

## Chancellor's Raise in Pay Brings Her to 7th in the Bay 10

The Governing Board at its January 28 meeting approved an 18% salary increase for Chancellor Helen Benjamin: 10% as a raise retroactive to July 1, 2008, and another 8% increase with her new contract that began Jan. 1, 2009. Although the Chancellor herself had declined to negotiate salary with the Board, the Trustees had compared Benjamin's salary to those of other chancellors of multi-college districts and also in the Bay 10, and some Board Members told the UF privately that the numbers were so striking, they feared losing Benjamin to another District. San Francisco, for example, has a vacancy, and appears to pay more than \$150,000 more per year in total compensation for its chancellor.

With her raise in pay, Chancellor Benjamin appears to have moved up only slightly against the Bay 10, to number 7 on the list, about the same place full-time faculty in our District now rank. The chart below may not be 100 percent accurate, since chancellors receive a wide range of perks, from car and housing allowances to tax sheltered annuities and travel budgets, but the best "total compensation" numbers we have (excluding health care) for 2008/2009 are as follows:

- 1) San Francisco: 382,202
- 2) San Jose: 315,325
- 3) Peralta: 288,195
- 4) San Mateo: 287,575;
- 5) West Valley / Mission: 276,000
- 6) Chabot: 254,012 soon to be 274, 012
- 7) Contra Costa: was 231,708 now (as of 1/09) will be 268,600.
- 8) Foothill: 256,493
- 9) Marin: 225,500
- 10) Ohlone: 207,000

Other multi-college districts: Los Rios: 324,027; Rancho Santiago: 340,988; San Diego: 265,986; South Orange: 277,731; Ventura: 233,578.

Many faculty were upset by the symbolism of raising the Chancellor's salary 18% when faculty and staff and most managers saw only a 3.57% raise, and UF President Jeffrey Michels communicated to the Board the UF's expectation that this raise does indicate that the Board somehow prioritizes management salaries over faculty and staff. Several Governing Board members responded by reaffirming their commitment to raising salaries for all employee groups to the top third of the Bay 10.

## Next UF E-Board Meeting Feb. 12 at LMC

The UF Executive Board will begin rotating meeting locations this semester in an effort to get more faculty involved and to educate E-Board members as well about the different colleges in our District. Our Feb. 12 meeting at LMC will begin at 2:15pm in Science Room 227, and all union members are welcome to attend. The first hour of the meeting will include time for non-E-Board members to share concerns with the Board or ask questions. The meeting will remain open to guests until 4:30pm (we'll reserve the last half hour until 5pm for "Executive Session," when we handle confidential issues). We hope to see some LMC faculty at the meeting!

## Know Your Contract: New A/C Rules

Full-timers should review Article 7.12 regarding overload A/C, which changed in last year's agreement. Faculty who teach overload may now designate any class or lab hour as A/C (regardless of when the class/lab meets) if: he/she teaches a class that ends after 4pm, or he/she teaches a class that starts before 9 am, or he/she teaches a class that meets on Saturday or Sunday, or he/she teaches more than 4 days a week.

## President's Message

There is good and bad news almost everywhere these days: bad news that the state's economy is so weak, but good news that the Legislature seems to see that community colleges are a key to recovery; bad news that we're facing likely cuts and another year without COLA, but good news that our District seems committed even so to raising salaries and affording new full-time hires. The same day that we heard the bad news about DVC's poor accreditation report, I spent the afternoon with faculty volunteers working on peer evaluations, discussing good teaching (and how to promote it while still protecting academic freedom), and I had to marvel at how committed and caring were these professors. Surely it's good news when a district has such outstanding faculty.

FACCC's Advocacy and Policy Conference in Sacramento, March 1-2, provides an opportunity not only to learn about how faculty can influence the State budget and protect our freedoms, but offers as well the chance to engage in advocacy and to meet our elected representatives. State Chancellor Jack Scott is the keynote speaker, and FACCC will also arrange for presentations from a bipartisan group of policymakers and consultants. The UF delegation will make office visits to all our state senators and assembly members, and since in politics, there is strength in numbers, we encourage all our members to consider joining us. Just send an email to the UF office ([uf@ufcccd.org](mailto:uf@ufcccd.org)) if you'd like to attend.

