

union action

VOICE OF AFT 2121



Have & have nots

Salaries, priorities favor 1% over students

4-5



San Francisco
Community College
Federation of Teachers

AFT Local 2121
311 Miramar Avenue
San Francisco, CA 94112

Tel: 415.585.2121
Fax: 415.585.4305
www.aft2121.org

CalSTRS expert

Cliff Liehe retires after decades of service

3

Democracy, interrupted

Lawmakers seek to bring back our Board

6

Accreditation reform

Bonta bill pushes for transparency at ACCJC

7

Priorities: Fact or Science Fiction?

By Alisa Messer

As a science fiction fan, I have sometimes likened what is happening to our City College of late to *terraforming*, or reforming a planet and obliterating cultures.

Reading texts about far-off planets helps me think about our situation, with so many complex perspectives and mismatched priorities. The basic plot: colonists arrive from another planet, incapable of recognizing that there is *already* intelligent life here, already a culture with value and meaning for the inhabitants. The invaders can't see that: they can only see uncouth and unruly heathens...

Substitute the business-based, free market mindset for the space colonizers and it's easy to imagine how today's higher ed administrators might not understand a college culture that stubbornly wants to prioritize *people*—students and their goals and learning and needs and successes and communities (not just numbers and degrees) and the workers who make those things happen.

Are we resistant to change or to “correction” and assimilation? Sometimes. And frequently for good reason.

Management's priorities have clearly shifted. CCSF administrators now advertise this change, pronouncing, “The problem with City College before was that we put people first.”

“Salarygate” illustrates our college's complete turn from a focus on people to other priorities. The raises given without public notice to a few top administrators point to a lack of transparency and violations of the public trust. In the free market model, “there is no alternative,” and the gap widens between the college's 1% and the rest of us.

Clarification: Administrators were *not* as a whole almost given a 19% raise at a time when faculty are still 4% below what we made in 2007, classes are being canceled, staff have been furloughed or laid off, and student workers make \$1.74 below SF's minimum wage.

Instead, a few new top-tier administrators were hired at exponential rates and/or given subsequent raises. These salaries, ranging between \$200,000 and \$217,000, bear no relationship to any existing administrative salary schedule. These actions skirt local and state policies and the law. Even so, the deals also claim to include the same 5% cut that the administrative and faculty schedules suffered in July 2013, ensuring they will be “restored”



Fred Glass

along with those who actually took the cuts.

These extraordinary contracts were quietly finalized immediately after our contract ratification. Chancellor Tyler took responsibility for some mistakes regarding transparency and pledged to ensure that all administrative salaries were published in the future, but he neglected to acknowledge his own role in personally finalizing the deals, including salary increases (in one case, \$27,000) and \$400 monthly stipends. He signed off on the first of these contracts on December 10th, 2013, literally the day after AFT 2121 informed faculty and management that the concessionary contract was ratified.

San Francisco was recently ranked as the *least* affordable city in the country; Mayor Lee went so far as to say that \$80,000 is the very bottom of what should be considered the City's “middle class.” In fact, \$80,000 is the average salary for full-time faculty at CCSF—hardly enough to hold on to a middle class existence in the Bay Area. Part-time faculty average \$24,000. The Consumer Price Index has risen sharply since 2007, the last time faculty had a COLA or a raise, and taking Bay Area inflation into account, faculty are now nearly 20% below where they were in 2007. Full-time faculty are currently the only CCSF employee group paid below the statewide community college average.

There is every reason to conclude that the accrediting commission would approve of prioritizing higher administrative salaries. Let's be clear: the ACCJC's priorities have moved far away from where most people quite reasonably believe they should be focused, on ensuring quality education. For years, ACCJC President Barbara Beno has apparently shown an interest in administrative salaries. At a visit to Mira

Costa College in 2008, she expressed “concern” that faculty and administrator salaries were inappropriately linked, according to a report from their Senate. Her message? “[Beno] stated that the college has in the past enjoyed a very good reputation across the state based upon its lack of a union among full-time faculty and staff and that its good reputation created a ‘halo effect’ that may have caused prior visiting teams to overlook governance problems.”

Meanwhile, national trends show how very extraterrestrial the priorities in higher education have become. Tuition—and student debt—have risen exponentially. Simultaneously, administrative and managerial positions have expanded by 28% in the last decade or so while full-time faculty and staff have declined by 40%, according to nonpartisan higher education researchers at the Delta Cost Project.

