



ADJUNCT FACULTY UNITED, LOCAL 6106,
CALIFORNIA FEDERATION OF TEACHERS,
AMERICAN FEDERATION OF TEACHERS,
AFL-CIO

December/January 2012

Volume 10, Issue 4

AdFacts

Budget News: NOCCCD is fiscally well-positioned

On Tuesday, September 13, the NOCCCD Board approved a proposed budget for 2011-12. The budget book extended to some 96 pages and was chockfull of interesting information, including the following (from the General Fund Summary page):

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	<u>2008-09</u>	<u>2009-10</u>	<u>2010-11</u>	<u>2010-11</u>	<u>2011-12</u>
	Actual	Actual	*Budgeted*	Actual	*Budgeted*
Revenues	201,132,491	190,555,504	184,351,588	192,925,472	180,314,161
Expenditures	185,982,134	177,513,590	198,023,742	182,128,365	194,174,176

Notice that in 2010-11, the district anticipated a loss (**budgeted** number) but, in fact, had an excess when the actual figures were totaled. Thus, this year's projected loss is perhaps also fictitious. The district has a penchant for projecting deficits but coming up with surpluses. If one looks at the **actual** numbers above, over the last several years NOCCCD has done well: The money coming in has exceeded the money going out.

For 2011-12, the Board-approved district budget has an "ongoing" structural deficit at an estimated \$8,073,810. However, the district has set aside \$19 million from the district's "ending fund balances" in a new fund, a "Deficit Reserve." So the district has ample funds to cover the \$8 million shortfall, if it should occur. The \$19 million would also seem ample to cover any mid-year cuts, no matter how draconian. (Should the state budget be short, cuts would automatically come to community colleges AND student fees would go up another \$10 a credit next semester).

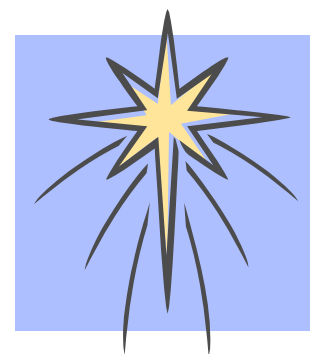
How did this newly created "Deficit Reserve" come about? At the end of the fiscal year (June 30), the district sees how much money is still in its pockets—this is called the "ending fund balance." Some recent totals:

Ending fund balances: (from NOCCCD Proposed Budget & Financial Reports 2009-10, 2010-11, 2011-12)

2008-09	2009-10	2010-11
\$38,488,658	\$45,425,153	\$50,782,489

These are very healthy numbers for, basically, a \$200 million a year operation. For those who are skipping the numbers and only reading the text, this means the district had \$50 million left over in their pockets as of July 1, 2011. (Note that some of this money is committed—things may have been bought, but not paid for yet.) Cypress College had an ending fund balance of \$4,934,633.01. Fullerton College had \$5,422,176.37. Bottom line: There is lots of money around. The question is, where will it go.

Also note that some of the rosy healthfulness is due to faculty, classified, and administration not getting any salary schedule increases for years.



Special Points of Interest -

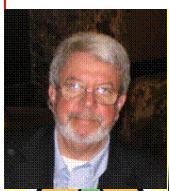
New Members

Assignment Requests

CFT Convention

(continued on page 4)

President's Corner



Since this is the last issue of *AdFacts* for the Fall 2011 semester, I want to take the opportunity to wish all our adjunct colleagues a happy and restful holiday season.

essentially fired every semester and then rehired the following semester. Even if your name is listed in the Schedule of Classes, there is no guarantee that the classes listed will go. (See related article on p. 3)

Also, we will know by approximately December 15 the state of the State Budget. At that time, we will find out whether there will be any additional cuts in classes (guess who will be cut). I wish I could give you a great deal of good news but I'd be lying if I did so. So, I'll leave you with **Happy Holidays!**

Remember that you are eligible to file for Unemployment Insurance during the winter break. Unfortunately, part of the life of an adjunct is that we are es-

- Sam

Congratulations to Sharon Hendricks on her election to the CalSTRS Teachers' Retirement Board!

