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PCC CLASS CUTS MEAN LESS ACCESS FOR STUDENTS AND LOSS OF FACULTY JOBS

The PCC Courier's well-researched articles, "*More classes to be cut*" (5/17/2012) and "*Only half as many classes to be offered in summer*" (5/31/2012) clarify the massive class cuts at PCC in extraordinary and compelling detail. According to the articles, since 2007, over a quarter of our program has been cut (26%), with **779 fewer sections** scheduled for Fall 2012 compared to Fall 2007. The Summer 2012 session has been slashed by an unprecedented 52%; from 369 sections (2011) to 191 sections (2012). While Sacramento is a mess of budget contradictions, lack of political will, and outright contempt for public services, PCC could and should do a whole lot better in this crisis.

The fact is that PCC's reserves have increased every year for the same period that classes have been cut. The FA has argued that it is educationally irresponsible for PCC to cut classes and increase reserves. FA Treasurer Danny Hamman has repeatedly documented that since 2003 the district has increased its reserves or 'swept' extra money into its Capital Outlay funds on average of **\$5,855,594** each year, equivalent to the costs of 1065 class sections (at \$5500 per section). Further the U-Building continues to bleed valuable resources, costing \$6.2 million (equivalent to 1172 classes at \$5500 per section) with no end in sight. PCC's educational priorities must meet educational need to save classes for students and secure jobs for faculty.

PCC SUMMER PROGRAM OFFERS TOO FEW BASIC SKILLS CLASSES IN ESL AND WRITING FOR L.A. AREA STUDENTS

At its May 2nd Board meeting, PCC Trustees voiced their concerns regarding the status of Basic Skills. While PCC is no worse than many districts, Basic Skills classes are losing priority.

A disturbing pattern is emerging, statewide. With increased emphasis on student success, there is less emphasis on access. At the April CCCI meetings in Sacramento, FACCC's Executive Director Jonathan Lightman noted that too often districts are limiting access to students who are perceived as "less likely to succeed." CSUs have been downsizing Basic Skills for several years, but now community colleges are also cutting back. Indeed, President Rocha at the May 2nd Board meeting noted we are increasingly becoming "two colleges" in which our transfer success remains strong; however, our Basic Skills programs which affect low income and some of our neediest students remain stagnant. Some faculty, notably in ESL and English, have attempted to lower normal closing numbers (NCMs) and also develop innovative pedagogies to improve success rates in Basic Skills. They are being proactive and thus are to be commended for their efforts.

However, another development has PCC's summer ESL offerings coming dangerously

close to Santa Monica's two-tier pay system that has been widely criticized. The new policies for "student success" and "completion," as expressed in the new PCC prioritization system for class scheduling and student enrollment represent a denial of access and an attack on Basic Skills ESL classes, classes that have a significant impact on every division at the college.

- A 2-tier payment system is currently evolving as revenue-generating F1-Visa students are being heavily recruited and given enrollment priority in ESL. Thus classes and seats are available to F1 students, but enrollment priority/access are limited for tax-paying resident ESL students.

- According to a presentation delivered by VP Van Pelt, eight F1-Visa students fund an entire ESL class. Yet there was a push by administration to only offer F1-Visa students summer intersession classes, leaving the resident ESL students with nothing. After much outcry, the current plan is to offer a total of eight ESL classes, but with 12 seats in each class being held for F1 Visa students.

- Other forms of privatization efforts at the college can be seen as Extended Learning pursues a contract with a private ESL company for use of our "facilities" in a summer program for international high-school students. PCC faculty are invited to teach in these programs, but with a pay scale far below current PCC faculty salaries. The justification is that they are "private" contracts and completely unrelated to PCC – the Global Community College.

- With slashes to the resident ESL program, and dwindling opportunity to maintain current income, some ESL faculty, out of desperation, may resort to a 50% cut in hourly pay to work in such programs.

- These are dangerous precedents being set not just for ESL students, but for faculty salaries, and to the college as a whole.

