

AdFacts

NOCCCD BOT Candidates Announced

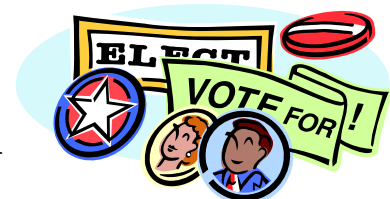
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The North Orange County Community College District is governed by seven elected trustees who establish all policies that guide the general operation of the District. Student trustees representing each of the colleges also sit on the Board. The term of office for each trustee is four years, with the possibility of being re-elected.

Fall 2010 elections will be held for three Area Trustees in the NOCCCD. The incumbents are: Barbara Dunsheath, Trustee Area II; Jeffrey Brown, Trustee Area III; and Donna Miller, Trustee Area IV. Their opponents are: Tim Keenan, Area II; Ruben Barron, Area III, and Darlene Allen, Area IV.

Adjunct Faculty United will be interviewing all six potential candidates in September and will be supporting those who are education-friendly.



Barbara Dunsheath
Trustee Area II



Jeffrey Brown
Trustee Area III



Donna Miller
Trustee Area IV

Incumbents



Tim Keenan,
Trustee Area II



Ruben Barron,
Trustee Area III



Darlene Allen,
Trustee Area IV

Opponents

Special Points of Interest -

Imponderables

COPE Campaign

Scholarship Winner

November 2010 Statewide Ballot Measures

Three important ballot initiatives to vote on this Fall:

Prop 19 Changes CA law to legalize marijuana and allow it to be regulated and taxed

Prop 20 Redistricting of Congressional Districts

Prop 25 Changes legislative vote requirement to pass a budget from two-thirds to a simple majority

President's Corner



Welcome back for the beginning of a new academic year. I hope all of you had a relaxing and restful summer and are ready to resume doing what we do best - providing our students with a high-quality education.



The coming year should prove to be interesting. This is the year in which we elect a new governor, either Jerry Brown or Meg Whitman, as well as several important ballot initiatives - Propositions 19, 20, and 25. We will also be electing three members of the NOCCCD Board of Trustees. We will be interviewing all the candidates for these three trustee areas. When completed, we will apprise you of our endorsements.

Now, for news from the dark side. There has been no improvement in the state budget crisis. The governor is proposing a \$10 million cut to Part-Time Faculty Compensation as well as a \$10 million cut to EOPS. The district decreased the Extended Day (the budget from which all adjuncts are paid) budget for 2009-10, and it will remain the same this year. Also, with a reduction in course offer-

ings and an increase in enrollment, there will be *many* students trying to petition classes. I encourage you to not over enroll your classes. For example, you have 44 students registered plus 20 students on the Wait List for a course. If you over enroll your classes hoping to obtain a class-and-a-half or a double-sized class, this will most likely not happen since, with the reduction in the Extended Day budget, deans will be hesitant to allow such classes to take place. Unfortunately, over enrolling classes to the point that we are beyond cap means that we will not receive funding from the state for the number we are over cap, which means that we will be educating those students for free. Over enrolling students is also pedagogically unsound. If a class has a seat count of 35 students and you enroll 45 students, it will be difficult to not only assign but also to grade additional essays, etc. I receive budget updates on an almost daily basis, so I will keep you aware of any changes in the state budget situation.

This semester I will be in the AdFac office every Monday, Wednesday, and Friday from 9:00AM until Noon. Please feel free to stop by to chat or just have a cup of coffee with me.

- Sam

Imponderables???

An intellectual is someone who can listen to the William Tell Overture without thinking about the Lone Ranger.

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Submission deadline: 10th of the month.

Letters to the editor must include your name, address, phone # and email.

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Budget cuts and other monetary musings: Is there a crisis at NOCCCD?

by Denny Konshak

Until the State of California budget is settled by the governor and legislature, North Orange Community College District does not know exactly how much money it will receive for the 2010-11 academic year. However, in a tentative budget presentation at the June 22, 2010, Board of Trustees meeting, some glimpses were given into the administration's thinking. The district is going to try to keep enrollment steady with last year's enrollment. This means that the overall number of courses should remain steady this year.