Neither space invaders nor unelected, outside officials—supposedly sent here to “help” us—should be making decisions about the future of our college without oversight or accountability. The thoughtful, intelligent life and culture that already exists is essential to the future of CCSF.

To date, no plan to restore the voice of voters has been provided by State Chancellor Brice Harris, who had to change regulations in order to impose the Special Trustee With Extraordinary Powers.

Large cities where school boards have gone from being elected to being appointed by the mayor have seen the “shock doctrine” effects on public education. In Chicago, for example, Mayor Rahm Emanuel closed more than 50 schools last year, despite the inspired fight put up by the community and labor.

Even if you take issue with some of our Board members—and we certainly do—this move to take away democratic local control, perhaps even permanently, must be opposed by all who value democracy and public education. San Francisco deserves a voice in what kind of college we have. We all deserve better.

In the science fiction plots, terraforming sometimes seems to go well, at least for the victors, and other times it goes awry. Sometimes the outsiders have new ideas, sciences, or technologies that do in fact improve the lives of the original inhabitants. And sometimes, they obliterate the valuable culture that was already on the ground. (amesser@aft2121.org)

On the cover:

Faculty and students demand an end to premature class cancellations at January 29 demonstration in Conlan Hall.

Photo: Alisa Messer

American Federation of Teachers Local 2121

311 Miramar Avenue
San Francisco, CA 94112
T: 415-585-2121
F: 415-585-4305
W: aft2121.org
E: aft@aft2121.org



Executive Board

Alisa Messer, *President*
Nancy Mackowsky, *Vice-President*
Patty Cong-Delon, *Treasurer*
Jenny Worley, *Secretary*
Allan Fisher, *Labor Council Delegate*
Chris Hanzo, *Executive Director (staff)*
Jessica Buschbaum
Alan D'Souza
Mike Estrada
Gus Goldstein
Tim Killikelly
Rodger Scott
Janey Skinner
John Walsh

Member Organizers

Ona Keller
Athena Waid

Grievance Officers

Gus Goldstein
Malaika Finkelstein

Office Staff

Wendy Leung, *Membership*
Gwynnd Maestre

Union Action

Li Miao Lovett, *Editor*
Gwynnd Maestre, *Production/layout*
Nancy Husari, *Cartoonist*

Special thanks to

Ghislaine Maze
Denise Selleck
Jenny Worley

Malaika Finkelstein, AFT's new part-time grievance officer

By Denise Selleck

What's your background?

I got my BA at UC Santa Cruz. After college, I worked at random jobs for a few years. One of the jobs was as a classroom assistant in Disabled Students Programs and Services (DSPS) at CCSF. This was a classified position. I did a lot of one-on-one tutoring, working with small groups, and organizing the classroom. It was a high school completion class where the students were doing English and history and science, and everything was in one room. It was challenging and also fun. I fell in love with CCSF, noncredit education, and DSPS. This place is absolutely fantastic.

Were you involved with SEIU?

I was a member and went to a couple of meetings, but I wasn't very active. At the time things between the unions and the administration were very calm.

How did you go from classified to certificated?

With the help of my colleagues in DSPS and Transitional Studies, I went to SFSU and got an MA in Education. This wouldn't have happened without CCSF. I worked with Maral Good most of the time I was in graduate school. She has been phenomenally supportive of me and the other staff.

I became faculty in 2008. Maral went on long-term leave, and I subbed for her for 1-1/2 semesters. Since I already knew the program,

the department, and the students, I didn't have to walk into somewhere new and get my bearings. It was a great way to start out as a teacher. After that I was unemployed for a year, and then was hired by Transitional Studies as a part-time English instructor.

What do you teach now?

I teach a job readiness class in DSPS. I also teach Accessible Theater Arts, which is my favorite. It's a theater class for students who have developmental disabilities. We do a lot of movement and dance. Some students have a hard time finding words or don't use their voices at all, so theater can be a powerful way for them to express themselves.

When and why did you become involved with the union?

As things started getting bad, it seemed to me that the AFT was keeping the school together, making payroll happen, fighting the AC-CJC. They were the ones keeping the school open. I grew up in the East Bay and knew that at Berkeley and UCSC everyone understood that the administration wasn't on the side of students, faculty, staff, or the surrounding community. It was starting to feel like that here. I wanted to help out. I did some organizing work. I'm kind of a loudmouth and made myself known. When they needed a Grievance Officer, I was a logical person to step in.



What do you do?

So far I've been answering a lot of enquiries about payroll and procedures. I've helped a couple of members make enquiries into missing pay. We have an overwhelming number of payroll problems. My goal is to coordinate how we treat payroll, so we can organize around these issues instead of just handling them one at a time.

