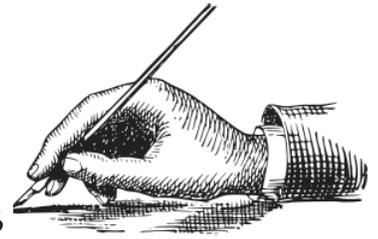


Newsletter

For Spring, 2016



Written by and for the faculty of Santa Barbara City College

Holding the Line

By Cornelia Alsheimer

Friends,

This letter will reach you during the home stretch of an eventful academic year. We are in the process of hiring a new Chief Instructional Officer and a new Superintendent/President. We received state funding for an additional 6 new full time faculty positions and categorical funding for an additional 10.5 counseling positions. We all voted for a new dues structure which will allow us to become an even more activist association – by the way, thank you for that.

We started this year by re-vamping the longevity increments of our salary Schedule 10, which was a revolutionary change and brought significant increases to those full time faculty members who have served the college for many years. On a more sobering note, our enrollment has declined by 7.3% this year and the projections for 2016/17 are not much better. While this opens the opportunity to adjust the college to what is sometimes referred to as a sustainable size or carrying capacity, this shrinkage also brings with it a significant loss in apportionment (appr. \$4M for 2016/17 alone) and an inevitable reduction in the number of college employees. Can we expect an increase in state funding to make up for this? After all, the economy is good and the financial situation in California is better than ever. In fact, there is some additional money expected to be coming down from Sacramento but, unfortunately, most of it is either labeled as one-time or it is earmarked for specific purposes. From what we know about the 2016/17 state budget at this time, colleges will receive no increase in base funding and only 0.47% in Cost of Living Adjustment (CoLA) – while actual cost of living, health insurance premiums and STRS contributions will increase much more than that. There is currently no plan for additional funding for

more full-time faculty nor for any increase in part-time equity monies. So, how we proceed in times of shrinking resources surely needs to be openly discussed and should be decided upon and supported by the college community.

As you know, the Instructors' Association is committed to not let our salary schedules fall behind the recently-achieved median of our comparable CCs. The experience of the last few years makes us confident that this concept has been embraced by the college community as a whole with great support from administration and the Board of Trustees. Within the next few weeks the IA will be updating the 2013 salary study, which was the basis for the salary adjustments of the last years. Our current contract expires on June 30 and the process for continuing interest based negotiations between the IA and the administration is well in place.

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When we first started with this new format of negotiations about three years ago, not all of us were fully convinced that IBB would work. But as it turns out that first identifying shared interests and then - together - finding a way to achieve them, produces an excellent negotiation process, given the right partners in the game. We are so lucky to have such partners in our current administration and Board of Trustees.

The success of this arrangement makes us very optimistic as well about continuing that same practice once the currently advertised two top positions of Superintendent/President and Chief Instructional Officer are filled. At this point I want to express our heartfelt thanks to Dr. Lori Gaskin and our sadness that she is retiring at the end of this school year. Under her leadership we have achieved a tremendously positive change in how we work together.

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Dues Structure Update

By *Jamie Campbell*

The dues structure of the IA has changed from a regressive flat-rate structure to a more progressive percentage-based structure. Prior to the recent change, IA dues were a flat fee of \$20 for FT faculty and \$6 for PT faculty in every tenthly paycheck. As of the March paycheck, dues will be assessed at a rate of 0.27% of all income earned during the Fall and Spring semesters (excluding any summer income). Here is a chart showing what to expect in tenthly dues for various salary values:

<i>Annual Salary</i>	<i>0.27%</i>
\$70,000	\$18.90
\$75,000	\$20.20
\$80,000	\$21.60
\$90,000	\$24.30
\$100,000	\$27.00
\$23,000	\$6.00

For fulltime faculty earning roughly \$75,000 excluding summer, and part-time faculty earning roughly \$23,000 excluding summer, tenthly dues are almost unchanged.

The IA Executive Board asked the membership to approve an increase in the dues last semester, to offset increased costs to the IA. The dues had not been adjusted in over a decade, and had only ever been increased once in the life of the IA. We used this opportunity to change from our previous flat-rate based structure to a percentage-based dues structure, which is more progressive and also more common among our college peers. As you can see from

the following chart, our dues are still relatively low in comparison with these schools.

