

# union action

VOICE OF AFT 2121



## Whose city? Whose City College?

Workers feel the brunt of growing disparities

4-5



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# Fighting the inequality agenda



By Tim Killikelly

On August 25<sup>th</sup>, about 100 students, faculty and staff at CCSF marched to Vice Chancellor Susan Lamb's office to protest class cancellations. As we marched from Ram Plaza there was a call and response chant from the crowd.

**"Whose College?" "Our College!"  
"Whose City?" "Our City!"**

This call and response reflects a deep understanding of how the struggle for CCSF is connected to the struggle for San Francisco. We live in a region that is now ranked second in the nation in income inequality. If San Francisco were its own nation, it would rank in the top 20 on this

**"We need a shift in priorities to combat the disturbing trends of inequality"**

measure, worse than Rwanda. We continue to see the working-class and middle-class of San Francisco squeezed out of the city, including our faculty members.

The trend of growing income inequality has reached crisis proportions in this country. Almost all of the new wealth created in the United States of America since the financial crisis went to the top 1%. The top 1% received 95% of all total income gains from 2009-2012! We must add to our call and response, "Whose Country?" "Our Country!"

This income inequality trend is not new; it has been with us for nearly 40 years. Investors have increasingly received a larger share of

total income in the U.S. From 1979 to 2007, wages and salaries fell from 70% to 60% of total income. It is no accident that the decline in the standard of living of the middle class and working class has happened at the same time as union membership has declined. Union membership in 1973 was 23.5% and declined to 11.9% by 2010. In the private sector it fell even further to 6.9%. Public sector unions have fared better with 36.2% of workers unionized.

No wonder public sector unions have been under attack. We remain one of the last institutions that can effectively fight the trend of inequality and the public policies that exacerbate it. Education "reformers" attack teachers' unions because we are a barrier to creating a business model for public education, which is at the heart of the educational "reform" movement. If our voice is removed or muted by these "reformers" they can proceed with creating the world in their image, one that seeks to punish schools, faculty, and students by creating a high-stakes test environment. They believe schools need to have more administration whose primary function is to discipline its employees and students. Of course, these administrators need to be paid more while faculty pay is lowered and faculty voices are limited.

The same inequality trend in the private sector job market has

occurred in higher education. From 1976 to 2011, full-time tenure track hires have increased only 23%, while senior administrators have increased a whopping 141%. But most telling is the swelling ranks of part-time faculty with a growth of 286%! Public college CEO's pay since the late 1970's has increased by 75% while full-time faculty pay has grown by less than 25%. The inequality agenda narrows the scope of the educational mission by limiting student success rather than promoting it. We need a shift in priorities to combat the disturbing trends of inequality.

It is within this context that the accreditation crisis at CCSF takes place. If it was unclear to

some where the ACCJC stood in this struggle, they cleared it up for everyone with the recent selection of Gloria Romero as a member of the commission. She has been one of the most visible of the educational "reformers." It is a clear public signal that the attack on teachers is going to continue. Here is what we've seen at CCSF since the 2012 Show Cause order: more plans to squeeze resources for faculty and staff and students, more plans for increasing new layers of administration.

The inequality agenda is alive and well at CCSF. The recent Eight-Year Plan put forward by our administration bodes more austerity for workers and students at a downsized college. A downsizing that has been caused primarily by the crisis created by the ACCJC. Enrollment is down by nearly 25% since the beginning of the crisis. Evidence suggests that these former students are not going to neighboring colleges but are going nowhere. They are losing out on the educational opportunities that they deserve. Faculty salaries remain 4% below what they were in 2007. Since that time, the number of faculty at CCSF is down nearly 20%.

Despite all of this, there have been some signs of hope over the last several years. The Occupy Movement has made the 99% vs. the 1% a household expression that Americans clearly understand. From that understanding has emerged movements in cities across America to raise the minimum wage. In this November's election we have an opportunity for San Francisco to raise the minimum wage to the highest in our country by voting Yes on Prop J. We also have an opportunity to help fight evictions by putting a tax on speculators by voting Yes on Prop G. And we support David Campos for Assembly to carry on his work on behalf of people at greatest risk in a changing San Francisco.

Those of us who believe in quality public education and social justice as essential for building a democratic society will continue to fight for a fair accreditation process that prioritizes the quality of education, a broad mission for our college and against a downsized CCSF.

Forward Ever  
Backward Never  
([tkillikelly@aft2121.org](mailto:tkillikelly@aft2121.org))

## On the cover:

Faculty, staff, and students march to Vice Chancellor Susan Lamb's office on August 25th to protest class cancellations.

Photo: Chris Hanzo

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# Accreditor on defensive in advance of October trial

By Fred Glass

This fall the Accrediting Commission for Community and Junior Colleges (ACCJC) received multiple setbacks in its ideological quest to run roughshod over fair accreditation practices and common decency.

Governor Brown signed two bills that claw back a bit of the damage done by the ACCJC in its unfair and illegal actions to close City College of San Francisco.