Since you were an SEIU member, do you have any thoughts on our two unions working together?

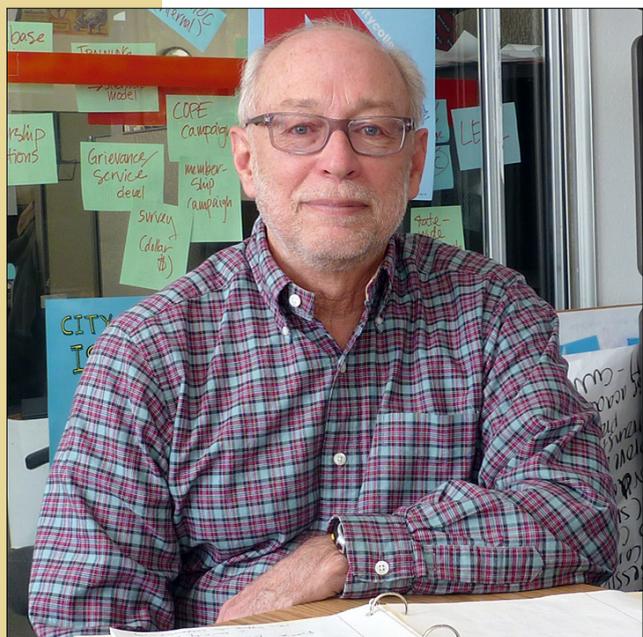
A teacher came to me and told me about the awful staff layoffs in her program. She can't do her work or serve her students. Staff layoffs hurt faculty and students, as well. The unions can work together on that. Also, our student workers make less than minimum wage. The unions could work together to fight that.



Retirees at KQED

Retirees of CCSF and members of the AFT 2121 Retiree Chapter turned their focus from political activism to charitable fundraising. On Tuesday, February 4, our Retirees took their seats at KQED Studios in San Francisco to take pledges for KQED Radio. At the end of their evening on the phone banks, KQED announced receiving \$45,000 in support. Kim Lee organized our participation. Greg Sherwood thanked the CCSF AFT 2121 Retirees on the air.

Longtime CalSTRS expert and AFT grievance officer retires



Cliff Liehe retired in December after 29 years teaching part time at City College, primarily in the Business Department's Paralegal Program. Cliff leaves an important legacy from his work as an AFT 2121 grievance officer. Among his many contributions, he became, through his research and advocacy for part-timers, a statewide authority on part-timer issues involving the California State Teachers' Retirement System (CalSTRS). In the early 2000s, Cliff helped bring about legislation (AB 1586) that changed the way retirement benefits are calculated for some part-timer retirees. Those eligible under AB 1586 are now entitled to the higher of two different calculations of retirement

benefits. Whereas the normal calculation often resulted in inequitably low benefits, the new second calculation provides equitably higher benefits. In 2003, Cliff received the statewide Part-Time Faculty Member of the Year Award from the Faculty Association for California Community Colleges.

Cliff created a retirement primer for part-time faculty that has been an immense aid to understanding the intricacy of CalSTRS rules as they relate to part-timers. In fact, his expertise has made him a resource to the organization itself. "He has helped STRS understand its own policy toward part-timers," said his colleague Gus Goldstein. "Cliff has changed the lives of part-time retirees."

Photos of Cliff and Malaika by Gwynnd Maestre

AFT decries cuts to education, faculty Upside down priorities at CCSF continue



By Chris Hanzo

One year ago, AFT began work on an “alternative” CCSF budget for 2013-14 that took educational priorities into account; at that time, the Board of Trustees was still functioning along with State-appointed Trustee Bob Agrella. We called on the District to prioritize program offerings and student services, and the restoration of faculty pay cuts and layoffs, while rebuilding fiscal

“enrollment management” strategy that placed “productivity” above all else. Management forced through an ongoing 5% salary cut to faculty and administrators, except, as it turned out, for a new elite of top administrators hired after a reorganization plan that shifted authority and decision-making to the top.

Despite these harsh measures, akin to austerity programs imposed by governments both here and abroad, ACCJC disaccredited CCSF effective

reserves more cautiously, with voter-approved new revenues from SF’s Prop A and Prop 30 statewide.

Instead, under pressure and sanction from ACCJC, The Board/Trustee adopted a 2013/14 budget put forth by the District that diverted \$6.3 million into reserves, and millions more into technology, along with creating a new

July, 2014. The SF City Attorney, AFT2121/CFT, and the Coalition to Save City College all filed lawsuits demanding fair accreditation, winning an injunction that keeps CCSF open. ACCJC’s reason for shutting CCSF down? A supposed failure of governance, e.g. shared governance, and fiscal mismanagement.