## Benefits Tips: Retirement Day is Coming

Retirement Day is coming!! Your Union and the District are teaming up to tell you everything you need to know and more about your retirement. We're bringing in speakers from Social Security, STRS, Kaiser, HealthNet, Vision Services Plan (VSP) and Delta Dental to fully explain your retirement benefits and options to you and, of course, to answer your questions.

Workshops will be held at CCC on Feb. 24 and 25; at DVC on Feb. 27 and March 6; and at LMC on March 2 and 3. A full schedule is available on the UF's website under "Recent News." We also encourage you to look at the District's Retirement Checklist, on the District's website: [www.4cd.net](http://www.4cd.net).

Just follow these easy steps:

1. Click on "District Office" (see top bar)
2. Click on "Human Resources" (HR)
3. Click on "Benefits" (2nd from the top on the left)
4. Click on "Retirees"
5. Go to "Related Documents" & click on "Retirement Checklist for STRS"

Take special note of the box for Calculating Your Total Points. If you started working for the District as a regular employee after 1984 (most of us), these points will determine what, if any, benefits you receive upon retirement. In order to get full benefits yourself you need to get to 80 points (any combination of your age and years of service).

Finally, here is a benefit that we can all use: in addition to the chiropractic benefit, we are also eligible for discounts on acupuncture and massage therapy services by ASH providers ([www.ashproviders.com](http://www.ashproviders.com)). The discounts range from 50% off of the first visit to 30% off for all additional visits. However, you will need to ask each provider if they accept Health Net. If they do not, there is no discount.

### United Faculty Executive Board Members

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# Table Talk

The Newsletter of the United Faculty of  
Contra Costa Community College District

February 10, 2009

## News at a Glance

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- UF Seeks Multi-Year Salary Formula to Reach Top 3rd of Bay 10
- Other Open Issues: Faculty Evaluations; District Investigations
- Retroactive Dollars for 08/09 Salary Increase Paid 1/31 and 2/10
- Part-Time Parity Payment Delayed by State Budget to 3/10
- UF's Deborah Dahl-Shanks Wins FACCC Prize for Activism
- New UF Dues Structure in Effect as of 1/31 and 2/10
- New Evaluation Schedule in Place for Part-Time Faculty
- Chancellor's Raise in Pay Brings Her to 7th in the Bay 10
- Next E-Board Meeting February 12 at Los Medanos College
- Regular Columns: "Know Your Contract"; "Benefits Tips"

## UF and District Begin New Negotiations February 13

Despite some negative signs --state deficit projections growing to \$42 billion over the next 18 months with worsening economic news nationally too, and the fact that negotiations begin on Friday the 13th-- the UF team will enter talks this year with considerable, if cautious, optimism. The Governing Board has continued to affirm its desire to see salaries raised back to competitive levels (the top third of the Bay 10), and Vice Chancellor Kindred Murillo, the District's new Chief Business Officer, has emphasized prudent progress and budget review. Whatever gamble the District took in fronting growth and then productivity dollars in the past two salary agreements has more than paid off, and these gains, coupled with our District's healthy (13-14%) reserve, have put CCCCD in comparatively good shape to weather anticipated mid-year cuts and what looks like another year without COLA.

We have scheduled weekly negotiating sessions throughout February and March, and the Chancellor has agreed to give the teams a bit more direct access to Cabinet Members than we've had in the past, including a kick-off meeting with all of Chancellor's Cabinet and both negotiating teams on February 24. As in the past three negotiations, we'll be using Interest Based Bargaining, and our increasingly sought-after mediator, Victoria Simmons, will be back again this year.

At the January 28 Governing Board meeting, both sides "sunshined" articles to be opened, including Article 7, "Faculty Load/Class Size"; Article 8, "Scheduling"; Article 17, "Evaluation of Faculty"; Article 18, "Personnel Files"; and Article 20, "Salaries." We expect that we may also need to open Article 11, "Reassigned Time," as we discuss compensation in negotiations, but this article has not been opened yet. See below for a brief review of issues related to each of these articles.

## UF Seeks Multi-Year Salary Deal to Continue Raising Pay

Salaries are at the top of the agenda this year, and despite the grim economic forecasts, the UF expects that we will continue to make steady, if perhaps slow, progress towards the top third of the Bay 10. It seems likely, as *Table Talk* goes to press, that the State Legislature will soon agree to a new budget

that both rescinds the 0.68% COLA that was in the 08/09 budget and allocates no money for COLA in 09/10. So any new money our District might see will come from growth or increased efficiency. Because we are still in “restoration” mode, still recovering, in other words, from past enrollment decline, we can still increase revenues by growing. And if the District can spend less while serving more students, this too will free up ongoing money for salary increases.