The minimal number of ESL classes for local LA area students is exacerbated by the fact that no English 400 classes are being offered this summer either. Severely diminished Basic Skills sections hurt our community's neediest students.

FIRED RETIREES ARE FIGHTING BACK!

*"We live in an age in which silence is suicidal...
for if they come for you in the morning,
they will be coming for us at night"*

- James Baldwin

An atmosphere of menace and threat pervades our campus.

Consider that the President of ISSU was pushed out earlier in the year; her office was cleared out by campus police and her belongings delivered to her house. Consider that campus police came to a tenured faculty's classroom to escort him off campus this spring. Consider that the Vice President of Human Resources, on the job less than a year, was escorted out of his office by the college's attorney and campus police. What is going on here? Evidently, the administration feels its tactics of intimidation can bully us into accepting cuts and layoffs.

However, forty-five of our valued colleagues (Retiree Part Timers) are stepping up and fighting back! The FA has filed grievances for contract violations, and we will be pursuing an age discrimination suit on behalf of all those Retirees who were summarily fired days before Spring Semester began. The Retirees not only exhibit highly qualified faculty who have been denied their right to teach, but their unilateral dismissals represent a dangerous legal and collegial precedent. If the administration can fire them, who's next?

Below are Jane Hallinger's (English Division and Secretary of the FA) eloquent comments on her grievance. Jane has shared her concerns at several Trustees' meetings.

I am filing a grievance against the college on the following grounds:

1. Betrayal of faculty who retired last year. We were led to believe that we must take advantage of the bonus because it had been over ten years since the previous offer, and we would have to wait a long time for another. The school however, offered another incentive this year. Many of us had not intended to retire, yet we felt the added inducement would not be repeated. We were misled.

2. Before we retired we asked many times if past practice of offering classes to retired faculty would be honored.

We were led to believe that if the Retiree had expertise in a course subject matter and there was educational need, we would be offered classes to teach. The practice has been in place for decades. During the bargaining process, the college's attorney assured the faculty in a letter that past practice would be followed. That promise has been discarded.

3. The college has made a tremendous savings on our retirements. These are not one-time savings. Many of us have not been replaced, and some of us will never be replaced. New faculty will take twenty to thirty years to have their salaries reach those of Retirees.

Therefore to destroy our classes and deny us the scheduled and advertised classes to save \$20 to \$30 per hour does not equate. The administration has cost us classes, but has cost the college its credibility and integrity.

4. Students have been betrayed. Retired faculty were removed less than a week before spring semester, despite their classes having been scheduled. In my case, the subject matter of English 1C had been identified in the college schedule. I designed the class and developed its content over ten years. Students signed up for my course because of its academic content, but they were shocked to learn on the first day of class that I had been replaced and the content was no longer being taught. My replacement dismantled the subject matter, sent back key texts that had been ordered for the course, and assigned new texts that had nothing to do with the advertised course content. The replacement teacher is not to blame, but clearly having to prepare an entirely new class on a few days notice is not fair to the teacher nor the students.

5. Fired faculty include those who have been the core of PCC and its valued traditions of excellence. Four Academic Senate presidents have been discarded; a number of Ralph Story award winners for service to the college are gone; several Risser award winners and nominees for teaching excellence have been cast aside. These individuals have been denied from teaching ever again, yet they have been responsible for PCC's tradition of excellence, its state and national reputation as an educational institution of exceptional value.

6. The administration's mantra that the college fired us supposedly to save money doesn't compute. Many of the fired Retirees have donated enormous sums to building

funds and scholarship programs. Surely, that valuable pool of resources will cease. Now that the college has denied teaching, counseling or library opportunities, it has effectively sabotaged its own retirement plan, the so-called any 'third tier' effort this June. The district's callous actions are penny wise and pound foolish. Indeed now that the college has tipped its hand, I suspect that very few will retire in the near future. Faculty who thought of retiring this year or next now say they will never retire as long as the administration cannot be trusted. And why should they?

7. When the administration so callously engineered its spring dismissals and class cuts, the students were really the ones shortchanged. To save a few dollars, hundreds of students were forced to reconsider their class schedules and rearrange their programs all in the first week of classes.