Meet Jack Mierop, our new VP Fullerton



The AdFac Executive Board is happy to announce the appointment of our new VP Fullerton, Jack Mierop. Jack teaches speech communication at Fullerton and has been teaching there since 2005. And he is a part-time lecturer at California State University, Fullerton. He has been teaching at the university and community-college level for 15 years.

Jack earned his bachelors and masters in Speech Communication, with interpersonal/intercultural emphasis at the graduate level, from Cal State University, Fullerton. He has experience in communication education for training seminars, classrooms and small groups. He is a motivational speaker, life coach and founder of *Jack Up Your Life*, a presentation designed to motivate and create personal peace and positive change in a wide range of audiences.

Jack resides in Long Beach. Welcome, Jack!

70th ANNUAL CALIFORNIA FEDERATION OF TEACHERS CONVENTION

**April 13, 14, 15, 2012
Fairmont Hotel
San Jose, California**

Imponderables???

If you are cross-eyed and have dyslexia, can you read all right?

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Judi McDuff
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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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Executive Director
Grievance Chair**

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Ray Raugust
Judi McDuff
Denny Konshak**

Negotiating Team

**Slimane Gueddi, Catherine Whitsett, Judi McDuff, Sam Russo
Pete Christenson
Bob Fey**

**COPE Chair
Past President
Vice Presidents
Cypress College
Fullerton College
School of Cont. Ed.**

**Natasha Bauman, Box 24
Jack Mierop
Slimane Gueddi**

Get extra money during the holidays!

As the semester/trimester winds down, AdFac reminds all adjunct faculty to call the Employment Development Department of the State of California at 800/300-5616 as soon as you have administered your last final exam.

Tell them you have been **laid off** (unfortunately, you have, even if your name is in the printed Spring Class Schedule, since “your” class might not fill or a full-time faculty might take it to fulfill his or her regular load).

Tell the caseworker you want to apply for unemployment compensation. If you are not working otherwise, you should be able to draw checks every week until the semester resumes in late January. The caseworker will need the name and address of your employer (NOCCCD) and may ask you, when you men-

tion you are a teacher, if you have “reasonable assurance of continued employment.” The answer is **NO**. (Full-time teachers do, but part-time faculty do **NOT**.)



If necessary, mention the **CERVISI Decision** (a community college part-time teacher who was denied, appealed, and won). The decision is codified in EDD Field Directive 89-55UI (in case the caseworker gives you a really hard time!). Of course, if the caseworker you initially talk to is obstreperous, you can always hang up, call back, and start the process all over again with someone who is more knowledgeable.

Or apply online at www.edd.ca.gov/eapply4ui.



Welcome, new members!

Wendy Lucko, CC, Automotive
 Russell Flynn, CC, Geology
 Joshua Susskind, FC, Psychology
 Marie Dieckhoff, SCE, ESL
 Mary Hegarty, FC, Phys Ed
 Noah Casaquit, CC, Phys Ed
 Ruth McKee, CC, Theatre
 Janine Salinas, CC, Theatre/Dance
 Eufemia Scarfone, SCE, ESL
 Sally Mungaray, SCE, DSPS
 Ivan Stanojkovic, SCE, DSPS
 Hernando Chavez, FC, Psychology
 Mori Brett, CC, Counseling
 Faith Hogan, CC, Business
 Jayme Wilson, FC, Business
 Shannon Haslinger, SCE, Basic Skills
 Jose Arroyo, SCE, DSPS
 Olga Moran, CC, Spanish
 Gabriel Jacob, CC, Phys Ed
 Lee Feldman, FC, Business
 Justin Cole, CC, Art
 Maria Sanchez, SCE, HS/GED
 Manuel Patron, CC, Automotive
 Fernando Mallory, CC, Human Services
 MaryAnn Fueger, FC, Fashion Design

Assignment request forms revised

Adjunct Faculty Academic Assignment Request Forms have been updated. There are now four forms, one for college credit instructors, one for college credit counselors and librarians, one for non-credit (SCE) instructors, and one for noncredit (SCE) counselors.

