



## Defending Quality Public Education



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The American Federation of Teachers Local 2121 represents the faculty of City College of San Francisco. We are educators dedicated to the teaching and learning process. Our bargaining unit includes approximately 1500 teachers, counselors, librarians and researchers at City College campuses in communities throughout San Francisco. We work collectively to defend quality public education for all.

This pamphlet is designed to provide you with the essential information about your basic rights and benefits under the current contract—information about your pay, eligibility for health, dental and other benefits, sick leave, retirement, evaluation and tenure review procedures, and more.

### *Contract, Salary and Job Security*

Find the full text of our current contract and salary schedules at [aft2121.org](http://aft2121.org) under the “Resources” tab. Check to be sure that you were credited properly for your previous teaching or related work experience and education level (Article 20.A). For full-time tenure-track faculty, the tenure review process (Article 9.C) will be a chief concern. Pay Schedules are separated into part-time and full-time, each with a related pay-by-load scale. A calculator on our website can help you estimate your pay. Faculty working part time accrue job security or reemployment rights in accord with Article 13-1 after four semesters of service or upon receiving a satisfactory formal evaluation.





## **Health, Dental and Other Benefits**

Faculty working full time are eligible for the following benefits:

- Enrollment in the City of S.F.'s Health Service System (HSS) and a choice of any of its Health Plans. See the HSS benefit booklet for details on the plans and their costs.
- Enrollment in Delta Dental Plan #6199-1. The District bears the costs of premiums for employee and dependents.
- \$50,000 life insurance plan.

Faculty working part time are eligible for health insurance and dental coverage when they are: 1) in their third semester or more of service with the District; and 2) assigned 50% or more of a full-time load.

For all faculty, your own coverage is largely District-paid, while only a portion of the cost for any dependents' health care coverage is borne by the District.

## **Retirement**

It may seem a bit early to be thinking of retirement, but you should know the following:

Faculty working full time are automatically enrolled in the State Teachers Retirement System (STRS) Defined Benefit Plan (DB). The STRS DB employee deduction for new faculty is 10.25% of gross pay on a pre-tax basis. Retirement pension benefits are determined based on three factors: years of credited service x age factor x highest

yearly compensation. District-paid health benefits continue for full-time faculty during retirement. Detailed information is available on our website, or contact us at **415-585-2121** for personalized answers to your questions.

Faculty working part time have a choice of three retirement plans: (1) Social Security (OASDI); (2) STRS Cash Balance Plan (STRS CB); or (3) STRS Defined Benefit Plan (STRS DB). Under the STRS Cash Balance Plan, the employee and employer each contribute 4% of gross pay and the employee immediately vests in the savings plan. Under the STRS Defined Benefit Plan, the employee contributes 10.25%. Under this plan, the employee vests in a pension after 5 years of credited service (a year of credited service is not a calendar year, but is met when you have worked the equivalent to one year of full-time service). Faculty working part time may change from one plan to another at a later date. This is an important decision. Please call the AFT office if you need help in choosing a retirement option.

## **Sick Leave and Other Leaves**

Faculty working full time accumulate 10 sick days per year, and part-timers earn sick leave on a pro-rated basis. (See Article 17.C). Rights to personal emergency/necessity, jury duty, bereavement, maternity, family medical, sabbatical, and other leaves are outlined under Article 17.

Faculty may transfer sick leave from one community college district to another. They must have worked for at least one year in the previous district. Find out more about transferring sick leave at [aft2121.org/welcome](https://aft2121.org/welcome), our AFT welcome page.

The Voluntary Sick Leave Bank (brochure enclosed) is a program that expands your protection in case of catastrophic illness. It's a good idea to join at your date of hire, as the program is only open occasionally for new enrollment.

## **Student Debt Relief**

Because of the rising cost of higher education, and the shifting of that cost onto individual students, a whole generation is now burdened with student debt. If you are one of those carrying debt from your education, you may be able to benefit from Income Based Repayment plans, and Public Service Loan Forgiveness. Find out more about student debt forgiveness at [aft2121.org/welcome](https://aft2121.org/welcome).

## **Democratic Structure**

The faculty in our bargaining unit are organized into precincts, each with an elected representative. These "Precinct Reps," together with our Executive Board, form our principal governance body, the Delegate Assembly. As a union member, you are entitled to vote in leadership elections and to run for office. We are part of two highly-respected parent unions: our statewide union the California Federation of Teachers (CFT), and the national American Federation of Teachers (AFT), AFL-CIO, with headquarters in Washington, D.C. Copies of the AFT 2121 constitution and by-laws are available at [aft2121.org](https://aft2121.org).

## **Membership**

The foregoing are just some of your contractual rights and benefits which we work collectively to defend and improve. AFT 2121 is a professional union of faculty working collectively to represent and advocate for each other. To do this effectively, we need your active support. Dues are 1.5% of gross pay. Join over 1200 of your fellow faculty in becoming a member. Your membership and active engagement are key to our collective strength. When you join, you gain a voice in your union, and support our efforts at the bargaining table to improve our wages and working conditions. You also join our state (CFT) and national (AFT) parent unions, which work to support faculty rights and public education in California and nationwide. Your membership also entitles you to receive union publications, as well as access to credit unions, shopping discounts and a variety of other consumer benefits.

We urge you to lend your support to our Union by joining as a member. We invite your active participation in our democratic process by attending union meetings, by serving on a committee or running for office as a Precinct Representative or Executive Board member. Please take the time to fill out and return your membership form today. We look forward to working with you!