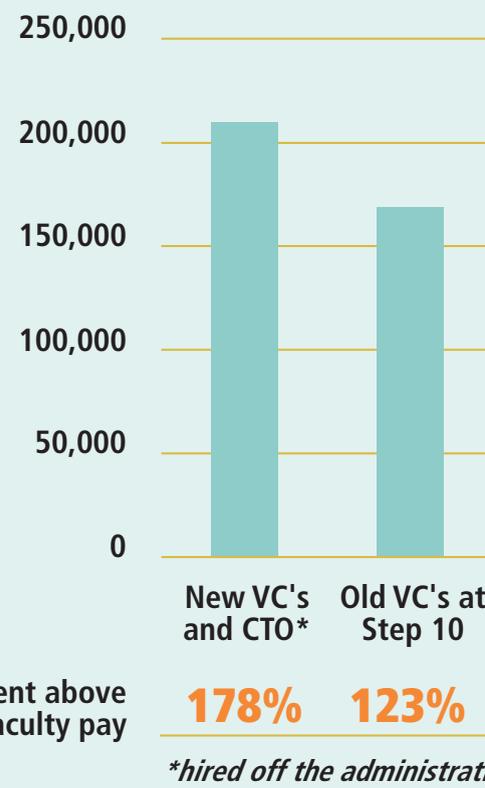
Fast forward to March, 2014: the elected Board of Trustees has been deposed of all power and ordered not to meet, even with constituents. Meanwhile the ordained Trustee with “Special Powers” decides all, including, without public notice, inordinately high salaries for the new, elite Vice Chancellors and Chief Technology Officer, who all earn in excess of \$200K annually plus stipends.

We are highlighting some key issues here, contrasting what has happened with the priorities that we champion going forward: welcoming students and community instead of closing classes and driving them away; involving students, faculty and staff in planning; bringing our voice and our community’s back to CCSF.

Revenues restored but salary and program cuts continue

Thanks to Prop A and Prop 30, CCSF revenues in the Unrestricted General Fund budget were increased to \$199 million for 2013-14, the

Growing Salary In



*hired off the administrative

highest revenue since 2008-09 (\$200m), and the second highest revenue year in CCSF history. We’ve come a long way back from the massive State budget cuts of a few years ago, when revenues dipped to \$181.7 million in the General Fund. But you wouldn’t know it by the ongoing cuts to faculty and programs:

- ongoing 4% pay cuts to faculty and administrators, except for the new admins at the top
- a new income disparity between those at the very top, who earn \$25K+ more than previous Vice-Chancellors!
- faculty numbers dropping from over 1900 faculty in 2009, to just over 1500 in 2014
- drastic reductions in the full-time faculty core, from well over 800 in 2009 to just over 700 now. By refusing to replace retiring faculty, the District has diminished CCSF’s capacity for professional work, including curriculum, program development, and availability to students.
- The District is also claiming that full-time faculty cannot be assigned an overload if they have accumulated “banked” or surplus (unpaid) units. Thus, some departments are un-

Decline in Number of Faculty at CCSF

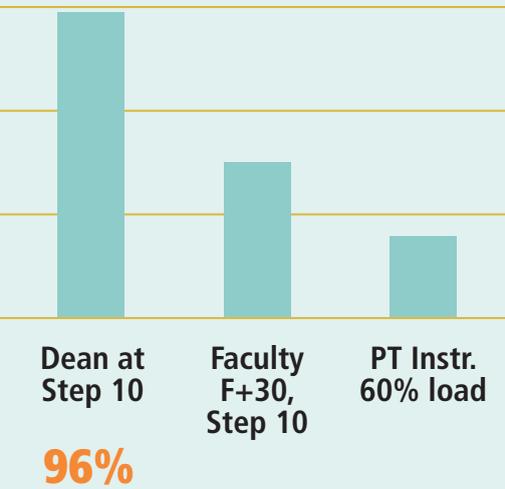
	Fall 2007	Fall 2009	Fall 2011	Spring 2014	Change from highest year	Percent Decline
Full-time	742	813	823	704	-119	-14%
Part-time	1165	970	875	831	-334	-29%
Retirees*	53	31	42	40		
Total	1960	1814	1740	1575	-385	-20%

*retired faculty reemployed part-time

Above: Associated Students President Shanell Williams brings a strong message to the January “Letter to Chancellor Tyler: Stop class cancellations” rally.