So far, much of the emphasis in terms of efficiency has seemed to be on so-called faculty productivity and class size. But the work of the UF/District Compensation Committee has also revealed a number of ways the District might save money *away* from the classroom. And we expect to see reviews of management and staff productivity, as well as spending cuts not related to personnel, in the near future.

It’s important to remember that our District had a history of paying competitive salaries before several years of mismanagement and misallocation of funds dropped our compensation to the bottom of the Bay 10. In order to recover, we need to continue finding ways to afford salary increases even when other districts cannot, as we managed last year. Clearly, this will entail realigning our budget with our priorities, as Trustee Tomi Van de Brooke has said at Board meetings.

So we’ll be looking for a salary increase in 09/10 and a formula that should yield increases in 10/11 and perhaps 11/12 as well. And although salary is clearly still a top priority, we’ll be looking for ways to fund some other priorities as well: new full-time faculty hires; more release-time and/or better compensation for our department chairs and program coordinators; progress towards parity and equity in part-time pay; and increased money for staff development. And of course, we’ll seek to protect our benefits and cover rising health care costs as well.

## Other Open Issues We’re Negotiating

### Faculty Evaluations

On January 30, the UF sponsored our second all-day flex workshop where faculty worked on revising the forms and procedures for part-time and full-time evaluations. In some cases, we aimed to clarify and simplify language, making the student evaluation forms easier for students to understand, for example. We’ve revised language so that one no longer needs to answer “strongly agree” or “agree” to yes-or-no questions. In other cases, we considered more substantial changes aimed at making the process more pedagogically valuable. For example, we added a self-evaluation component for part-timers, and added new questions to the classroom observation forms.

Although none of this work will really constitute a “proposal,” since we’ll be negotiating with the District using Interest Based Bargaining (where part of the schema is to build a proposal together), we still think we have laid the groundwork for meaningful progress and identified an approach that reflects faculty interests. Our plan will be to compile all the work we’ve done over the past year on evaluations and to make a presentation soon to each Academic Senate and ask for a vote of confidence to proceed. Then we’ll begin negotiations with the administration, and probably form a workgroup to build a proposal for the teams. And once that proposal is built, we’ll show it to faculty for feedback before it finally becomes a plan upon which our members can vote.

We know we’ll never perfect the forms or the process, but we do think we can make them better. We have looked at evaluation forms and contract articles from around the state, and taken best practices where we’ve found them. We’re being careful to protect our academic freedoms. And we are

looking for as much faculty input and participation in the revision process as possible. At every stage, we will update the proposals posted on the UF web site, and we encourage all faculty to look over our work and share ideas and concerns.

### District Investigations

The UF opened Article 18 on “Personnel Files” in order to add to the contract a protocol for district investigations. At present, when the District decides to investigate an allegation of faculty misconduct (on charges that range from sexual harassment to dishonesty regarding enrollments or grades), HR uses the District’s law firm to conduct interviews. And often, faculty find themselves summoned to meetings with lawyers without fully understanding why. They are not routinely told that they have a right to have a union representative present (which they do have), nor are they warned when they might need a lawyer themselves. Many times, faculty are never told how long an investigation will take or when it has been completed, even once the charges are found, as they often are, to have been false. And at every stage, faculty are made to feel intimidated and anxious by the manner of the investigation. So we will aim to change this by negotiating a predictable, fair protocol that protects faculty rights and minimizes disruptions to our students.

### Scheduling, Load and Class Size

The District chose to open Articles 7 and 8 again this year (the same two articles they opened last year) with the stated aim of continuing to find ways to improve “productivity.” We’re not sure that they have anything specific in mind. Last semester, the negotiating teams came close to an agreement to improve scheduling procedures that relied on IT being able to make some changes that turned out not to be possible yet. Maybe there has been progress on that front. As far as load goes, we’ve been talking informally over the last year about trying to make science labs and others that involve faculty preparation and homework pay more like lecture courses. Unlike drop-in labs, many science labs and vocational labs require as much or more work for faculty as lecture classes, yet they pay at a lower rate. This would be good to fix if we can find the money and agree on where the lines should be drawn. And with class size, we think any changes will need to take place at the department level, but we are thinking of ways we might create a framework for discussions on this topic that would protect our academic priorities.

