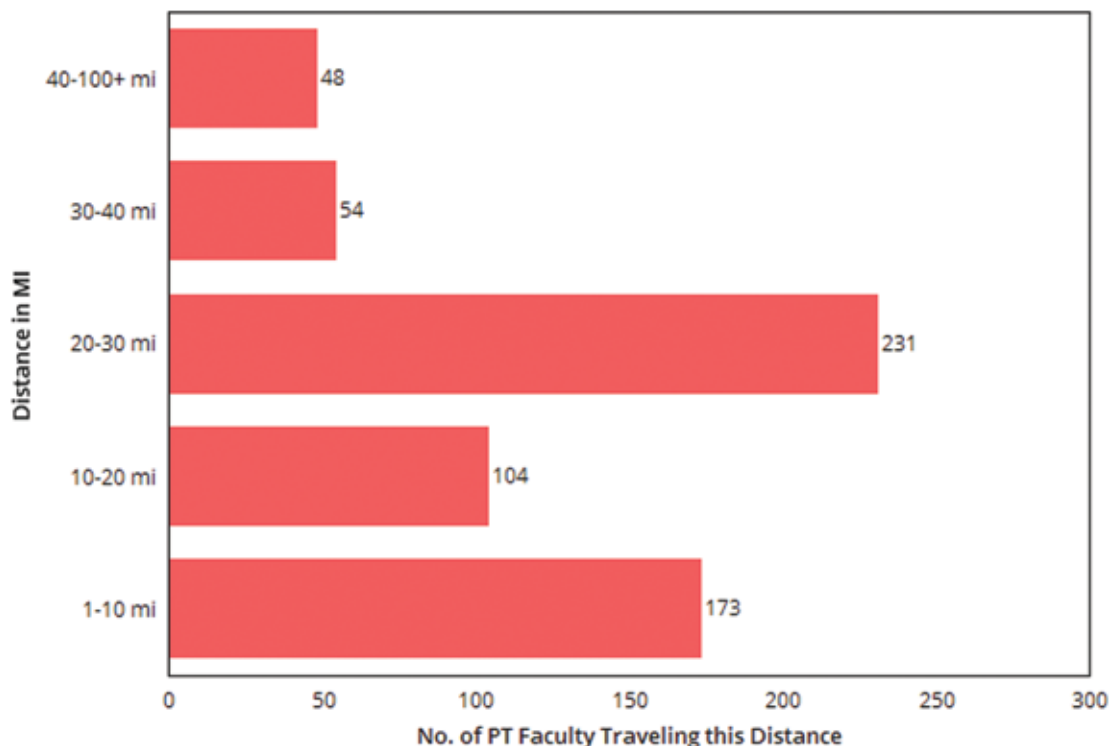
live in each city. We set up a table in the quad at Cañada during their Halloween celebration, and using color-coded map pins, we asked faculty and students to pin their locations on the map. Seeing the problem in a visual medium created a striking portrait of the time and long distances travelled that eat into the lives of both our students and our part time faculty.

AFT also created an informational flyer (*see flyer on page 12*) that graphed the travel distances of part-time faculty. We found that approximately 46 percent of adjunct faculty members live outside of San Mateo and San Francisco Counties. Nineteen percent travel from San Francisco, while only 35 percent live in San Mateo County. 231 part-time faculty travel between 20 to 30 miles to work in our District, 54 travel 30 to 40 miles, and 48 travel 40 to 100 miles. Some of these cities, such as Antioch, Sonoma and Davis, were not even located on our map of the greater Bay Area, and we created post-it notes with the names of their cities to display around the map to represent them.

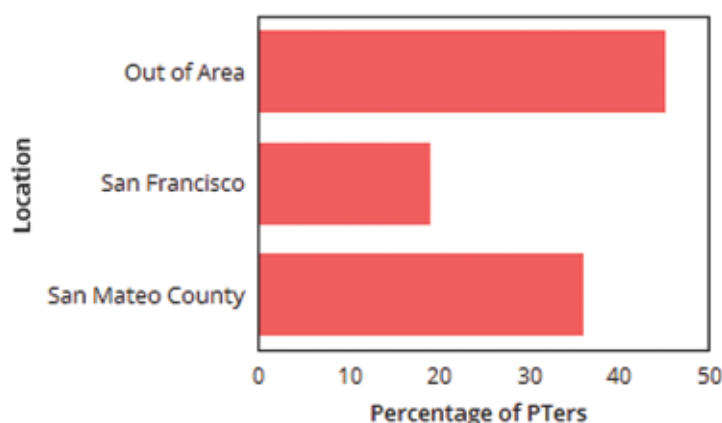
Students shocked to hear about numbers and commute distances of part-time faculty

In carrying out this event, we had the opportunity to talk to a great many students who all claimed they had no idea how many of their teachers were part-time. They were shocked to hear that their teachers had to travel so far to come to their campus. Students stuck pins into the map to show where they lived, and then stuck a second pin to represent a part time faculty member. We also spoke to a number of full-time faculty members who were supportive of the project and stuck a pin in a city where one of their part time colleagues live. It was difficult to find

How Far Do We Drive?