Turn *City College's* priorities right side up

equality at CCSF



ion salary schedule

able to meet student demand because the District refuses to hire sufficient replacement or new faculty.

District understates actual revenues, pushes higher reserves

A recent District document understates 2013-14 revenues by \$7.5 million. In its "February 2014 Board Budget Update," the District claims that Total Revenues are \$191.4 million, while the District's adopted Annual Budget shows \$199 million. The District wants to gloss over the fact that it is diverting an excessive amount of new revenue, \$6.3 million according to the adopted budget, into reserves. AFT argued that a more moderate amount could go to reserves, i.e. \$3.2 million, which would still bring the District to the 5% recommended minimum Fund Balance this year.

Now the District is proposing that even more monies be diverted into reserves in 2014-15. It continues to misrepresent the State Chancellor's recommendation by confusing the Fund Balance, which it currently estimates at \$17.9 million, with what it calls a "contingency reserve," which is a cash reserve representing only part of the overall CCSF Fund Balance. Management calls for

increasing this reserve from \$5.4 million to "no less than 5% - \$7.5 million."

District drives faculty income down

In contrast to lavishing \$200K plus salaries on high-level administrators and socking away millions into "contingency" reserves, the District continues to depress faculty salaries. While other districts are delivering raises in 2013-14, current faculty pay stands at 4% less than in 2007-08! No wonder so many faculty are struggling to make ends meet with the double whammy of declining real wages and the increasing cost-of-living in San Francisco and the Bay Area. The average full-time salary at City College has fallen to \$80,000, which is at the bottom or at the entry level of "middle-class" wages in SF, according to the Mayor's office.

Faculty salaries have plummeted relative to faculty pay statewide and

in the Bay Ten community colleges, especially among full-time faculty who represent the only employee group at CCSF paid less than their counterparts at other California community colleges. This erodes the well-being of the faculty and by extension, education at CCSF. It is a travesty that must be corrected when our current contract expires 16 months from now.

Management likes to blame relatively better wages at CCSF for *part-time* faculty as the cause for lower *full-time* salaries. Notice that they don't point to relatively better wages for other employee groups! It wasn't so long ago, in Fall 2007, that full-time salaries at CCSF were *above* the median of Bay Ten community colleges. That commitment by the College to full-time faculty has obviously gone by the wayside.

Pro-rata pay at CCSF falls along with full-time pay

Many community colleges committed to the goal of pay equity for part-time faculty. State law reflects this desire, stating that "The principle of equal pay for equal work requires that part-time faculty be provided compensation that is directly proportionate to full-time faculty employment" (AB

420 signed into law in October, 1999). CCSF led the fight to achieve this goal, establishing 86% pro-rata pay and a goal of 100% pro-rata for part-time faculty. With the wage cuts imposed in recent years at CCSF, however, part-time wages have declined along with full-time salaries, and CCSF part-timers are no longer ranked at the top compared to other community colleges. Before anybody concludes that part-time faculty are the "budget problem" at CCSF, consider that the average salary for a CCSF part-timer is only \$24K annually. At 60% FTE, a part-timer makes \$40K on average.

CCSF can afford both a living wage for its faculty *and* a broad educational program!

San Franciscans have voted twice to bolster revenues for CCSF, approving the ongoing 1/4 % sales tax and the CCSF Parcel Tax, together bringing in \$32 million in revenues over and above State funding. We think that should assure a broader educational program and support services for San Franciscans and employment practices and pay commensurate with SF values. Under sanction from ACCJC, pressure from the state, and the District's enrollment management, CCSF is downsizing, from over 37,000 FTES (student enrollment) to under 33,000 and dropping fast. We say it is time to stand up for restoring what has been cut from *both* programs and salaries at our College! (chanzo@aft2121.org)

CCSF Budget Year 2013-14

	millions
Revenue	\$200.6
Expenditure	\$194.2
Surplus	\$6.4
Beg Fund Balance	\$17.87
Ending Fund Balance	\$24.28

From CCSF-311 Annual, filed 12/10/13
Includes Prop A revenue and expenditures

Ending Fund Balance Projected June 30, 2014

Minus Mission lease	\$14.48m
Fund Balance	7.5%
Minimum Required	5%

Right: AFT 2121 members and CCSF faculty Holly Stevens and Alison Datz supported the student protest outside Conlan Hall, March 13.