These forms **must** be completed and turned in one year in advance.

For example, the form requesting classes for the Spring 2013 semester must be turned in no later than the first instructional day of April 2012.

For example, those who teach at SCE, the form requesting classes for the Spring 2013 trimester must be turned in no later than the last instructional day of the previous spring trimester (2012).

Here’s how to access the request forms: go to the District’s website at www.nocccd.edu to obtain the forms. Once at the website:

Click on Departments, then Human Resources, then Union Contracts, and finally, click on the desired assignment request form.

The forms may be completed online and printed out. Please *do not* complete one form for two separate semesters, and be sure to complete all parts of the form.

Physical copies of the forms will **not** be maintained in division offices, etc.

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

(New members continued)

Elizabeth Low, FC, Music
 Eric Jones, FC, Art
 Jenilyn Smith, CC, Dance
 Beverly Berekian, FC, Earth Science
 Chuong Vo, FC, Manufacturing Tech

A measure of shame— News from the District's Proposed Budget/Financial Report 2011-12

by Denny Konshak

How much does the district save by using part-time faculty rather than full time?



NOCCCD's 2011-12 budget book reveals that the district does not have enough full-time faculty. State law mandates NOCCCD have 529.8 full-time faculty members (for Fall 2011); NOCCCD has only 510. Rather than hire the additional full-time faculty, the district is looking to use a loophole, thereby risking a penalty of \$60,289 per full-time slot that is lacking.

Where does the \$60,289 figure come from? This is what the state figures the district saves by employing part-time faculty rather than full-time faculty. In other words, this number represents, for example, the disparity between what

a full-time faculty member receives in salary and benefits for teaching 5 three-credit courses each semester versus what a part-timer would receive for doing the same. So, by hiring several part-timers, the district saves \$60,289 per year per full-time slot. This means that if the district spends \$25,000 paying several part-timers for 5 three-credit courses each semester, then the costs of a full-timer would be \$85,289 for the same work.

THIS REPRESENTS HOW MUCH YOU ARE UNDERPAID!

AdFac believes in equal pay for equal work and is fighting for **parity!**

(Data from page 11 of NOCCCD's 2011-12 Proposed Budget & Financial Report)

(continued from page one)

Expect more class cuts

Sounds contradictory, given the good fiscal news described above, but the district intends to drive enrollment down:

Full-time equivalent students by campus:

	<u>2009/10</u>	<u>2010/11</u>	<u>2011/12</u>
	Actual	Actual	Target
Cypress	12,428	11,890	10,710
Fullerton	19,478	19,890	16,990
SCE	6,795	5,951	5,637
Total	38,702	37,733	33,338

(from the 2011-12 NOCCCD Proposed Budget & Financial Report).

Why the plans to drop enrollment? For 2010-11, the district served 37,733 students (full-time equivalent) but the state only paid for approximately 34,492. So the district is trying to drop enrollment to align more closely with what the state is able to pay for.

Sad.

So, when your chair/dean/college president explains class cuts by merely saying "budget cuts," you need to be aware that the district and the colleges are doing okay, "budget cuts" really means priorities (and money) have been allocated elsewhere—and you deserve a better, more detailed explanation of what these priorities are (and will be).





Negotiations Update—

AdFac defeats administration attack on preferred consideration

by Denny Konshak



Recent negotiations with the administration have concluded with AdFac successfully repelling an administration attack on North Orange's system of giving some part-time faculty priority for assignments for subsequent semesters/trimesters. "Preferred consideration" for part-time faculty basically means that those who have been around a while (2 years

with a load of at least 33% of full time) and have successful evaluations will get priority for class assignments, in seniority order. The administration had opened negotiations with a proposal to drastically alter this system by giving deans authority to assign classes to whomever they wished, in whatever quantities they wished. Deans need "flexibility" was the administration's rationale for dismantling the preferred consideration system in effect over the last decade!