And on September 19<sup>th</sup>, Superior Court judge Curtis Karnow rejected the ACCJC's arguments for dismissal of the case brought by S.F. City Attorney Dennis Herrera against it, while granting summary adjudication on one issue argued by Herrera.

Herrera's suit seeks to reverse the ACCJC's closure order against City College of San Francisco (CCSF) due to the agency's violations of its own

policies and state law. At the September 10<sup>th</sup> hearing, the ACCJC argued the agency could not be tried under California law because it was not a business. In his 40-page ruling Judge Karnow found the Commission is a business governed by California's Unfair Competition law. He determined that the courts had widely applied Business and Professions Code Section 17200 to "associations and other organizations of persons" and other private entities. Karnow



DSPS Instructor Muriel Parenteau joins dozens of City College faculty and supporters at Sept. 10th hearing.

also ruled that the ACCJC "violated controlling federal regulations" when it staffed a 2013 CCSF evaluation panel with just one academic among nine reviewers.

"The judge slapped aside the ACCJC attorney's attempt to argue in court that no regulation specified what constituted a balanced team—as if eight to one represents balance in any universe," said CFT president Joshua Pechthalt.

The ACCJC promptly brought a new team of lawyers into their arsenal, and made yet another attempt to derail the City Attorney's lawsuit at the October 7<sup>th</sup> hearing. The agency's lawyers argued that accreditation activities were protected as a form of "petitioning" or free speech. At the same time, they cited legal precedents in claiming that the ACCJC was a state actor, and therefore the City Attorney was really suing the State of California! Only a day later, Judge Karnow issued his ruling denying the ACCJC's motion.

Karnow said in his September 19<sup>th</sup> ruling that if the evidence at trial is sufficient, the law recognizes that the Court may issue injunctive relief that restores City College's accreditation.

On the legislative front, AB 1942 (Bonta) mandates more transparency and accountability from the ACCJC by requiring biannual reports of policy changes and other specific reporting to the Legislature. Given federal jurisdiction over most accreditation matters, this was as

far as state legislators could go after initially considering a more comprehensive bill. Nonetheless, "It is a step in the right direction for more transparency in the notoriously secretive agency and signals that previously hands-off legislators understand that they need to monitor the commission more closely," Pechthalt said.

And AB 2087 (Ammiano) requires the state's Community College Board of Governors to include benchmarks for restoration of an elected local college district board of trustees if it is replaced by a "special trustee," as occurred in San Francisco. It also requires the "special trustee" to consult meaningfully with the college district in decisionmaking, instead of simply issuing decisions by fiat.

The CFT and its affiliate at CCSF, AFT 2121, filed the original complaint with the U.S. Department of Education that argued the ACCJC, in its dealings with City College and many other colleges, has consistently violated its own policies and state and federal law.

After the Department agreed with significant portions of the complaint over a year ago, the City Attorney filed suit against the ACCJC, and legislators crafted bills targeting the agency's actions. Judge Karnow issued an injunction in January 2014 to keep CCSF open and accredited for its 80,000 students pending trial. ([fglasscft@gmail.com](mailto:fglasscft@gmail.com))

Photos by Bridgid Skiba

## The Trial vs. ACCJC is Coming!

Attend any morning or afternoon of the trial in the SF City Attorney's case against the ACCJC to show your support for fair accreditation of City College.

**When: October 27th - 31st, 2014**

**Where: State Superior Court  
400 McAllister (at Polk)**

RSVP to Ona Keller, [okeller@aft2121.org](mailto:okeller@aft2121.org) or call (415) 585-2121.

Judge Curtis Karnow hears arguments for summary adjudication from both sides at the Sept. 10th court date.



# Housing, wage gap disrupt San Francisco

By Alan D'Souza

The backlash against the “Google buses” careening through San Francisco’s neighborhoods may have to do more with what they represent rather than who they transport. The 18,000 tech workers shuttled to jobs at Twitter, Facebook, Yahoo, Apple, and Google aren’t millionaires, but the buses with tinted windows, WIFI and MUNI stop privileges represent the growing economic disparity in San Francisco and the outrage it provokes. Benefactors of the tech boom are just the easiest targets. Growing inequality in San Francisco is evident in the increased stratification of wealth and the changes in the housing market.

Some of these shifts were set in motion well before the current tech boom, when the California State Legislature passed the Costa-Hawkins Rental Housing Act in 1995. A year later, the Costa Bill greatly limited rent control by prohibiting, in San Francisco, the extension of

rent control protections to units built after 1979. Significantly, the Costa Bill brought an end to vacancy rent control in California,

which had regulated rent increases when unoccupied units reentered the market. Empowered with the Costa Bill and the 1985 Ellis Act, some landlords and many realty speculators have found opportunity in today’s San Francisco rental housing market, resulting in astronomical increases in rent between leases.

## Housing boom, renters’ bust

Displaced tenants, especially those who have occupied rent-controlled units long term, are more likely to leave the city when faced with skyrocketing rents and a highly competitive housing market. In 2013, median rent for all types of apartments was \$3,414 (up 8.2% from 2012). Meanwhile, the vacancy rate has been plummeting, from 6.4% in 2009 to 2.9% in early 2014. These combined effects are having a disproportionate effect on people of color, the elderly and infirm, many of whom lack the resources to contest questionable evictions.