Campos for Assembly

By Li Miao Lovett, *editor*

This fall's election for State Assemblymember Tom Ammiano's seat could be a tight race, as SF Supervisor David Campos vies with his colleague David Chiu for the District 17 seat when Ammiano terms out.

AFT 2121 heartily endorses Campos, given his track record in public service and support of labor unions. In a recent conversation, he described education as a "great equal-

the American Dream, and the only way they can attain it is by getting an education, and the only way they can get an education is through City College."

As state legislator, he would look to the budget process to increase funding for CCSF specifically where possible, and to "legislative fixes" that would protect the college's ability to offer a broader range of classes. It's a breath of fresh air in the midst of actions by our own administrators

and has advocated for nurses, restaurant workers, tenants, the LGBT community, and immigrants.

"Public education is the civil rights issue of the day," said Campos.

Campos is aligned with the efforts of AFT 2121 and other teachers' unions who are defending public education against attacks. And he thinks that efforts to vilify educators are "based on fiction." He wants to follow Ammiano's footsteps in defending community colleges against the "destructive turmoil" wrought on City College by the actions of the accrediting commission ACCJC.

As Assemblymember, he looks forward to championing the right level of funding for California's community colleges and public education as a whole. He believes that funding is key to ensuring that educators are appropriately compensated. Campos is also a strong supporter of defined pension benefits for California's public employees.

Campos plans to carry on the fight that Ammiano has led on behalf of educators and workers. "I will be not just a fighter, but a warrior, for working people." (editor@aft2121.org)



Above: SF Supervisor David Campos making a rousing speech at the July 18, 2013 Save CCSF Community Forum.

"Public education is the reason I have been able to accomplish all I have"

izer" and recalled the teachers who shepherded him toward higher education. Campos arrived in South Central Los Angeles as an undocumented teen from his native Guatemala. He navigated tough streets to get to school, and found teachers who believed in him, "when I didn't believe in myself." He was the first student at Thomas Jefferson High in decades to get into Stanford University, and from there, Harvard Law School.

"Public education is the reason I have been able to accomplish all I have," said Campos.

He noted that at CCSF's Mission Campus, more than 70% of the students are immigrants. "They came to this country in search of

in cutting classes as well as statewide directives that could narrow the mission of community colleges.

While working as a counsel for the San Francisco Unified School District, Campos recognized the importance of what teachers were defending on the other side of the bargaining table. "Having seen all sides, I have always believed that educators and the unions that represent them are key to the system working. They are the biggest allies of the students." Campos is one of the few former general counsels who have received the endorsement of UESF, among many other supporters of his campaign. He's worked to prevent teacher layoffs and increase school funding,

Lawmakers aim to restore BOT, democracy

By Li Miao Lovett, *editor*

CCSF's accreditation crisis has given the Community College Board of Governors the justification to appoint a special trustee, thus supplanting the role of the elected Board of Trustees. But this may become illegal, as two champions of City College have introduced legislation to curb the powers of state officials to do so.

Assemblymember Tom Ammiano introduced a bill in January to prevent the disempowerment of college boards based on a vague section of California law, which was invoked last July when the Board of Governors unanimously granted "extraordinary powers" to Special Trustee Bob Agrella. Education code 70901 (b)(2) allows the Board of Governors to "provide assistance when districts encounter severe management difficulties." This authority was exercised in the past decade at the now discredited Compton College, to replace the elected board with a special trustee. Art Tyler, our chancellor who was appointed to that previous role, has

said that he dealt with corruption in Compton's board. There have been no such allegations in City College's case.

"Those actions tell the voters that their voices don't matter," said Ammiano. "Rightfully, we are critical when elected officials in other countries have their powers taken away without a defined process. Love them or hate them, [the trustees] were elected and we should respect that process."

At the local level, a resolution introduced by SF Supervisor David Campos was announced in February with the same intent, to restore the democratic process through reinstatement of City College's Board of Trustees. "We have been through a year of state control, and we are seeing changes being made to City College that will impact what kind of City College we have for many years to come," said Campos. "Our whole community should be engaged in these decisions. The future of City College should not be in the hands of a single administrator," said Campos.

The recent scandal around top

administrators' salaries' being inflated without public notice is one example of the fallout when public oversight over finances, vested in the elected board, is eliminated. Without avenues for discourse or public meetings conducted by the Board of Trustees, City College is forced to entrust its financial and organizational decisions to one person.

Residents of San Francisco are also impacted by this lack of transparency and process. When Prop A was approved by San Francisco voters in 2012, a Parcel Tax Oversight Committee was to be convened under the direction of the Board of Trustees. However, there is no evidence that the committee has fulfilled its duties to "inform the public" or "renew expenditures."