In 2008-9, the district took in \$210,132,491 in revenues. The district expended \$185,982,134. At the June board meeting, the Vice Chancellor for Finance & Facilities stated that the 2009-10 revenues would approximately match the 2009-10 expenditures, with his guess being the expenditures might be \$300,000 more. So the district has NOT in the last few years been spending significant reserves to keep operations going. The ending fund balance on June 30, 2009, was \$38,488,658. This means the district had \$38 million in unexpended funds as of the end of that fiscal year. The June 30, 2010, amount was projected to be similar to the year before. Some of that \$30+ million that the district is holding on to is committed to various purposes/projects, but has not yet been expended. The Vice Chancellor admitted at the June, 2010, Board meeting that about \$7 million "is not otherwise committed."

Both the Governor's budget and various legislative budget proposals have been generous to community colleges. But again, the final budget has yet to be passed, so some caution is merited.

What does this all mean to part-time faculty?

The district wants to maintain enrollment steady with last year. Lacking some enormous cuts as part of a legislative solution to the state crisis, the district should easily have enough money to support the same number of classes as last year. Hence, if your department is cutting classes because of budget cuts, you need to ask your chair/dean/president where the money has been re-allocated? In some departments new full time faculty have been hired and thus there is less work for part-timers. Some departments may be losing classes because an administrative decision has been made to put resources elsewhere (other departments or more administrators, etc). For example, the state chancellor is putting pressure on districts to cut PE classes. But faculty should not accept the answer of budget cuts as the catch-all rationale for all course cuts. If the district is cutting classes in your area, the money must be going somewhere. ASK. Once the state has a budget, AdFac will get you more information.

Should I take more students in my classes?

As part of an efficiency drive, the administration is trying to fill all classes to the maximum, and then pressure faculty to take extra students rather than open new sections. As the above analysis shows, the district has the money for at least as many sections as last year. Part-time faculty do not HAVE to take students over the maximum. It IS hard to turn away students, but I would suggest telling them to talk to the dean about adding adequate sections. The pressure should really be on the administration to provide the resources (especially since, with the \$30+ million the district has left over, the monetary resources are there). The question is the district's willingness to spend the money on students.



COPE campaign will help elect education-friendly trustees

The COPE campaign kickoff meeting last Spring was designed to bring awareness to students, faculty, and the community about the elections this fall for District Board of Trustees. Three board members are running for re-election for two-year terms of office. The District Board members are a crucial element in our push for equity. We want to elect a board majority who believe that education should come first, who share the same interests we do so that they can help us create an environment in which our students and faculty can succeed.

In August, AdFac is conducting interviews of the three incumbents on the District Board of Trustees and three potential candidates for those positions. As a result, AdFac will make recommendations for the Board elections this Fall:

In order to continue to improve conditions for part-timers in

this District, we need your help. Become a member of COPE with a monthly contribution of \$1, \$3, \$5 or even \$10. This will help us elect the right people, people who are pro-education, to the District's Board of Trustees. If you can only give once, be like **Gene Murphy**, adjunct faculty instructor and former football coach at Fullerton College. Last December, Gene sent us a check for \$100. Or **Neil Cooney**, adjunct faculty philosophy instructor, who sent us a check for \$100 last fall. Or **Zuoliu Ding**, who donated \$80 last spring.

Please complete a payroll deduction form and return it to the Ad-Fac office, OR put it in the COPE box at either the Cypress or Fullerton College mailroom. Your support is greatly appreciated. If you can't make a contribution, perhaps you can volunteer to work on the Board of Trustees election with us.

If you need more information, please call (714) 526-5759.

AdFac executive board members retire



Mary Millet

June 2010 marked retirements for two AdFac Executive Board members.

Mary Millet, CFT Field Representative and Chief Negotiator to AdFac for 2008-09, resigned effective June 30 after many years in the field. Mary began her career as a junior high school English teacher in Utah. She later taught English at Palomar, Mira Costa, and Cal State San Marcos. She became Part-Time Community College Faculty Coordinator for CFT community college locals in 2003. She joined CFT full time as a Field Representative in the LA Regional Field Office, Hawaiian Gardens, in 2004. Two years later she became Field Representative in the CFT Costa Mesa office where she served AdFac and other locals in Orange, San Diego, and Riverside Counties. Congratulations, Mary! We really miss you, but we wish you all the best.

Tony Jordan originally hails from Michigan; he later moved to Florida for ten years. He also taught at Cleary University, Oakland Community College, Washtenaw CC, Lansing CC, and The American College. Most of his union activism occurred during the years he served as Executive Director of the Howell Main Street Program. Tony moved to California in 1992. While teaching economics at Fullerton College, Tony served as AdFac's COPE Chair and was a member of the Executive Board since 2009. Tony and his lovely wife, Margaux, are now happily back in Florida. Congratulations, Tony!