While all types of evictions have increased in the past few years, Ellis Act evictions in which the landowners “go out of business” have risen the fastest, jumping 170% from 2010 to 2013. This statistic does not include unreported evictions in which tenants accept buyouts from landlords. While San Francisco

can’t legally stop the skyrocketing of rents between leases, it can design measures to discourage “no-fault” evictions, which include Ellis Act evictions. By

levying taxes on serial speculators who flip multi-unit properties, the inventory of affordable housing can be stabilized while not impeding buyers of all single-family homes, condominiums, or owner-occupied housing units (see sidebar on Measure G).

The SF Human Services Agency reports families are finding it increasingly more difficult to use rent subsidies and Section 8 vouchers in the city. Consequentially, their clients are fleeing to the East Bay where rents are much lower. Not all groups are affected equally; the African American population is half of what it was in 1950.

Home ownership in San Francisco seems untenable in the nation’s most expensive real estate market where the median single family home price reached \$928,000 in January 2014, up 24.6% from the previous year. Middle and working class incomes cannot possibly keep up with these dramatic increases.

## Growing inequality

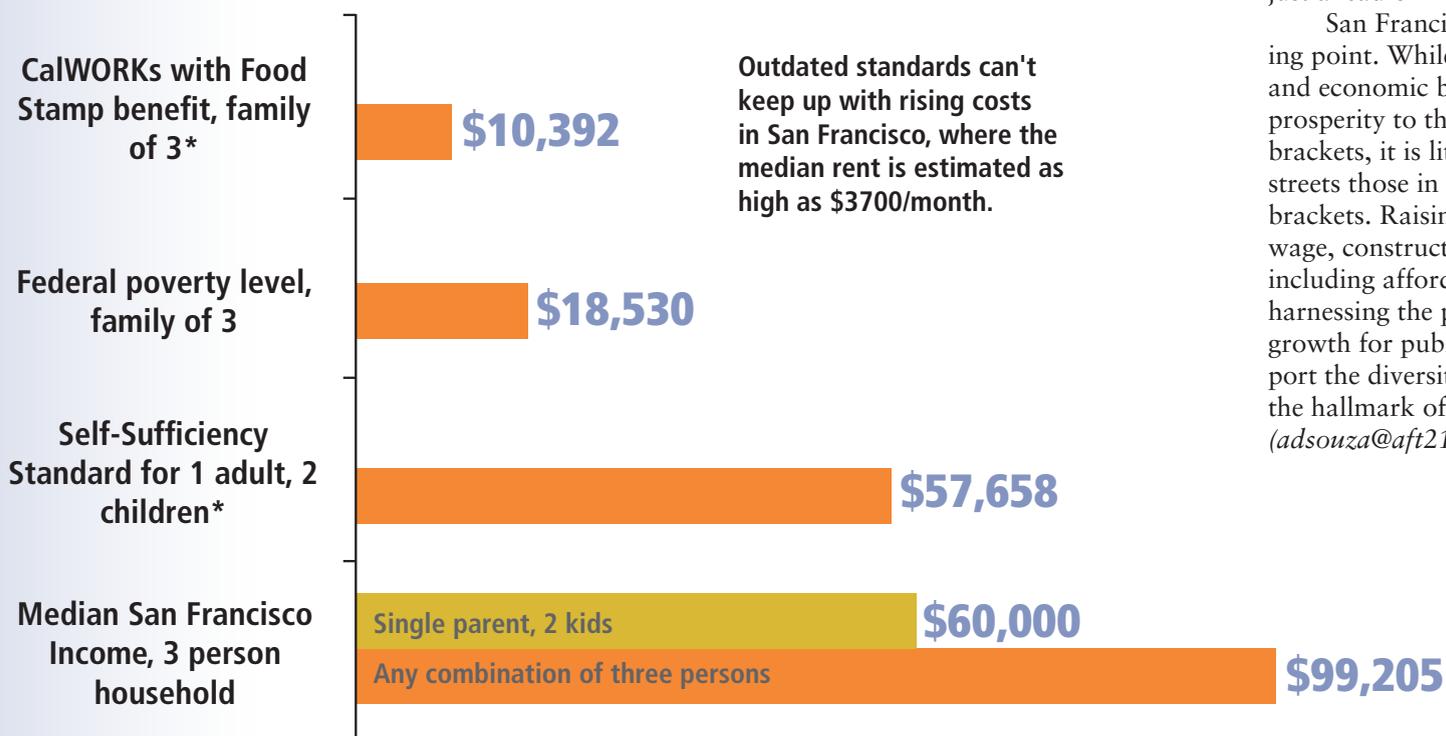
A recent Brookings Institution report showed that income inequality between the wealthy and the poor in San Francisco is growing faster than in any other city in the nation. The middle class has shrunk from 45% in 1990 to 34% in 2012. 15% of San Franciscans lived in poverty in 2012, up from 10.5% five years prior. According to a SF Human Services Agency report, the city’s current wealth disparity is worse than that of Rwanda. This is based on the Gini index, a measure of national economies where a score of 0 indicates complete equality in wealth sharing, and at the other extreme, a score of 1 for all wealth concentrated in the hands of a single person. San Francisco scores .523 on the Gini index – just ahead of Brazil and Guatemala.