The Board of Trustees gives City College's constituents an important voice in shaping the priorities of the college. Bringing back our Board will empower our community to have a say in the college's mission and to speak up against regressive actions that impact the lives of our students who depend on City College for affordable education. (editor@aft2121.org)



Above: AFT 2121 and CCSF faculty member Alan D'Souza is barred from giving public comment to Special Trustee.

Accountability 101 for ACCJC



Above: CCSF goes to Sacramento to support Bonta's bill AB 1942.

By Li Miao Lovett, *editor*

Assemblymember Rob Bonta (D-Oakland) has introduced a bill to restore accountability and fairness to the accreditation system for California's community colleges.

City College of San Francisco's accreditation crisis has exposed conflicts of interest and secretive and illegal actions on the part of the Accrediting Commission for Community and Junior Colleges. Our case is only one, although the most severe, instance of transgressions committed by an agency "gone rogue," in the words of past CFT President Marty Hittelman.

Bonta announced his bill, AB 1942 – Fair Accreditation for California Community Colleges Act, on February 19th to an attentive audience at the State Capitol. "While California community colleges are widely recognized as a model of higher education excellence and access for low income students, current actions by the ACCJC have compromised and unfairly singled out com-

munity colleges in an inconsistent manner," he said.

One key component of the bill would restore transparency to the process by requiring public hearings for an accreditor to make decisions, while requiring accreditation documents to be maintained for at least 10 years. ACCJC adopted a policy last year allowing the agency to shred documents relevant to its accreditation actions. Last June, the commission shut out all except for 20 members of the public from a meeting where City College's fate was to be discussed.

Bonta's bill aims to restore fairness by requiring an accreditor to provide due process and notice to the public and colleges about its evaluations, and by allowing colleges to appeal penalties. In City College's case, ACCJC dealt a heavy-handed sanction of show cause in July 2012 while giving no previous indication that its "recommendations" from the previous cycle had somehow become "deficiencies."

AFT 2121 President Alisa Messer said, "The ACCJC's lack of accountability and bullying behavior has a multiplier effect in the institutions it oversees. That's why we need AB 1942." She cited the state's appointment of Bob Agrella as Special Trustee with Extraordinary Powers in the wake of ACCJC's decision to revoke our accreditation. This has disempowered the elected Board of Trustees and also taken away critical voices from weighing in on drastic reforms undertaken at City College.

The Bonta legislation also intends to eliminate conflicts of interest by accreditors and to require public disclosure regarding charges

to member institutions, as well as expenditures for its employees and contractors. For colleges not under sanction, a final component of the bill would allow community college districts to choose their accreditation agency. Under current California law, ACCJC enjoys a monopoly status as sole accreditor of the state's community colleges.

The ACCJC itself is out of compliance with federal regulations, although the U.S. Department of Education decided last December to give the agency a year to address these issues. In August, the federal agency told ACCJC that more faculty should be included in visiting teams. Nevertheless, in October, the ACCJC assigned a team of 12 to Cabrillo College that had only one full-time and one part-time faculty member.

In its February resolution supporting CCSF, the Academic Senate at Grossmont College noted that ACCJC is the only regional accreditor operating as a separate commission, ie., detached from its parent body, Western Association of Schools and Colleges (WASC). And the commission has claimed privileges as a private entity to shield its actions from public scrutiny, despite having a public charter that affects up to 2.4 million community college students in this state.

Josh Pecthalt, President of California Federation of Teachers, critiqued ACCJC's actions that "divert precious time and resources away from the classroom to satisfy the politicized and costly dictates of an accrediting commission gone bad. AB 1942 will restore fair accreditation practices in California." (editor@aft2121.org)

Educating our Lawmakers, a Day at the Capitol

AFT 2121 rallied CCSF supporters to spend a day in Sacramento, speaking to legislators after an AB 1942 event about the importance of community colleges and accreditation reform.

Rodger Scott, retired faculty, and former AFT 2121 president

I've been to many lobbying sessions and this was one of the most effective I've ever taken part in. It's smart of us to reach out to conservative legislators as well as our traditional allies. We made a good case for supporting reform on the accreditation front.

Dora Palacios, Community Health Worker student

Our voice was heard. There was a state senator I connected with because of our language. I told my story in Spanish - I'm a Latino mom, single parent. He appreciated how the community is coming together and making change. He said he will do everything in his power to help.