8. We Retired Faculty (both last year and in previous years) want our traditions and respect back. We are extremely angry that no one in administration even attempted to discuss reasons for firing us.

9. On behalf of my many colleagues who feel betrayed by this institution, I demand that we be given the opportunity to teach as promised by the President during our pre-retirement workshops.

STATEMENT FROM PCC RETIREES ORGANIZATION

The following statement was submitted by PCC's Retirees Association, currently led by President Harry Kawahara.

The recent action by Pasadena City College administration to eliminate PCC retirees from faculty positions undermines the fundamental collegiality of our beloved institution. We find very disturbing that forty-five retirees who were assigned to teach spring semester, 2012 were either removed from their positions entirely or had their assignments significantly reduced.

Faculty retirees embody the rich history of the college, who gladly share their expertise and bring a vital component that links all faculty. Retiring from full time service should never be construed as not wanting to continue making significant contributions to collegial functions.

The Administration's stated purpose of 'saving' money is shortsighted and woefully misguided. In fact, many retirees donate significant amounts of money to the college for scholarships, for educational programs, and for infrastructure projects including new construction. The "savings" thus become a loss of real revenues for the campus.

If the savings are not actual, might there may be other motivations behind the Administration's unilateral actions? Were the abrupt actions hastily conceived or was this the plan all along? At any rate, the offensive treatment of faculty retirees is misguided and mean spirited.

PCC administration's unilateral dismissal of valued colleagues only days before the semester began, suggests gross mismanagement. Age discrimination certainly is a relevant factor. Also, the dismissals are a transparent attempt to devalue collegial culture and hinder institutional memory. Contractually, the college is in direct violation of a decades-old past practice.

We strongly urge the PCC Administration to reinstate immediately all faculty who lost their positions, We support the PCC Faculty Association in their efforts to find a legal remedy to this injustice.

WELCOME TO PCC... NOW SIGN AWAY YOUR PRIVACY RIGHTS

As we go to press, the following college document was brought to the attention of the PCCFA Leadership Board. Newly hired faculty were compelled to sign the document if they wanted a job at the college. There is federal legislation pending that makes this kind of intrusion illegal; the document is offensive and certainly violates basic collegial integrity.

(A full copy of the document has been reprinted on the following page.)

On Monday May 21st, Academic Senate leadership met with Dr. Rocha who claimed he had no knowledge of the new document. He also stated that he would be pulling it from the hiring process. That was good news and the FA congratulates Senate leaders on being proactive in this matter. Then, on May 22nd, an FA group of approximately ten faculty met with Dr. Rocha and the college's attorney, Gail Cooper.

A number of questions persisted as FA leaders met with Dr. Rocha Tuesday, May 22nd.

1) *By whose authority was the document implemented?*

To be fair Dr. Rocha accepted full responsibility. However, he claimed no actual knowledge beforehand that the document would be presented to newly hired faculty.

2) *Who is currently in charge of Human Resources?*

Apparently, Vice President Richard Van Pelt is the manager in charge. We do not know of any qualifications or knowledge VP Van Pelt may have of HR matters.

3) *Why wasn't the Senate informed and thus due process of Shared Governance not followed?*

Clearly this was a unilateral move on the district's part.

4) *Why would Dr. Rocha not know of such a significant change in policy and practice?*

Dr. Rocha indicated that he delegates responsibility and can't review all documents before they are made public.

DISCLOSURE AND AUTHORIZATION

[IMPORTANT – PLEASE READ CAREFULLY BEFORE SIGNING AUTHORIZATION]

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ACKNOWLEDGMENT AND AUTHORIZATION

I acknowledge receipt of the DISCLOSURE REGARDING BACKGROUND INVESTIGATION and A SUMMARY OF YOUR RIGHTS UNDER THE FAIR CREDIT REPORTING ACT and certify that I have read and understand both of those documents. I hereby authorize the obtaining of "consumer reports" and/or "investigative consumer reports" by the Company at any time after receipt of this authorization and throughout my employment, if applicable. To this end, I hereby authorize, without reservation, any law enforcement agency, administrator, state or federal agency, institution, school or university (public or private), information service bureau, employer, or insurance company to furnish any and all background information requested by peopleG2, 160 N. Riverview Drive, Anaheim Hills, CA, 92808, 800-630-2880, www.peopleG2.com, another outside organization acting on behalf of the Company, and/or the Company itself. I agree that a facsimile ("fax"), electronic or photographic copy of this Authorization shall be as valid as the original.