San Francisco is at a breaking point. While the current tech and economic boom has brought prosperity to those in higher income brackets, it is literally turning to the streets those in the middle and lower brackets. Raising the minimum wage, constructing more housing – including affordable housing – and harnessing the potential of economic growth for public benefit will support the diversity of cultures that is the hallmark of San Francisco.

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# In the land of rising inequality

## Income standards for San Francisco families



# Faculty take the hit from budget austerity

by Li Miao Lovett

While City College faculty have lived through previous boom and bust cycles in San Francisco, the impacts of the recession and austerity measures imposed by administrators under the new regime of trusteeship are felt as never before. As with Prop A funds, recent efforts to stem the tide of class cancellations and enrollment losses are coopted by poor management priorities.

State Senator Mark Leno's bill SB 965 should stabilize the college's funding for at least two years, but the district has based its budget on faulty assumptions. Vice Chancellor Ron Gerhardt didn't explain the spending cuts to faculty during the September 5<sup>th</sup> hearing. But read the fine print: the district's Eight Year Plan builds in a steady decline in the budget for academic salaries, from \$88 million for the current year to a low of \$81.3 million by 2016-17. Will that come out of salaries, fewer class assignments, faculty members, or all of the above?

## Stingy on faculty, student needs

Based on discussions with AFT 2121, the administration views any potential increases to faculty pay as temporary, rather than as a restoration of salaries after multiple years of pay cuts. And yet, the college is able to afford \$17.9 million for "other operating expenses" in the current budget, about \$4 million higher than what the Eight-Year Plan allocated. Gerhardt did not respond to inquiries about where these additional monies are going.

With stabilization funding, CCSF faces the challenge of climbing back to 2013-14 enrollment levels, which will be used as a base to fund the college through 2015-16, with a possible one-year extension. Yet decisions to cut or consolidate classes fly against the face of this goal. And it counters the explicit goal of the Education Master Plan (4/25/14 draft) to serve "vulnerable populations" – including low-income students who may get shut out from the classes and services they need. AFT

2121 has rallied against class cancellations, with the understanding that student needs, faculty livelihoods, and overall morale are important to City College's ability to rebound in the years to come.

## Housing pains

CCSF is vital to San Francisco's economy and its residents. But the cost of living has created big hurdles for faculty, staff and students. San Francisco needs to sustain the people at City College. Growing disparities are felt across the spectrum: among younger and older faculty, full- and part-timers from the range of academic disciplines and services.

Erinn Struss started teaching noncredit ESL at City College this summer, and has taught for six years at other community and private colleges. She says that faculty who earned their degrees in the past ten years have had a tough time finding full-time jobs. Disinvestment in faculty, along with bloated levels of administration, is a trend not just at City College but across the country.

Struss has cobbled together teaching jobs that have added up to more than full-time work in some semesters. In early October, she had to move to Berkeley when her SF apartment went through renovations. Her income couldn't qualify her for many of the "Below Market Rate" units in San Francisco. "It's not uncommon that people get squeezed and have to find different living arrangements," Struss said. "It's impossible to find affordable housing in the city."

Just south in San Mateo County, Jack Sparks has seen the housing market rise to unaffordable levels. Having worked as an academic counselor since 1991, Sparks was hired full time at City College in 1998. He recalls how artists and nonprofits were being driven out of San Francisco during the first dot-com boom. Faculty aren't having it any easier this time around, Sparks noted. "There was a time you could buy in the city with the kind of salary we make."

Both seasoned faculty like Sparks and newer instructors like Struss are dealing with the high cost



Engineering Instructor Wendy Kaufmyn protests class cuts.

of living in the Bay Area, seeking solutions in renting out rooms or sharing housing. "It's very close to the edge," said Sparks, who has a condo in Daly City. "Just on the salary alone, I'm not able to do it."

## Let's talk salaries

Talking about pay isn't easy, but contract negotiations in August 2013 brought together faculty in an unprecedented way. Nearly 100 members were able to attend the sessions and see first-hand how difficult it was to bargain with an administration focused on cost-cutting. By the end of 2014-15, only 1.5% of the 5% pay cut to the 2007-08 salary scale will have been restored under the current contract.

Yet in February, "Salarygate" revealed a different standard for upper management with salaries in excess of \$200K, defying publicly posted pay scales. These salaries at the Vice Chancellor level were approved by Chancellor Art Tyler in December 2013, only a day after faculty had agreed to the draconian cuts.

At the top of faculty contract priorities for June 2015 and beyond are restoring pay cuts and increasing pay, as well as health care and other benefits, issues that affect all members' ability to sustain their careers and lives in this expensive city.

