



## From the Front

CCA President, Ron Norton Reel

### CCA Local Chapters Win

### Board of Trustees Elections!



The following eight (8) Board of Trustees candidates who were given political action funds through the California Teachers Association ABC funds, all won their election bids at their respective colleges.

CCA local chapters requested funds for these elections. One hundred percent (100%) of our sponsored candidates won the right to become trustees or continue working with faculty and students directing individual colleges in the educational process.

College	Candidate	Votes Earned	Percent	Outcome
College of Canyons Faculty Assoc	Joan MacGregor	7,700	64.33%	W
College of Canyons Faculty Assoc	Michael Berger	5,867	46.92%	W
Mt. San Antonio College Faculty Assoc	Judy Chen-Haggerty	26,403	42.34%	W
Mt. San Antonio College Faculty Assoc	David Hall	24,538	39.35%	W
Rio Hondo College Faculty Assoc	Norma Garcia	2,318	59.00%	W
Rio Hondo College Faculty Assoc	Angela Acosta-Salazar	1,923	59.87%	W
Rio Hondo College Faculty Assoc	Madeline Sharpiro	2,109	57.14%	W

### CalSTRS Is Undertaking Reevaluation of PT Retirement

Over the next year, CalSTRS will be undertaking a comprehensive reevaluation of the retirement program made available to community college instructors who are employed on a less than full-time basis. CCA will have President Ron Norton Reel, Secretary David Milroy, and CCA Staff Member Toni Trigueiro as part of the task force.

## CCA & CCC Local Chapter Presidents Joint Meeting

"On Saturday, October 17, over 60 CCA and CCC chapter presidents and leaders attended a meeting at the Sheraton Four Points Hotel at LAX to discuss the advantages of a possible merger between the two organizations."



The meeting lasted from 11 a.m. until 3:00 p.m.

The activities included break-out sessions regarding regional leaders from both groups, planning joint events that would benefit both groups and listening to a presentation by a state president who represents a merged state, and by state legislator, Warren Furutani, who discussed the advantages of representing most of the community college faculty in California.

## The Accelerated Learning College (ALC) Draft Seven: No Better Than Draft One!

### Seven No Better Than One!

Several administrators are still trying to sell what they call the solution to better managed colleges to various districts.

However, their view of "better" calls for the elimination of faculty rights that they say don't make logical sense. Here are a few of the items they want faculty to give up.

- No ALC would have a collective bargaining agreement.
- No ALC would be subject to review or regulation by PERB (Public Employment Relations Board).
- Local Collective Bargaining Representative must agree to be an ALC.
- ALC funding based on student completion of courses.
- ALC funding would be based on those receiving grades other than "Fail" or "No Pass."
- ALC bonus of \$1000 per student for each completed associate degree or certificate program.

## Free the Three!

On October 22, 2009, a group of students and faculty members assembled in the “free speech area” at Southwestern Community College to protest various actions of SWC regarding budget cuts and class section cuts.

Three faculty members (Southwestern Faculty Association Officers) were with the group of students for different amounts of time during the rally.

On the evening of October 22, 2009 the three faculty members who had been present with the students were hand-delivered letters signed by the Superintendent/President of the college at their off-campus homes informing them they had been put on administrative leave (with pay) but were banned from the SWC’s campus because of an unspecified “matter” and that they were prohibited from using their SWC email.

CCA believes this is an assault on freedom of speech and was designed to chill the ability of the union to assist students in their right to display their constitutionally given right to speak, discuss, and engage in a conversation of protest. We demand that the administration reverse the suspensions of the three faculty members.

“The district allowed the three faculty members to return to the campus on November 5, 2009. There has been no clarification regarding charges, claims and assertions by the district.”

Free the Three!!!!

## FON

### “Faculty Obligation Number” is Wrong

A statewide glitch in the way Faculty Obligation Numbers are set for the California Community Colleges was found and has been corrected by the Chancellor’s Office.

However, it appears that the Chancellor’s Office is not going to restore the correct numbers from last year, this year, and possibly next year.

Even though there was a 2% funded growth, there is not a corresponding 2% increase of Faculty Obligation Number of full-time faculty members.

## Budget Cuts: Force students to take longer to earn degrees

In California and around the nation, debilitating funding cuts are resulting in smaller educational staffs and reduced class offerings.

The cuts are both forcing increases in tuition and fees to students and delaying their graduation dates. Students are finding it is more difficult to them to enroll in the courses they need to graduate.

## Chancellor's Office Taskforce On Accreditation Makes Recommendations to ACCJC

In the spirit of collaboration, and with the belief that accreditation is both important and necessary, the following recommendations were presented to the ACCJC.