### Upper Division Units

There are a number of changes the UF would like to see in Article 20, besides a raise in salary. One key issue involves which activities and courses the District considers “upper division units.” One needs to have 50% upper division units to advance in classification on the salary schedule, but some activities that should count don’t at present. For example, one gets lower division credit for publishing a book or taking a “postgraduate” class at UC Extension. We’ll also be looking to clarify a few points, such as payment for hiring. Right now, the contract guarantees payment for hiring work done over the summer, but not for the same work done over winter break. As with all the open articles, we encourage all faculty to look them over and email the UF with any suggestions or ideas for where we might improve the contract.

## General UF Survey Coming On-Line Soon

One key way you can help the UF represent your interests is to participate in our General UF Survey. It should be emailed to you on Tuesday, 2/17, through campus email. We’ll be reviewing the survey questions at our E-Board meeting this Thursday, 2/12, at LMC. Faculty are invited to share ideas for questions before then or at the meeting.

## Retroactive Dollars Paid in 1/31 and 2/10 Paychecks

The retroactive portion of our 3.57% 08/09 salary increase was included in our 1/31 (full-time A load) and 2/10 (A/C and part-time) paychecks. If there is still COLA in the 08/09 State budget by March 1, faculty will receive an additional .88% salary increase for 08/09 retroactive to July 1, 2008. If, as we expect, COLA is cut, there will be no more retroactive payments this year.

## Fall Parity Pay Delayed - Due to be Paid March 10

The on-going State budget talks have included proposals to reduce parity funding (as part of mid-year cuts), and the District has yet to receive the full payment for parity dollars owed for fall of 2008. But following discussions with the UF last week, the District has agreed to pay fall parity money now (to those part-time faculty --lecturers-- who qualify for parity) as if there was full state funding. Part time lecturers should receive their parity money in their March 10 paychecks. The District has also agreed to pay Spring parity money based on the budgeted 08/09 numbers, but part-time faculty should know that next year, we are likely to see reductions to the parity fund (as we “true-up” with the State budget). Parity and pay equity will be topics for negotiations this year, however, and the UF will look for ways to make progress for our part-time lecturers, even if State funds decrease.

## Deborah Dahl-Shanks Wins State Prize for Activism

The UF’s Part-Time Committee Chair, Deborah Dahl-Shanks, has been named Part-Time Advocate of the Year by the Faculty Association of California Community Colleges. Deborah will receive the Margaret Quan Award at FACCC’s Advocacy and Policy Conference in Sacramento, scheduled for March 1-2. The UF will be sending several representatives to the Conference, and any interested faculty are welcome to join us. Just send an email to Terri at the UF Office: uf@ufcccd.org. Congratulations to Deborah, a tireless champion for part-time faculty and indeed for all faculty!

## New UF Dues Structure in Effect 1/31 and 2/10

The new UF dues structure, having been approved by our members, went into effect 1/31 for full-time faculty and 2/10 for part-timers. We are grateful for our members’ support and confident that the increased revenue will stabilize the Union’s finances, rebuild our reserves, and help us represent faculty effectively. We heard from many faculty members during the dues debates, however, who complained that it was unfair to take dues on full-time overload. So we have met again with District payroll and IT on this subject, and we now believe that we will be able to change this by next year when we build our new budget. Our plan now is to work out the details with the District and do the math to determine the impact for the Union, and then we will put this question to a vote of our members next fall. If members prefer a dues structure linked only to base pay, we will adjust accordingly.

## New Evaluation Procedures in Place for Part-Timers

What used to be called the “Rehire Rights Agreement” has become Article 25 of the UF Contract, “Part-Time Faculty Staffing Preferences.” (The updated contract is now on-line at the UF Website: www.ufcccd.org.) Last year’s revisions to this Article have changed the evaluation schedule for part-time faculty, starting now. Part-timers in their 4th semester should be evaluated this spring. Part-timers in their 7th semester should have at least two evaluators collaborating on their evaluations. Nobody needs to go backwards, however. If it’s your fifth semester this spring, you don’t need to worry that you were not evaluated during your fourth semester. If you have questions about the evaluation time line or process, please contact the UF.