San Francisco has a rich history of labor activism, built by a broad base of workers fighting for decent working conditions and living standards. With upcoming contract negotiations and questioning of budget priorities, AFT 2121 continues advocating for a sustainable City College that will support its own people. ([editor@aft2121.org](mailto:editor@aft2121.org))

# Yes on G, J Nov. 4

## PROP G

AFT 2121 supports Prop G with a proposed speculator tax for these reasons:

- The tax focuses exclusively on discouraging flipping (quick purchase and re-sale) of apartment buildings. Only speculators pay the tax.
- The tax only applies to multi-unit properties bought and re-sold in less than five years.
- There is NO TAX on single-family homes, condominiums, or owner-occupied housing units (including Tenancies-In-Common).

## PROP J

Proposition J will raise the wage floor and elevate 60,000 service-industry and low-wage workers in San Francisco. Phased in over several years from \$12.25/hr next year to \$15/hr in 2018, Prop J addresses the financial implications to small businesses while putting more in workers' pockets. The Controller's Office estimates paycheck boosts of \$75 to \$197 a week, bringing San Francisco's lowest earners a little closer to a living wage.



## Why Campos is our Choice

David Campos is in a tight race for State Assembly district 17 seat. AFT 2121 supports Campos over fellow SF supervisor David Chiu.

- Campos represents the workers in San Francisco, putting the rights of educators, nurses, restaurant workers, tenants, and immigrants at the forefront.
- Campos believes in appropriate levels of funding for community colleges, paying educators a viable wage, and defined pension benefits for public employees.
- A consistent advocate for City College, Campos will continue the efforts spearheaded by Assemblyman Tom Ammiano. "We are seeing changes being made to City College that will impact what kind of City College we have for many years to come," Campos said. "Our whole community should be engaged in these decisions." More endorsements at: [www.aft2121.org](http://www.aft2121.org), 9/25/14 post

## Growing disparities seen in faculty and administrators' salaries

Tenure-track faculty		Educational administrators	
CCSF	State avg.	CCSF	State avg.
\$79,758	\$89,727	\$148,268	\$134,336

Source: California Community College Chancellor's Office, staffing report fall 2013

# Fight for fair contract: Downsizing exposed

By Chris Hanzo

In our March issue, we identified the impact of austerity measures and actions imposed by the ACCJC, State Chancellor, Special Trustee, and in particular, the new top CCSF administrators who have other plans for the millions in new revenues brought in by Propositions A and 30.

- There's a widening income disparity between those administrators at the very top and the rest of us. The new Vice Chancellors earn \$25,000 above previous VC's, and 175% above the average full-time faculty pay! Meanwhile, faculty salaries languish at 4% below 2007-08 levels.

- Average full-time faculty salaries have fallen below \$80,000, the entry level for "middle-class" wages

## "We know what is at stake in our next contract negotiations: the livelihoods of faculty and the quality of education at CCSF"

according to the S.F. mayor's office. Average part-time faculty salaries are a paltry \$24,000. The average salary for a part-timer at 60% load? \$40,000.

- By refusing to replace full-time faculty who have left or retired, the administration has decimated the full-time faculty core at CCSF, down from 823 to 668 in just three years, damaging the faculty's capacity for professional work, access, and service to students.

- While lavishing big salaries on themselves, the Trustee and top administrators have socked millions of new revenues into "contingency reserves." They've made false claims about the Fund Balance, which now stands at \$24 million, or 12.5% of expenditures, way above the recommended 5% minimum.

- Downsizing of the CCSF educational program through "efficiency" measures designed to reduce the number of classes and the capacity of student services, has driven class size and faculty workloads up.

The havoc wreaked by ACCJC sanctions, the massive declines in student enrollment and the diversion of faculty and staff work hours from tasks vital to education and college functions, have created seri-

ous, largely unrecognized problems at CCSF.

- An exodus of highly qualified faculty, staff, and administrators from CCSF to other colleges and workplaces.

- New roadblocks to enrolling students created by administrative fiat.

- Plummeting morale as students, faculty and staff suffer economic losses and lose their voice in the day-to-day functioning of the college, in policy decisions, and the very future of the College.

- Shutting off of the community's voice in College decision-making and priorities.

- Dysfunction of basic systems including assignment and scheduling, payroll, faculty grievance processing, Union contract compliance, student

complaint procedures, and hiring processes.

- Once a hallmark of the College, consultation with faculty and other groups now lacking in decisions made by top administrators and the Board of Trustees (currently the Special Trustee).

### AFT 2121's response:

- Continue our legal challenge to the illegal actions of the ACCJC. Support the San Francisco City Attorney's lawsuit.

- Continue the political work to stop unfair accreditation by ACCJC at CCSF and statewide, and reform the accreditation process.

- Organize faculty and community supporters to restore CCSF accreditation and fight for a fair faculty contract by June 30, 2015, that restores pay and working conditions and ensures quality of education at CCSF.

### Our fight for a fair faculty union contract includes:

- Completing faculty surveys and developing a contract negotiations platform and priorities this fall.