<i>College</i>	<i>Flat Fee</i>	<i>% Fee</i>	<i>Overloads</i>
SBCC	N/A	0.27%	0.27%
Mira Costa	N/A	0.40%	0%
Contra Costa	N/A	0.55%	0.35%
Pasadena	N/A	1.00%	0%
Foothill/De Anza	N/A	0.60%	0.60%
Santa Monica	N/A	0.58%	0.58%
Santa Rosa	N/A	0.74%	0.74%
Redwoods	N/A	1.11%	1.11%
Chabot/Las Positas	\$49/month	N/A	N/A
Ohlone	\$36/month	N/A	N/A
Yosemite	\$75/month	N/A	N/A
Citrus	\$1,000/year	N/A	N/A

There will be a new code on your electronic pay stub that will let you determine if you are a full-dues paying member of the IA. Look for the code "IAMEMBER". If you see the code "IANONMEM", then you are not a full-dues paying member of the union.

Please don't hesitate to get it touch with me at campbellj@sbcc.edu if you have any questions!

Jamie Campbell is the director of membership and elections for the Instructors' Association. He teaches in the math department.

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Now to the other activities your Instructors' Association has been working on for the last few months: together with the District negotiation team we clarified the contract language addressing salary class placement in time for the new full time faculty positions to be filled. Also, though the college will no longer offer the option to audit classes, the District will give faculty the chance to take a limited number of classes for credit at no cost. Plus, the IA has been in discussion with the District about an exciting addition to the employee wellness program (details will follow soon from our PE and HR departments). In addition to those items, which were negotiated directly with the District, the IA was involved in the revamping of several board policies and administrative procedures which address working conditions for faculty. Compared to many other colleges we have a "thin contract"; i.e. we delegate a number of items pertaining to working conditions to the Academic Senate to negotiate with the District and to codify in Board Policies and Academic Policies. The IA board, however, reviews all of these pol-

icies and communicates its recommendations to the Senate.

Finally – please allow me to share a truly exciting proposal - the Instructors' Association is planning to change its name to "SBCC Faculty Association". There will be a general membership vote, but the board finds this to be more inclusive and we hope that you will support this change.

In closing, please allow me to thank the IA board members for their tireless work throughout the last year: Vice President Jan Schultz, Treasurer Lynne Stark, Secretary Anna Parmely, Grievance Officer Carmen Rivero, Part-Time Faculty Representatives Geordie Armstrong and Jeff Gray, Webmaster Mark Ferrer, and Membership Director Jamie Campbell. We have been a great team and I feel blessed to be part of this.

Dr. Cornelia Alsheimer is the president and chief negotiator of the Instructors' Association and a member of the academic senate. She chairs the accounting department.

Editorial: Our Next Challenge

By *Geordie Armstrong*

I often hear people criticize the current state of education among our student population. Students don't know what a sentence is, they can't follow statistical analysis, they can't write an essay. I don't find this to be limited to instructors. Bemoaning the current state of our education system seems to be a common topic on social media and in conversations that have exhausted discussion on the weather. The sad state of young people in general garners a collective sigh from the older and the wiser.

Unfortunately, we are justified in our assessment of the current state of education. A new study by the PIAAC (Program for International Assessment of Adult Competencies) places our high school students last in technological skills among developed economies. Our high school student's math scores are slightly higher than their technological skills, and their literacy is only marginally below the international average among developed economies. In all, our high school graduates have the skill sets of other developed economies high school drop outs. Our schools are at the end of an inflated population, the result of a surge in US births through the 1990s. The class of 1990 from Santa Barbara High saw 500 graduates compared to 900 in 2000. Perhaps we planned poorly for this larger generation and did not meet their educational needs. Whatever the reason, we as Community College instructors are faced with multiple challenges extending from the lack of preparedness of our high school graduates.

So, what is our role as a college and as instructors? How are we to go about correcting many of these deficiencies? As instructors with heavy loads, we may feel overburdened having to account for the deficiencies in a system inadequately preparing our young generation for their next step in life. As Community College instructors,

though, our role is unique in the state of education. We are here to provide all potential students a higher education, a more fulfilling career, and a better life. Our mission is to provide education regardless of the student's background and to thus bridge the gap between students graduating from a well funded school benefiting from a good tax base and those coming from schools suffering from lack of funding. That mission poses a significant challenge to us as educators. That is, to take students with a fuzzy understanding of fractions or no understanding of sentence structure and to help them reach their potential as college students. This is our challenge and our honor.

The education we provide at the CC level is no favor to our students; their skill development fuels our economy.