ACCJC exposed: Faculty reach out to community colleges

Two faculty and a student from our new speakers bureau weigh in on the importance of educating colleagues around the state about ACCJC's corruption of the accreditation system.

Karen Saginor, librarian, Academic Senate vice president

What brought you to this work?

The CCSF motto - "the truth shall set you free." I'm a librarian. When people need information, I enjoy helping them get the facts.

What have you gained from speaking at other community colleges?

Organizing with others to speak up together is always more effective than being a lone voice.

I can see that this work is help-

ing to free the college I love from tyranny.

Ariel Hiller, Labor and Community Studies student

What do you think is our message for other community colleges?

1. Pass a resolution in support of CCSF.
2. Keep following our fight, because you might be the next college to face the same attack.
3. We want to build relationships and stand in solidarity with other community colleges because it is an attack on all public education and not just "our" fight.
4. Our fight is to keep community colleges serving their communities, whereas the ACCJC wants to turn our community colleges into a

"cookie cutter" model of two-year Junior Colleges, which will push many students out of the system and into the for-profit colleges.

Sarah Thompson, academic counselor

Why is it important to spread the word about what's happened here with accreditation?

Colleges need to connect with their unions and do the footwork so that organizing has started before a crisis hits. The message needs to be loud and clear that California Community colleges don't support Barbara Beno and ACCJC. It's important because it isn't just about CCSF, or about California community colleges - instead it is about a global effort to privatize public education.



Defending rights, righting wrongs

By Gus Goldstein

Grant funded work—stepping up, stepping down

Moving between grant-funded (categorical) and General Fund assignments has been problematic for faculty for years. If you are hired into a categorical position, which is not the same as just having your funding source change from regular to grant-based, you may be aware that you lose - and perhaps gain - some rights that you don't have under regular funding.

Not too long ago, a part-time faculty member who had been upgraded to a categorical position at 100% load under a grant was reduced back to 60% when the grant was lost. When she upgraded to the 100% load, she was assigned on the salary schedule as a full-timer. The "downgrade" caused a dilemma: where should she find herself now on the part-time salary schedule? Payroll had no idea and put her at third semester (Step 1) because she had been "away" for over two years. Fortunately for the faculty member and the union, Employee Relations Director Mickey Branca could see the injustice of this. He discovered that even though she had been hired on as "categorical," most semesters she had also had partial funding from the general fund. This meant that she retained her re-employment rights as a part-timer, including proper placement at a step that reflected the actual years of service she had given

the college (minus, of course, the step freeze that we all suffered). She has now gotten back pay owed her for last semester.

This case has prompted attention to several issues related to categorical employment, which the District and AFT have agreed to pursue:

- Whether going entirely onto grant-funded employment from regular employment can cause a break in service. We say it doesn't since employment by the District is continuous.
- Folding sick leave accrued from grant-funded assignments into regular sick leave.
- Clarifying assignment, seniority, and reemployment rights of faculty working in International Students, who are hired and assigned through ESL, but who are employed by a program funded separately from the General Fund.

Unfair accusation? Bring a union rep

Recently a part-time faculty member was called into a meeting where he found himself accused of sexual harassment. The letter with which he was served gave no indication about the accusation. It only said, You may bring a union representative with you. Since he did not go with a union representative, it is now his word against the investigators' as to whether they conducted the investi-

gation impartially. Was it? They claim it was, but he says that the whole tone was accusatory from the outset. Did they offer him the opportunity to provide witnesses? They say they did; he says they rejected his offer. There was no appeal to the findings allowed under the law, and the appeal to the new chancellor not to dismiss him was rejected, based on the District's stated policy of "zero tolerance" for sexual harassment. This part-timer, a valued member of his department, has lost his job here. Part-timers only have appeal rights to the Chancellor if terminated, unlike full-timers who have recourse to an outside "neutral" arbitrator.

Take a vicarious lesson from him: If you get a summons to a hearing, call the union office and arrange to have one of us accompany you, as both your advocate and your witness as to how the proceeding is conducted. We will make sure your rights are not violated, or be witness if this should occur. (ggoldstein@aft2121.org)

AFT Calendar

Friday-Sunday, March 21-23
CFT Convention
Manhattan Beach

Tuesday, March 25
General Membership Meeting
Ocean, MUB 255
3:00-5:00 pm

Tuesday, April 8
Executive Board
Union Office
3:00-5:00 pm

Tuesday, April 22
Delegate Assembly
Southeast, Room 413
3:00-5:00 pm

Below: CCSF supporters rally at City Hall on March 14 to demand end to trusteeship.



Chris Hanzo