- Outreach to faculty interested in joining an expanded AFT negotiations team to be elected by the AFT

## By the Numbers

FT faculty:		PT faculty:	
Fall 2009	813	Fall 2009	970
Fall 2014	668	Fall 2014	836

Delegate Assembly in November, 2014.

- Organizing faculty and community participation for our Spring, 2015 campaign for a decent contract.

We know what is at stake in our next contract negotiations: the livelihoods of faculty and the quality of education at CCSF. Our power resides in our activism and our willingness to join together and demand quality working and learning conditions at CCSF. Join your Union in these efforts. The following key issues have been targeted through faculty surveys:

- Restore wage reductions including the 4% cut and the 2009-10 step freeze. Increase salaries to offset the rise in cost-of-living since 2007, the last time faculty saw a raise at CCSF. From 2007-2013, the SF Bay Area has seen a 13.4% rise in the Consumer Price Index (CPI).

- Workload reductions: faculty workloads have increased with mountains of new work (e.g. SLO's), larger class sizes, full-timers working overloads, fewer faculty to share in the work, assessing noncredit students, etc. Unfair load factors underestimate and undervalue science and other lab work, clinical nursing, and noncredit hours.

- Pay equity for part-time faculty and full-time overloads. State law calls for equal pay for equal work. The District, in a reversal of its historical support for pro-rata pay, is now calling for cutting pro-rata pay, instead tying it to "market rates," which means exploitation of "contingent" faculty.

- Strengthen rehire and assignment rights for part-time and full-time faculty.

- Restore the full-time faculty core at CCSF to improve the quality of education at CCSF and provide upgrading opportunities for "temporary" faculty.

- Maintain and improve health care coverage and affordability for current and retiring faculty. ([chanzo@aft2121.org](mailto:chanzo@aft2121.org))

## Planning for retirement workshop

CCSF's Retiree Chapter met at Yerba Buena Gardens this September. Jim McKinney reported on Save CCSF's progress. Joe Berry reported COCAL news. The meeting focused on tasks for the Retirement Financial Planning Day on January 8, 2015. Using detailed guides for the Independent Flex Day faculty event prepared by Cliff Liehe, we will organize this workshop with current faculty and retirees as volunteers. If you're interested in helping, contact Kim Lee or Ann Killebrew through the AFT office, (415) 585-2121.

# Enrollment 101: Foreign Languages offers lessons in saving classes

By Li Miao Lovett

Enrollment challenges at City College have taken their tolls on all departments; last semester, English and Humanities dealt with a high bar for enrollment, with classes as high as 16 in enrollment being cut under a new dean. Foreign Languages has felt impacts from both the accreditation crisis as well as a general decline in demand for the Humanities. Yet the department has responded with innovative measures not only to stop the bleeding, but also to maintain the diversity of language offerings.

One strategy that has worked is the cross-listing of classes where students at similar levels of proficiency are coming to the same classroom but following different syllabi. Thus, French 2 is cross-listed with French 2A and 2B, and students follow their respective schedules and assignments. “The college counts the total enrollment from 2, 2A, and 2B, when deciding to keep or cancel the class,” explained Carol Reitan, chair of Foreign Languages. This has been vital for the survival of other classes as well in Italian, Japanese, and German.

“Italian saved their program from the bottom up, and German saved

their classes by pairing grammar and conversation,” says Reitan. Japanese instructors have been proactive with encouraging their students to keep up their skills in subsequent courses, which maintains continuity as well as program enrollment.

Faculty have gone the extra mile in preserving lab hours in their classes, using online technologies. This could lead to a lower bar for meeting enrollment numbers while giving students a critical tool for language learning. In other instances, departments have been granted a lower bar than 20 because of external grants that pay for programs.

The Foreign Languages Department is serving unmet needs in the community, which also helps to bolster enrollment. A two-class series, CHIN 31A and 31B, is being offered for bilingual Chinese students at Lincoln High School who would have no further language options otherwise. Reitan says these classes are part of efforts to “meet needs of a student demographic that had not been met before.”

([editor@aft2121.org](mailto:editor@aft2121.org))



**John Isles, English Instructor & Forum Magazine Advisor**

*Which of your classes got cancelled, and which were at risk of being cut?*

I heard about 2-3 weeks before the semester started that my English 1A class was cancelled. I was immediately offered other

classes and was given an English 96 class that was full. I found it somewhat stressful to have to prepare a new class at the last minute, but I was thankful that I was given a replacement class. I didn't like the idea of owing units to the college.

My English 35 C and D class (Intro to Poetry) had only twelve students in the weeks running up to the first day of classes. I never heard anything about this but did ask the English Department Chair about one week into the semester if I should be concerned about the low enrollment, and I was told that, yes, that I should worry. I had a couple of students add and the enrollment went up to 16, so I emailed this information to the Department Chair. The class is still running, and I never heard more about it.

*What kinds of stories do you hear about the impacts of class cancellations on our students?*

I did receive many students dur-

ing the summer term whose English 1B class was cancelled. There were several 1B classes offered at the same time and all were underenrolled. The students in my class were a bit disheartened by the move; they felt settled in their other classes and had already completed one paper. Some students never showed up at my class and dropped, so it was clear that moving students around caused some drops.