1. Develop a means for colleges to provide periodic feedback to ACCJC on the accreditation processes and their experiences, including both commendations for what went well and identification what needs improvement.
2. Strengthen standards-based training of both visiting-team members and ALOs. Consider instituting an annual multi-day statewide California Community College conference to provide training and information to all interested constituencies. This could be co-presented with the Academic Senate and the CC League at the November annual CCC conference. Colleges could also present their best practices.
3. Review the ACCJC visiting-team selection process and consider means to involve a wider cross-section of the individuals in our system who desire to participate. Team participation should be treated as a professional development opportunity.
4. Scale accreditation expectations of Western Region colleges to benchmarks formulated relative to evidence of best practices documented in all of the accrediting regions in the country.
5. Consider lengthening the cycle of accreditation to 8-10 years.
6. Employ cooperative ways to have accreditation result in improvement rather than just compliance. Also, develop more non-public ways to communicate to campuses their need for improvement.
7. Avoid recommendations that encroach on negotiable issues.

These recommendations were done in an attempt to enhance the process of accreditation as it pertains to the California Community College System.

No substantial positive results have been reported by the ACCJC. Dr. Barbara Beno did report she would share the information with the ACCJC.

## **FACCC Supports Chancellor's Office Request To Suspend The 50% Law**

FACCC (Faculty Association California Community Colleges), testified before the Board of Governors on Tuesday November 3, 2009 that their organization had taken a support position on the recommendation from the Chancellor's Office to suspend the 50% Law requiring each of the community college districts to spend at least fifty percent of their funds on faculty and aids directly associated with classroom education students.

The recommended change would allow the districts to use the argument of compliance with this state law as a justification to have the penalty associated with non-compliance lessened or waived for the next four years.



## **CCA Challenges Board of Governors To Not Suspend the 50% Law**

CCA President, Ron Norton Reel, asked the Board of Governors to not suspend the 50% Law before being given facts as to how the districts are spending the other 50% of their budgets.

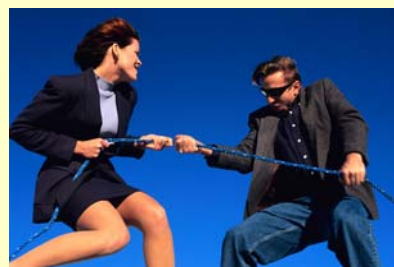
Administrative organizational groups testified that the 50% law interferes with "flexibility" of the college as to how funds

are spent as it relates to running their college programs.

However, not one group shared how the other 50% of the budget was being spent. Counselors and Librarians were mentioned, but the total statewide amount spent on these two categories is less than 7% of the Administrative 50% of the budget.

Reel questioned why all of the cuts thus far come from faculty and students by cutting class sections. He asked that similar cuts should come from difficult decisions regarding other programs.

No information was provided regarding the non-faculty 50% of the budget. CCA encourages that our members who are also FACCC members (over 1/3 of FACCC members are CCA members) write to FACCC and inquire as to how this action took place from an organization that is dedicated to advocating solely for all community college faculty.





## CCA Chapters Take Political Action

**Merced College:** is organizing a Political Action Committee for its Board of Trustees election.

**College of Canyons:** established a PAC and endorsed two candidates in this November's Board of Trustees election. They sent out over three thousand CTA member letters and post cards, and ran a phone bank to reach high propensity voters. They won both seats.

**Rio Hondo College:** ran a phone bank four nights a week since October 5, 2009 for their two endorsed candidates for their BOT election. They sent out post cards, one professional mailer and called high propensity voters. They won both seats.

## Local Chapter Special Training:

**Barstow College:** Negotiations training with Bargaining Team Members took place last month.

**Palo Verde College:** Twelve Executive Board Members attended Leadership Training.



### CCA/CTA Representation

**Long Beach College FT:** Represented several faculty in successfully getting their non-contractual release time restored after the district revoked it without adequate notice or negotiation.

**Mt. San Antonio College:** Provided representation for an adjunct faculty member who was denied unemployment benefits. At the appeals hearing full retroactive benefits were restored to the member by the panel judge.

### Membership Campaign Drives

The following CCA Chapters kicked off their Fall 2009 Membership Campaign drives:

*Sierra College*

*Merced College*

*Gavilan*

*Napa College*

*Solano College*

*San Joaquin Delta College*

*Mendocino College*

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## New CCA /CTA Cases

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### California Teachers Association v. Grenada Elementary School District Siskiyou Superior Court

The collective bargaining agreement contained an anniversary increment providing for salary additions for those teachers who had completed 12, 15, or 18 years of “District certified service.”

Plaintiff had been hired from another school employment and was given five years of credit when she was initially placed on the salary schedule. However, when she reached Step 12, she was denied the anniversary increment because not all of her service had been rendered in Grenada School District.

The court ruled the salary schedule is not uniform when Step 12 is reached because some teachers will receive the increment after twelve years of teaching, while others would have to wait up to 17 years.

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## Community College Association’s Fall Conference

The Community College Association’s Fall Conference was held October 9-11, 2009 at the Santa Clara Marriott. The conference was attended by the majority of the CCA chapters represented by CCA Northern, Central, and Southern California.

The fourth class of the “Building Strong Locals Academy” received special training on becoming strong local members. The current class represents over 10 chapters of CCA. Over 200 delegates, presenters, and non-delegates attended information break-out sessions regarding interesting union issues.

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