However, the AdFac Negotiations Team, led by Chief

Negotiator Catherine Whitsett, resisted this drastic change and the final result, after 1-1/2 years of negotiations, was that the system WILL remain the same for now! Of course, the administration may try to continue this battle in future negotiations, but, with the help of the membership, AdFac should again triumph!

Thus, assignments for future semesters/trimesters should still be given in the following order:

- (1) Preferred consideration part-time faculty, in seniority order,
- (2) Returning part-time non-preferred and new hires.

Contact AdFac if your chair/dean does not seem to be following this procedure. Please note that preferred consideration faculty have priority for whatever number of classes they have requested—giving everybody one class first is NOT the contractual process.

Our thanks to the Negotiations Team for attending (and preparing for) 25 meetings with the administration: Slimane Gueddi, School of Continuing Education; Judi McDuff, Executive Director; Sam Russo, President; and Catherine Whitsett, Chief Negotiator.

Advantage AdFac! Is anybody teaching more than a 60% load?

Fall 2009	Spring 2010	Fall 2010	Spring 2011	Fall 2011
Credit	Credit	Credit	Credit	Credit
54 over	36 over	78 over	82 over	100 over
949 total part time	921 total	917 total	964 total	814 total
Fall 2009	Spring 2010	Fall 2010	Spring 2011	Fall 2011
SCE	SCE	SCE	SCE	SCE
8 over	6 over	11 over	13 over	13 over
334 total part time	357 total	296 total	312 total	284 total

California law used to limit part-time faculty to 60% of a full-time load (for credit part-timers this would be 9 credits since full time is 15 credits; for non-credit this would be 15 hours a week since full time is 25 hours per week). This law was changed a few years ago due to intensive lobbying by the California Federation of Teachers to 67%, so now credit people can do 67% (10 credits) and non-credit can do 67% (16 2/3 hours a week). AdFac negotiated this change in our contract, and the chart shows how many part timers have been able to take advantage of this gain.

Scholarships available to members in 2012



For high school students and continuing college students

Raoul Teilhet Scholarship Program

About the scholarship program

The scholarships were established in honor of former CFT President Raoul Teilhet, the charismatic leader of the union during the 1970s when California education employees won collective bargaining.

About the scholarship awards

Scholarships of \$3,000 are awarded to students entering or attending a four-year university; \$1,000 scholarships are awarded to students entering or attending a two-year school. The awards are based on academic achievement, financial need, special talents and skills, participation in extra-curricular activities, and a 500-word essay on a social issue about which the applicant feels strongly.

Who is eligible to apply

Scholarships are available to graduating high school seniors and continuing college students who are children or dependents of CFT members in good standing, or children of deceased CFT members. High school seniors who received a Raoul Teilhet Scholarship are not eligible to apply for a continuing college scholarship.

How to obtain an application

To download a scholarship application, go to www.cft.org and click on Scholarships. To obtain a photocopy of the application, contact your local union. To have an application mailed to you, call (714) 754-6638.

High school applications must be post-marked by January 10, 2012.

College applications must be postmarked by July 1, 2012.

For dependents and members
Union-Sponsored Scholarships:

New Options! National Labor College Scholarship Program

The AFL-CIO awards scholarships to eligible union members or union staff employees who want to complete a degree in Labor Studies through the National Labor College. Scholarships are now available for three new online degree programs. Learn more at www.unionplus.org/scholarships.

Union Plus Scholarship Program

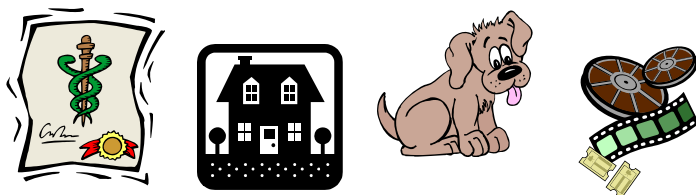
The AFL-CIO offers scholarships ranging from \$500 to \$4,000 to union members, their spouses, and their dependents who are enrolled at an accredited institution of higher education. Scholarships are also available to graduate students. Application deadline: January 31. This year's application is entirely online; go to www.unionplus.org/scholarships.