Who Comes From Where?



part-timers who were available to participate, which was no surprise. Part time faculty members are either teaching, meeting with students, attending meetings, or driving to their next gig. Maybe next time we'll add in the cost of tires, gas, car repair and Tylenol. □

Part-time Faculty Voices

Two adjunct faculty members share slices of their lives:

“Which of Stella’s camp registrations can we cancel this summer?” That was the first question I asked my wife last spring after I got a call from the dean letting me know my only summer session class was canceled. It was the end of May, about 3 weeks before the start of summer classes, and I was still grading final exams. Money is tight in the summer even when I do have a class to teach. I usually only teach one class and the paychecks are spread out in such a way that the bulk of the money doesn’t arrive until July 31. But we’re used to scrimping and juggling accounts in June and July. This, however, was the second summer in a row that my class had been cancelled due to low enrollment. We were looking again at the gaping maw of three months without a paycheck. I signed up for unemployment, which helped, but we had to cut back. We cancelled the trip to Washington to see one of my closest and oldest friends get married. We cancelled several of my daughter’s summer camps to save on childcare. I got really good at making things like PB&J and canned vegetables for dinner. We survived, and frankly I’m thankful for the resources we had at our disposal. That made it a little less jarring when I got another call over the summer. There wouldn’t be enough classes to offer me an assignment in the spring. “Well,” I thought, “at least I got some warning this time.”

- **David Leitner**, part-time anthropology instructor, Cañada College



David Leitner shows a student the map of part-time faculty commute distances

“Honey, we need new tires again. But I can transfer the front tires to the rear and then we’ll only need two!” My husband’s message wasn’t a surprise, since for the past year I’ve been working a 25 hour week as a part-time librarian between two college districts, each about 19 miles from home or 33 miles from one to the other. At 760 miles/month, my commute is moderate compared to some. However, rising Bay Area gas and maintenance costs pose a truly creative challenge on part-time salary. And that’s without considering daily activities of driving our 12 year old, medical appointments, union, committee and task force meetings, professional development training and volunteer work.

- **Jessica Silver-Sharp**, part-time librarian, Skyline College



Jessica Silver-Sharp

FACULTY WORKING CONDITIONS ARE STUDENTS' LEARNING CONDITIONS

THE REAL LIVES OF SMCCD PART-TIME FACULTY: A FACT SHEET FOR STUDENTS

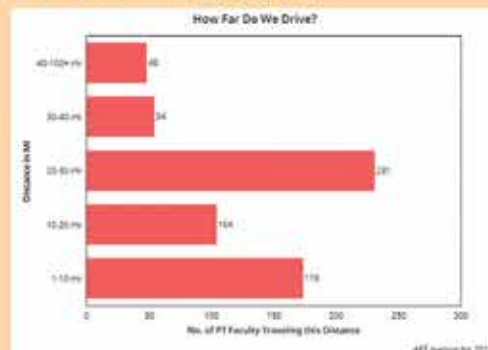
WHO ARE WE?

Approximately 2/3 of the faculty members teaching in the San Mateo Community College District are part-time employees. Part time teaching assignments are not guaranteed but are contingent on many factors beyond a part-time instructor's control, impacting job security and economic stability.

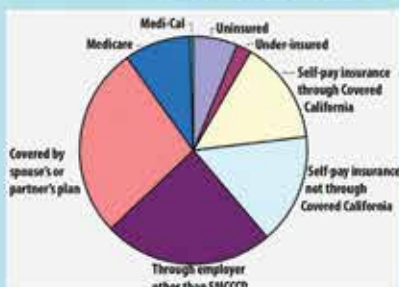
HOW FAR DO WE TRAVEL TO TEACH AT SMCCD?

Due to the high cost of housing, many part-time instructors (also called "adjuncts") cannot afford to live near the colleges where they teach in our district. To make a living wage, many stitch together assignments at several districts, which may be far from one another, because California law limits the number of units that an adjunct can teach within one district. They're often referred to as "freeway flyers" because they spend so much time driving from one job to another.

Graph: AFT 1493 mailing list database



HOW DO WE TAKE CARE OF OUR HEALTH COSTS?



Part-time faculty members in our district are not included in the medical plans provided for full-time faculty. Part-time instructors who teach more than one class may be eligible for a stipend of \$1550 per semester to reimburse them for medical expenses. This stipend provides less than the cost of yearly health premiums and expenses for a middle-aged adult.

(Graph: PT Medical Survey, *The Advocate*)

HOW DOES OUR COMPENSATION COMPARE WITH FULL TIME FACULTY?

Part-time faculty members are paid considerably less than full-time faculty for their teaching assignments. Additionally, workload assignments outside of teaching duties and office hours are also largely unpaid for part-time faculty in SMCCD



WHERE DO WE MEET WITH STUDENTS?



Office space for part-time faculty is not provided consistently across the district. In some instances part-time teachers are given office space, but many others either use offices belonging to full-time faculty or they have no office space at all. This means that some part-time faculty members have no place to sit quietly with students during scheduled office hours, no place to prepare for classes or to keep their books and materials. For many part-time faculty members, their cars are their offices