Tony Jordan

AdFac welcomes new CFT field representative



Frank Oppedisano

New to AdFac is **Frank R. Oppedisano**, who replaces (can anyone replace her?) Mary Millet as CFT Field Representative to our local union.

Frank has served as Executive Director in the Newport-Mesa Federation of Teachers (certificated employees), Local 1794, Costa Mesa, since 2006. He began working for AFT in 1999. Originally from Syracuse, he interned for AFT in Washington, DC, organized in California for AFT/CFT until 2001, served as Executive Director of Coast Federation of Educators from 2002 to 2004, and then as Executive Director with Newport-Mesa. He's also on the Board of Trustees for the Newport-Mesa Schools Foundation. AdFac welcomes you!



Pete Christenson

Meet Pete, our new COPE chair

Pete Christenson accepted a position as AdFac's new COPE chair, replacing Tony Jordan, in the late spring.

Pete volunteered to make phone calls for our COPE campaign last winter. As if that weren't enough, Pete said he'd like to find out more about us and the California Federation of Teachers, and he became an official delegate to the CFT Convention in March. Next, he attended a workshop on STRS in LA.

Pete asked lots of questions and was really interested in our union and the issues part-timers face in the current economic climate. So, when Tony said he was leaving the area, we asked Pete if he'd like to step in as COPE chair. That's how it all began.

Pete taught at Cypress and Golden West Colleges in the early '80s. He has been teaching mathematics at Cypress College since 2002. He also has been a financial advisor with Ameriprise Financial Services since 1996. Pete and his wife, Terry, live in Brea. Welcome!

Treasurer recalled, Interim Treasurer appointed



Ray Raugust

With the recall of AdFac's treasurer last May, AdFac appointed **Ray Raugust** as Interim Treasurer.

Ray has taught accounting at Cypress College since 1996. He holds a BA in Business Administration from California State University, Fullerton. He is a California CPA and served as a senior tax associate and senior audit associate with Touche Ross & Co. (now Deloitte Touche, LLP) before joining Hughes Aircraft as a senior internal auditor. He established and managed his full service public accounting practice in Santa Ana. He and his wife, Win, live in Los Angeles. Welcome!

Support SB 810



Negotiations Update: Moving at a snail's pace

The AdFac Negotiations Team has met with the District negotiators four times since our last newsletter (April/May 2010) for approximately 6 hours, making a total of 14-plus hours at the table since February 2010.

The only significant step? We reached a Tentative Agreement with the District June 17 on Article 16 (Grievances).

We continue to have problems with Article 6 (Assignment and Scheduling, especially with Preferred Consideration) and Article 7 (Working Conditions, including pay for ancillary activities).

The District wanted to scrap our entire Article 6 regarding preferred consideration, but we said NO. In this year's negotiations sessions, Jeff Horsley, Vice Chancellor, Human Resources, and head of the District's Negotiating Team, stated more than once his belief that the preferred consideration system has become one of entitlement rather than being based on length of service. He believes that AdFac has misunderstood the intent of preferred consideration. He said he had no problem with the principle, only the process. The article remains status quo.

At the June 10 meeting, Horsley mentioned "interest-based bargaining." For those of you who are unfamiliar with this concept, interest-based bargaining involves exploring our common

interests and working together to achieve those that are mutually agreeable. This would be a radical departure from past negotiations, but one that could be beneficial to adjuncts IF it is truly heartfelt by the District.

We also discussed improvements to the evaluation process and to the grievance forms.



What's to come?

We're still working on making our online forms interactive. We have yet to discuss salary and benefits, including automatic step advancement.

We hope to continue negotiations in September, but so far no meeting dates have been set.

Our current contract remains in effect. If you believe your rights under this agreement have been compromised, we want you to let us know. We are working hard and will continue to work vigorously on your behalf to ensure that we reach an equitable agreement with the District on our re-openers for this year.

AB 1807 campaign results

In just a few weeks, more than 600 petitions were collected and presented to the District Board of Trustees on Tuesday night, May 25, in favor of AB 1807, the part-time re-hire rights bill. Thanks to all!

What happened then?