Minnesota and Oklahoma applicants or employees only: Please check this box if you would like to receive a copy of a consumer report if one is obtained by the Company.

California applicants or employees only: By signing below, you also acknowledge receipt of the NOTICE REGARDING BACKGROUND INVESTIGATION PURSUANT TO CALIFORNIA LAW. Please check this box if you would like to receive a copy of an investigative consumer report or consumer credit report at no charge if one is obtained by the Company whenever you have a right to receive such a copy under California law.

Signature _____

Date _____

5) Will we have the HR position filled soon, given important decisions are being made but apparently without collegial expertise?

There was no definite answer to this question.

6) Would newly hired faculty who felt compelled to sign the document be allowed to have it destroyed?

Yes, according to Attorney Cooper.

7) Can we have assurances that any other collegial hiring document be processed according to the policy and practice of Shared Governance?

Dr. Rocha agreed that he would comply with Shared Governance policy and practice.

8) What new documents and agreements would new hires now be compelled to sign, given that the above document has been scrapped by the college?

Much spirited discussion ensued as FA faculty challenged the inclination of the district to overstep its authority in violation of faculty privacy. Dr. Rocha shared a new document that will require much of our scrutiny and due diligence in protecting faculty rights. Stay tuned...

PART TIME FACULTY UPDATE FOR SPRING 2012

JOB INSECURITY

The vulnerability of all PCC part time faculty was highlighted at the beginning of this semester with the sudden replacement of 45 retired full time faculty, including many who had returned to work as part time faculty after retiring in June of last year. In addition, eighty classes were suddenly cancelled the week before the Spring semester began, which cost at least 47 part time faculty their jobs. With no replacement classes likely, many PCC part time faculty now find themselves with fewer classes or with no classes at all. While no rehire policy might have prevented this wholesale reduction in part time faculty, those faculty who remain and part time faculty just entering the system can't help but feel uneasy, if not downright scared, that any given semester could be their last. PCC remains one of the few campuses in the area that has offered no job security. The Faculty Association does not anticipate any change in the college's attitude this year, but the FA will be pushing to make sure that if there are open sections of classes for any semester, that the current part time faculty have the opportunity to take those classes.

Some job security may be coming from Sacramento in the near future. Currently, the California Senate is considering AB 852, introduced by Assembly Member Paul Fong (Cupertino), a bill that would require colleges to offer some form of rehire rights to their part time faculty. Legislators recognize the value and importance of the 40,000 part time faculty in California who are making the community college system work, and many in the Legislature want to provide some support for those teachers. The lack of job security for part time faculty members hurts both students and faculty. Without job security, part time faculty are less involved in the college, they are often reluctant to participate the business of their department for fear of offending someone, and they cannot make long term plans, particularly in these unstable times, because they cannot say from semester to semester if they will have a job. Students lose as well because part time faculty, due to their tenuous connections to the campus, cannot provide any continuity of instruction, cannot act as mentors, and cannot participate in activities connected with curriculum development and student assessments.

In 2010, Assemblyman Fong introduced AB 852,

which would compel all California Community College districts to provide some rehire rights for qualified part time faculty. AB 852 was held up in 2011 because of budget concerns, but at this time the bill is in the Senate Education Committee. All part time faculty should write today to the Committee expressing their support for rehire rights. For additional information on this bill and an opportunity to voice your support for rehire rights with the Legislature, visit the Faculty Association of California Community Colleges (FACCC) at <http://www.faccc.org/index.htm> and follow the instructions under the Point and Click/On Letter Writing box. (FACCC is an advocacy group in Sacramento. It is not connected to the Pasadena City College Faculty Association.)