Why do we care anyway? This question is synonymous with why we teach here. We care because of personal history, because of a desire to better the world, because we love our field of study, or because we are driven to teach. Most importantly, we care because a student who lacks education is a potential loss of talent. By 2020 the number of jobs in STEM fields will increase by 14%. Three million of those jobs will go unfilled due to insufficient training. The education we provide at the Community College level is no favor to our students; their skill development fuels our economy.

The good news is while our high school students aren't measuring well against the international community, our college graduates are, in some subjects even scoring above many developed economies. It is not our job to make up for every inefficiency in a student's pre-college path. It is our privilege to uncover hidden talent among our students and help them succeed.

Statistics from <http://nces.ed.gov/pubs2016/2016039.pdf>

Geordie Armstrong is a member at large of the Instructors' Association. She teaches in the geography department.

A Brief Note On the Continuing Legality of Agency Fees

By *Jeff Gray*

Agency fees are the dues paid by non-members for the collective bargaining activities of their unions. They prevent free riding by people who don't wish to be members of the union but still benefit from collective bargaining; we have them here at SBCC: faculty who are not members of the IA but are still part of the IA bargaining unit pay 0.22% of their (non-summer) income for our bargaining efforts.

Agency fees are particularly newsworthy now because the US Supreme Court is currently hearing a case (Friedrichs vs. California

Teachers Association) that could end up outlawing them for public sector unions, which would be a significant blow to many unions, including ours.

Five members of the Supreme Court seemed hostile to agency fees from public sector unions; however, one of those members was Antonin Scalia, and with his recent death, the decision is likely to be a 4 - 4 tie, which would mean no change to the status quo. If there is a change, detailed updates will be forthcoming.

Jeff Gray is a member at large of the Instructors' Association. He teaches in the math department.

Announcements

Possible Name Change

On the upcoming April election ballot, the executive board will ask the membership to officially change our name to the SBCC Faculty Association. Not all the members of our bargaining unit are instructors, but we are all faculty members, and we feel this name will better reflect who we are and who we serve.

Recent Dues Change

IA membership dues have changed from \$20/\$6 (for full-time faculty/adjuncts) to 0.27% of Fall/Spring semester income (summer income is not counted). Non-members pay 0.22% rather than 0.27%, but cannot vote in elections or run for Executive Board. See membership director Jamie Campbell's article on page 2 for details.

Contract Update

The IA and the District have officially opened negotiations on a new 3-year contract. Our current contract expires June 30th; the new one will run from July 1st, 2016 to June 30th, 2019. Negotiations are ongoing so we can't reveal details at this time, but we will provide updates when we have news.

Your IA Executive Board

Cornelia Alsheimer PRESIDENT/CHIEF NEGOTIATOR	alsheim@sbcc.edu x4454
Jan Schultz VICE PRESIDENT	schultz@sbcc.edu x2313
Lynne Stark TREASURER/NEGOTIATOR	stark@sbcc.edu x3827
Anna Parmely SECRETARY/NEGOTIATOR	parmely@sbcc.edu x4720
Jamie Campbell MEMBERSHIP/ELECTIONS DIRECTOR	campbellj@sbcc.edu x3652
Carmen Rivero GRIEVANCE OFFICER	rivero@sbcc.edu x2941
Geordie Armstrong MEMBER AT LARGE	bgarmstrong@pipeline.sbcc.edu x4723
Jeff Gray MEMBER AT LARGE	jpgray@sbcc.edu
Mark Ferrer WEBMASTER	ferrer@sbcc.edu x2660
Erin O'Connor GRIEVANCE OFFICER	oconnor@sbcc.edu x4723

IA Elections

A Call for Candidates

Five seats on the Executive Board of the Instructors Association will be up for election this spring.

Faculty will choose a minimum of two full-time members and two part-time members, with a fifth seat going to the highest vote getter (see Article V, Section 1 of the IA Constitution).

If you are interested in serving on the IA Board, please submit a brief candidate statement (attached in a Word document) to Jamie Campbell at campbellj@sbcc.edu

The deadline for statements is Friday, April 8th.

The Instructors' Association

Spring Party

Join us in celebrating the careers of:

Collette Barr	Ed Inks
Catherine Lea Blackburn	Evan McCabe
Cathie Carroll	Jerry Pike
Jim Doohan	Gail Reynolds
Mark Ferrer	Liz Russotti

Where: Laura Welby's wonderful home at 1118 Corto Camino Ontare, in Santa Barbara

When: Saturday, May 7th, from 4 - 7pm

Music by: Lou Spaventa and his band of renown!