AdFac had submitted a resolution to the Board's agenda to indicate to the state legislature our support for AB 1807. This agenda item was the **last** item of the night. Sam Russo, AdFac President, presented the petitions to the Board. Natasha Bauman, AdFac Vice-President for Cypress College, spoke on how difficult it is for part-time faculty to plan their lives when they have no assurance of classes for coming semesters. Denny Konshak, AdFac Grievance Chair, offered some details of the law. Then the Board members asked questions and made comments. Trustee Barbara Dunsheath was most concerned that the Board might go on record as supporting AB 1807, but later the bill would be amended to include elements that, maybe, the Board did not support. Trustee Donna Miller had a series of concerns, including how many evaluations needed to be done before a part-time faculty member received re-hire rights. It was noted that the bill was in suspension in the Appropriations Committee. After much hesitation was expressed, Trustee Jeffrey Brown moved that Board support of the resolution be "postponed indefinitely." The Board unanimously approved that motion. The AdFac contingent trudged disappointedly into the dark night.

Where do we go from here?

We lost a battle but the war is far from over. What is amazing is that this battle was such a small step -- a letter on the Board's part supporting a proposed state law, which would give part time faculty a modicum of assurance of continued employment if they were performing well and their classes were needed. However, the issue of re-hire rights is being discussed in our current

negotiations and the vigorous support of part-time faculty will be needed in what looks to be a long battle. We fully intend to prevail.

What did we learn?

Part-time faculty have several Trustees who regularly support our attempts to fight for parity for part-time faculty. Several other members of the Board often voice empathy for part-time issues, but seem to always find some reason NOT to support us. And some seem to believe that administration should have total "flexibility" in re-hire decisions.

This fall, three members of the District's Board will be up for re-election. AdFac plans to actively participate in those races. YOU can help by contributing to AdFac's COPE fund (money earmarked for political campaigns).

The road to parity will not be easy, nor will it be quick, but determination in pursuit of justice will get us there.

Note: The Appropriations Committee commonly puts bills in suspense for various reasons, including additional research and discussion. The bill was held by the Committee through the end of 2010.



Assignment request forms

Adjunct Faculty Academic Assignment Request Forms **must** be completed and turned in one year in advance. For example, the form requesting classes for the Fall 2011 semester must be turned in no later than the first instructional day of November 2010.

Also, please *do not* complete one form for two separate semesters, and be sure to complete all parts of the form. For those who teach at SCE, the form must be turned in no later than the last instructional day of the previous trimester.

Be sure to keep a copy of the form for your records.

Tips and useful info for our new part-timers!

Your salary—

- ◆ Is about 40% of what a full-timer is paid for the same class with pay-checks at the end of Sept, Oct, Nov, and Dec.

Your fringe benefits—

- ◆ Sick leave accumulates at the rate of one hour per each 18 hours taught and accumulates from semester to semester—some of it may be used for personal leave (such as bereavement).
- ◆ STRS retirement—the District contributes, you contribute, BUT it takes 5 years full-time equivalent to "vest" (have rights to a pension). Of course, your actual pension is based on earnings so, while it's nice to have the money, it will not be a generous amount. You could have opted for PERS if you had been a member previously or opted for Social Security. Getting a STRS pension will offset (lower) your social security if you qualify

for that program. If you leave STRS before the 5-year vesting period, you get YOUR money back (not the college's contribution).

- ◆ EDD—between semesters /trimesters and during the summer, you can collect unemployment compensation, since you are hired and fired each and every semester/trimester. Check our future newsletters for further information; you could get hundreds of dollars over Christmas.
- ◆ Medical—Several years ago, the District Board of Trustees granted medical reimbursement to those who have no insurance BUT have to have worked at least 33% of full-time (full-timers work 15 credits per semester, so a single three-credit class is 1/5 or 20% of a full-time load) for 3 of the previous 5 semesters. (For noncredit, you must have worked for 5 of the previous 9 trimesters.) So keep this in mind if you stick around—you can get up to \$1,596/fiscal year.

Note: In order to qualify for this reimbursement, you must not be otherwise eligible for or enrolled in health care coverage, as an employee, spouse, domestic partner, or dependent, under a health insurance program sponsored or paid, in full or part, by another employer.

- ◆ Priority for rehire—is another future benefit for newcomers. After teaching at least 33% for 4 of the previous 6 semesters, part-time faculty have priority for available classes in their department, with some caveats. See Article 6 of the contract for particulars.
- ◆ Teaching resources—see Article 7, Working Conditions, of the contract (on www.adfacunited.org). A main condition is that you have the same access to resources and media (red ink pens for English teachers, etc.) as the full-time faculty in your department.

AdFac is your union and we welcome your participation. Call 714/526-5759 and volunteer your skills now.



Debbie Le receives Kaye Lennon scholarship

AdFac congratulates this year's winner of the Kaye Lennon Scholarship, Debbie Le. The winner was announced at the Student Success

Event held on June 2 at Cypress College.