Robert G. Porter Scholarship Program

AFT awards four \$8,000 scholarships to high school seniors who are dependents of AFT members, as well as 20 continuing education grants of \$1,000 to AFT members. Application deadline: March 31. Learn more at www.aft.org/aftplus/scholarships, or email porterscholars@aft.org, phone (800) 238-1133, X 4457.

Raoul Teilhet Scholarship Program

CFT offers \$3,000 and \$1,000 scholarships to high school seniors and continuing college students who are dependents of CFT members. Application deadlines: January 10 and July 1, respectively. To learn more, cft.org and click on Scholarships, or phone (714) 754-6638.



For all your AFT membership needs and information, go to: <http://www.aft.org/members>.

At this site you can register your membership card in order to take advantage of all AFT member benefits. Any changes to your account information (email, phone, or postal address) can also be made here. By keeping your information up to date, you will continue to receive updated benefits information and publications.



AdFac members ratify 2009-10 agreement

In another year of terrible budget news and major cuts to education from the state, the District held a firm line of “no increases” throughout our negotiations on contract reopeners for 2009-10. As a result, the AdFac Negotiations Team focused on improving non-monetary items.

Earlier this fall, the Team completed 2009-10 negotiations. AdFac members voted on a tentative agreement with the District in October. The agreement passed with 13.5% of the members voting.

Key provisions of the agreement are as follows:

- ◆ 9.1 % increase in medical premium reimbursement (from \$1,596 to \$1,740 per yr.) effective Fall 2011. (*Article 12, Benefits*)
- ◆ Maintain preferred consideration for assignment of load up to sixty (60) percent and retain the status quo eligibility criteria. (*Article 6, Assignment and Scheduling*)

- ◆ Prohibit evaluation of extracurricular activities that are not reasonably related to the instructional or academic assignment. (*Article 7, Working Conditions*)
- ◆ Amend provisions and improve language of the grievance procedure. (*Article 16, Grievance Procedure*)
- ◆ Update assignment request forms and make them available on the internet.*

This completes negotiations for 2009-10. Thanks to all members who voted!

*The revised assignment request forms are now available on the District website at www.nocccd.edu and on AdFac’s website: www.adfacunited.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.

AdFac Executive Board member retires

JERRI GIRARD-CORKUM, VP Fullerton and



Co-Chair, Grievances, retired from our Executive Board in September 2011. Jerri was a member of the regular organized negotiation team that resulted in our first contract with the District. Since that time (2000), she served on the AdFac

Executive Board as member, co-chair of the Grievance Committee, and as liaison between AdFac and Fullerton College. Jerri earned her Ph. D. in Spanish at UC Irvine. She taught Spanish at Fullerton College for more than ten years and retired in 2011.

Jerri will be busy promoting a book titled *Dyslexia Breakthrough*, which she co-authored with her husband, Collin, earlier this year. Collin was diagnosed with dyslexia at age 40 and has been busy trying to help others with dyslexia ever since. The self-published book attempts to reach dyslexic readers who want to improve their reading techniques and habits. Congratulations, Jerri, on your retirement. We will miss you!



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More value for your membership

AFT + is your advocate. For information on all AFT + programs, call 800/238-1133, ext. 8643, or e-mail aftplus@aft.org. The AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to disclosureinfo@aft.org; or visit www.aft.org/benefits/disclosure.

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**ADJUNCT FACULTY UNITED,
LOCAL 6106, CALIFORNIA
FEDERATION OF TEACHERS,
AMERICAN FEDERATION OF
TEACHERS, AFL-CIO**



“What does labor want? We want more school-houses and less jails; more books and less arsenals; more learning and less vice; more leisure and less greed; more justice and less revenge; in fact, more of the opportunities to cultivate our better natures.”

- Samuel Gompers

Promoting Parity for Adjunct Faculty

**Support
SB 810:
Healthcare**
<http://singlepayernow.net>

Important Dates:

2012 Executive Board Meetings

Fridays

January 20	April 20
February 24	May 18
March 16	

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.