*How long have you worked at City College? How have you coped with the uncertainties over the past few years?*

I've worked at CCSF for eight years. I do find it very stressful and worry about having classes cancelled. The electives in the English Department have been hit the hardest, and sometimes I teach the Introduction to Poetry class and the Introduction to Literary Magazines class. I worry that if things get worse that it might be too risky for me and for others to take on the classes.

*What do you propose to improve the working/teaching conditions at CCSF?*

I'd like administrators to hold faculty harmless for low numbers. Sometimes instructors feel they are to blame for low numbers and cancelled classes, and sometimes, in fact, they are made to feel this way.



**Emile Krustapentus, ESL Instructor**

*Going into the fall semester, how much communication did you receive around meeting enrollment numbers?*

We all knew it was a possibility. We have all been going down the rabbit hole for the last few years and things are getting curiously and curiously. But when it hits you in the face, it really hits. You have to have a high tolerance for uncertainty for whatever comes your way. You have to deal with it. All the bad press led ESL to lose at least 25 classes this semester. Some of our students ran off to Skyline.

*When did your credit ESL class get cancelled, and how did you respond to the news?*

This was my 130 Intermediate Academic ESL, an integrated skills (reading, writing, grammar) class on Tuesday and Thursday nights. I met with them twice and on the third night our chair, Greg Keech, came in with add codes and we started helping them find a new class. I told the students at the beginning of the

semester to tell their friends to join the class. We knew it would be a dicey situation from day one, but I kept doing my job and then we had to regroup.

*Which noncredit ESL class have you been asked to teach? What kinds of challenges does it present?*

I'm teaching a Level 3-4 Intensive which is high beginning ESL. The idea is get them up to snuff and then they might transition to credit. They are at Ocean so they get an idea of campus life.

I'm having a great time being in non-credit. I correct papers every week. I make review quizzes to see whether or not the students are grasping the concepts, but I do not have to give grades. And, in non-credit, the students take from the classroom whatever they can. It is entirely up to them. And if they want to repeat, they can. The only negative on me is I now owe the college 2 units and I'm planning on retiring in May and I don't know if I can make it up in the spring semester.

*When class sections are cancelled, what do you hear about the impacts on students?*

They all found a place to go. Some went to Chinatown. No one

really grumbled. The issue is more the cost of materials and books, if the new teacher isn't using the same book. It's definitely an inconvenience for them—changing times, changing work schedules, all of that.

*How long have you worked at City College? How have you coped with the uncertainties over the past few years?*

I started as a part-timer at CCSF in spring 1991. I became full time in 2001. As I said, I'm planning on retiring in May. I'll be 63 in July. I think this morass of uncertainty has really pushed a lot of people closer to retirement.

*What do you propose to improve the working/teaching conditions at CCSF?*

For one thing, don't give us a pay cut – we haven't maintained the cost of living – and then let the administrators vote themselves a pay increase. Where's the logic in any of that? There's no logic. You treat the help poorly while the CEO and others still get the prime rib. It's ridiculous!

# Defending rights, righting wrongs

By Malaika Finkelstein

## Voluntary Sick Leave Bank

The Voluntary Sick Leave Bank (VSLB) will be asking for contributions this semester. Here's your chance to join! The VSLB is a pool of sick leave hours, filled by voluntary contributions, and available to VSLB members who are facing catastrophic illness and have run out of their regular leave. If you're already a member of the VSLB, you don't have to do anything. Sick leave will be automatically deducted, unless you opt out.

## More pay foul-ups

Summer 2014 brought us a whole new crop of payroll issues, some very serious. Payroll has resolved many of these, but please let us know if you have outstanding pay problems. On the AFT2121 website, go to "Report Payroll Problems." Filling out that form will automatically submit your information to us and to the CCSF payroll department.

## Know your contract

Some of the biggest problems have been around substitute work. We've had subs misclassified, underpaid, and in some cases not paid at all for part of their assignments. If you sub, it's worth knowing how it's supposed to work.

Basically, part-timers cannot work more than 67% FTE unless there are special circumstances.

Day-to-day subbing, up to 20 days, does not count towards that limit. But after 20 days, things change. For the sake of continuity, we've negotiated a system of temporary upgrades that allow part-timers to continue subbing.

### Here's an overview:

#### Day-to-Day Sub

- Does not count toward a part-timer's 67% limit
- Limited to 20 working days
- **Paid hourly:**  
First 12% of the total hours of the course: Column F, Step 1  
After 12%: part-timers get their normal hourly rate

#### Conversion to regular assignment

If the subbing extends more than 20 working days:

- The department chair may fill the vacancy by the upgrade process below, or choose to simply convert the course to a regular assignment.
- The regular assignment can be given to the sub or any other part-timer as long as it doesn't push them over the 67% limit, or it can be given to a full-timer as overload.