Debbie has been a student at the School of Continuing Education's Anaheim campus in Early Childhood Education. She plans to attend Fullerton College in the Fall to continue her studies and earn an AA in Child Development.

"My long-term goal is to become a director of a Head Start Program within the next five years," said Debbie.

Debbie is the ninth student to receive this scholarship since its inception. Each year, AdFac awards a \$500 scholarship to a deserving student in SCE who wishes to continue his/her education at either Fullerton or Cypress College the following semester. The scholarship is named after a long-time SCE teacher who was an ardent advocate for all of her students and a member of the original AdFac negotiations team; she lost her life to cancer.

Welcome, New Members!

Marcial Escobar, FC, Phys Ed
Christina Le, CC, Business
Stephen Valbuena, FC, PE
Todd White, CC, Biology
David Petrie, CC, Math
John Baker, CC, English
Lluvia Flores-Castro, FC, Counseling
Elizabeth Buchanan, FC, Reading
Ehab Loza, SCE, Computers
Sandra Meredith, SCE, DSPS
Kathleen Moriarty, CC, Geography
Roger Long, FC, CIS
Robert Liccardo, CC, CIS
Eric Hanson, FC, Music
Judith Long, FC, Cosmetology
Mireille Taar, FC, Foreign Languages
Giovanna Fogli, FC, Italian

Heather Calvete, FC, Music
Kyra Kirkwood, FC, Journalism
Andrew Zacharias, CC, Music
Tamara Rhoads, CC, Nursing
Carla Matus, FC, App. Design
Lorraine Carson, FC, Psych

Also, welcome our returning members:

Geralyn Arrieta, CC, Economics
Marcos Martinez, CC, Psychology
Charmaine Wilkerson, SCE, ESL



We cordially invite you
to our Part-Time Teachers'
Welcome Back Happy Hour

Friday, September 17, 2010
4 ~ 6 P.M.

Come on out ~ Meet and greet the AdFac staff!
Get acquainted with fellow part-timers
from Cypress, Fullerton and SCE!

Cash Bar
Snacks provided by
Café Hidalgo

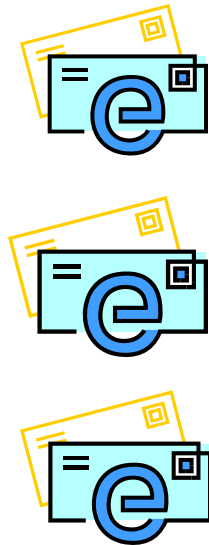
305 N. Harbor Blvd., Fullerton, Villa del Sol Courtyard

RSVP by September 7

(714) 526-5759 or union@adfaced.org

**Please check your e-mails
and mailboxes**

Concern has been expressed that adjunct faculty are failing to open and read their e-mails, especially at Cypress College. While some of these e-mails are unimportant (e.g., the Bursar's office will be closed between 1:00 and 3:00 PM on Thursday), some are of utmost importance. For instance, not long ago, several e-mails were sent announcing disaster preparedness drills. While it may indeed be true that we get no warning of, say, an earthquake, it would be extremely helpful to know what to do in such a situation, which is the reason for conducting such drills. In other words, let's try to be proactive rather than reactive. Our contract requires us to regularly check our mailboxes and e-mails.



Important Dates:

2010 Executive Board Meetings
Fridays

August 20	November 19
September 17	December 17
October 15	

Members are welcome to attend the board meetings. Meetings begin at 12:30 p.m. at the AdFac office, 305 N. Harbor Blvd., Suite 313, Fullerton, CA.

In the Villa del Sol
305 No. Harbor Blvd., Suite 313
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**ADJUNCT FACULTY UNITED,
LOCAL 6106, CALIFORNIA
FEDERATION OF TEACHERS,
AMERICAN FEDERATION OF
TEACHERS, AFL-CIO**



“I consider it important, indeed urgently necessary, for intellectual workers to get together, both to protect their own economic status and, also, generally speaking, to secure their influence in the political field.”

-- Albert Einstein

(commenting on why he joined the AFT)

Promoting Parity for Adjunct Faculty

“Three Hours to Parity”

This Fall, AdFac will be conducting several campaigns to promote parity, and we need your help! Please consider donating three hours a semester in our office to help on these campaigns.

Watch for more information via emails and letters.

**MARK YOUR CALENDAR NOW —
Friday, September 17, 2010
4—6 PM
AdFac's Welcome Back Happy Hour**