PART TIME RETIREMENT IS NOT AN OXYMORON

For new and old part time faculty, the Faculty Association urges you to review your retire options. The college offers two possibilities: Apple and STRS. (Remember that PCC does not make any contribution to Social Security). Apple Retirement Program, described as a Social Security Alternative Retirement Program, was set up especially for part time faculty. The Apple program works like a pre-tax retirement account. You contribute 4% of your salary and the college matches your contribution.

On the other hand, CalSTRS, or the California State Teachers Retirement System, offer more options and benefits. When you enroll in CalSTRS, you can choose the Cash Balance Plan or the Defined Benefit Plan. Cash Balance is similar to a pre-tax savings program, where you contribute 4% and the college matches your contribution. The Defined Benefit Plan is a more traditional pension program. Once you are vested (which takes 5 years of service credit), you qualify when you retire for a monthly payment for life. In addition, you contribute 8% per month and the college contributes 8.25%. You can contact STRS through its web site for more information.

For more information, consult Graciela R. Caringella in Human Resources at 626-585-7719.

ANCILLARY PAY DENIED

Part Time faculty cannot teach more than 67% of the load of a full time faculty member. Nevertheless, part time faculty are able to receive Ancillary Pay for activities they perform for the college that are not directly related to their

classroom assignment. Recently the Faculty Association learned that some part time faculty were being denied opportunities to work as substitutes in their departments because the departments claim substituting would push part time faculty over the 67% limit. The California Education Code (Section 87482.5) makes it abundantly clear that this is not the case:

Section 87482.5

(a) Notwithstanding any other law, a person who is employed to teach adult or community college classes for not more than 67 percent of the hours per week considered a full-time assignment for regular employees having comparable duties . . .

(b) Service as a substitute on a day-to-day basis by persons employed under this section shall not be used for purposes of calculating eligibility for contract or regular status. (Underling added)

Clearly, part time faculty are available and can be tapped to substitute at any time. In addition, ancillary work can include program development, grant writing, or any other college related activity that is not connected to a classroom assignment. The Faculty Association expects that departments will honor these provisions. If you feel that you are being denied the opportunity to work on campus in department related activities, please let the Faculty Association know.

UNEMPLOYMENT INSURANCE

This summer promises to be the worst yet at PCC for closed and cancelled classes. The FA will be sending out complete information in the next two weeks about how to apply for Unemployment Insurance if you have no work during the summer.

NEGOTIATIONS UPDATE

The first PCCFA Negotiations Session with the district was held May 25th, 2012. A full Negotiations Issue of the PCCFA newsletter will be forthcoming.

Your PCCFA Negotiations Team:

Co-Leaders: **Danny Hamman** (CEC) and **Julie Kiotas** (Social Sciences)

Suzanne Anderson (Social Sciences)

Martha Bonilla (English)

Eduardo Cairo (Social Science)

Earlie Douglas (Business, Computer Science)

Rod Foster (Visual Arts & Media Studies)

Paul Jarrell (Natural Sciences)

Roger Marheine (English)

Kirsten Ogden (English)

Lynora Rogacs (Social Sciences)

Preston Rose (English)

Krista Walter (English)

ELECTIONS UPDATE

PCCFA Elections are now ongoing. Watch for ballots in your campus mailboxes.

Election ballots are due **Thursday, June 7, 2012 by 4PM** at the ballot box in the PCC Mail Room, C-129.

SOME FINAL WORDS

The PCCFA would like to take this opportunity to acknowledge and express our deep appreciation for the PCC full-time and part-time faculty, AND the clerical and facilities staff at both the Colorado and Foothill campuses. Your tireless efforts and commitment to the college are vital to the success of our students.



Dear PCC Faculty and Staff,

The PCC Faculty Association cordially invites you to our General Meeting & End of Year Luncheon.

We would be honored by your presence.

Thursday, June 7, 2012
11:30AM - 1:00PM
CC-Circadian