#### Expedited upgrade to Short-Term or Long-Term Temp

- **Short-Term Temp:** For less than a full semester
- **Long-Term Temp:** For one semester or more, up to one academic year
- Used when the subbing would push a part-timer over the 67% limit. Requires approval from the vice-chancellor, then an internal hiring process.
- Part-timers can go over 67% no more than two semesters in a 6-semester period (except clinical nursing faculty)
- Compensation is based on the part-timer's current column and step but computed at 100% pro-rata instead of 86% pro-rata.

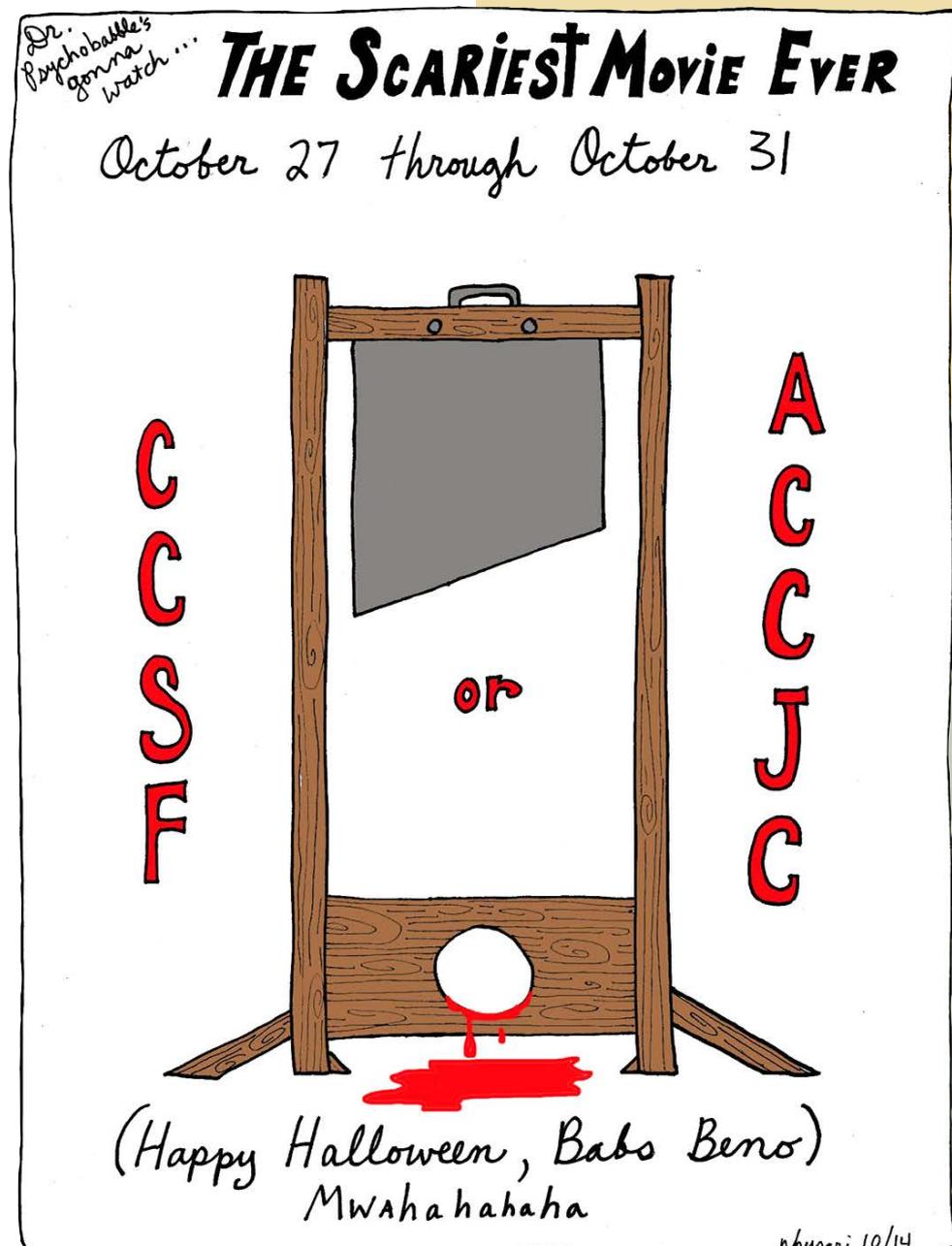
#### Long-Term Sub (LTS)

- For full semester or more
- For a vacancy of a full-timer, when planned in advance
- Hired using regular full-time process
- Compensation is based on the full-time salary schedule after step/column placement based on educational and work experience.

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CCSF faculty join Families for an Affordable San Francisco to walk the precincts on Oct. 11th supporting Campos for Assembly, Measures G and J.



## AFT Calendar

**Tuesday, October 21**  
General Membership Meeting  
Guest: Brice Harris  
Ocean, MUB 140  
3:00-5:00 pm

**Tuesday, November 4**  
Executive Board  
Union Office  
3:00-5:00 pm

**Tuesday, November 18**  
Delegate Assembly  
Chinatown  
3:00-5:00 pm

**Tuesday, December 2**  
Executive Board  
Union Office  
3:00-5:00 pm

**Tuesday, December 9**  
Delegate Assembly  
Ocean, MUB 251  
3:00-5:00 pm