

**PCC FACULTY ASSOCIATION**  
1570 E. Colorado Bl. U-248  
Pasadena, CA 91106  
(626) 585-7261  
[facultyassociation@gmail.com](mailto:facultyassociation@gmail.com)

**PCCFA Leadership Board**

**Roger Marheine**  
*President*  
[marheine@pasadena.edu](mailto:marheine@pasadena.edu)

**Preston Rose**  
*Vice-President &  
Part Time Faculty Liaison*  
[pfrose@pasadena.edu](mailto:pfrose@pasadena.edu)

**Jane Hallinger**  
*Secretary*  
[jshallinger@pasadena.edu](mailto:jshallinger@pasadena.edu)

**Danny Hamman**  
*Treasurer*  
[dehamman@pasadena.edu](mailto:dehamman@pasadena.edu)

**Krista Walter**  
*Director/Newsletter Editor*  
[kristawalter@hotmail.com](mailto:kristawalter@hotmail.com)

**Martha Bonilla**  
*Director*  
[mebonilla@pasadena.edu](mailto:mebonilla@pasadena.edu)

**Tony Jugé**  
*Director*  
[tjuge@pasadena.edu](mailto:tjuge@pasadena.edu)

**Rod Foster**  
*Director*  
[wrfoster@pasadena.edu](mailto:wrfoster@pasadena.edu)

**Suzanne Anderson**  
*Past-President & Grievance Officer*  
[saanderson@pasadena.edu](mailto:saanderson@pasadena.edu)

**Julie Kiotas**  
*Grievance Officer*  
[ajkiotas@pasadena.edu](mailto:ajkiotas@pasadena.edu)

**TROUBLESOME QUESTIONS REGARDING  
COLLEGE REALIGNMENT**

Not since the budget crisis of 2009 which led to the termination/buyout of former President Perfumo's contract has there so much collegial dissent. Faculty across the campus have sounded the alarm over the proposed realignment by President Rocha.

At least three divisions have generated petitions challenging realignment. The PCCFA meeting on October 20th, featured angry faculty questioning the realignment and challenging its validity. We can identify four major areas of concern.

First, what's the point? No rationale has been established, no documentation has been presented, and no clear proposal has been generated that would justify realignment, restructuring, or reconfiguring the entire campus as seems to be the endeavor. PCC is consistently ranked in California's top five community colleges, and Dr. Rocha has conceded that we are considered in the top ten in the nation! What's not broken surely doesn't need fixing.

Second, what's the plan? Actually there is no 'plan.' On October 17th, at the newly established Planning and Priorities Committee (PPC), President Rocha wrote his thoughts in magic marker on a white board (!). Yes, another new committee, the PPC is to be the primary body that creates the restructuring/realignment despite that fact that many professional disciplines would need extensive consultation and input. The PPC is to be advisory only. Sadly, Dr. Rocha did not include any formal representation of the major collective bargaining units on campus—PCCFA, ISSU, nor CSEA have any official representation on the PPC.

Third, what's the rush? At the PPC meeting on October 17th, Dr. Rocha set the date of a new plan at December 14, 2011, less than two months away. That leaves far too little time for a full and comprehensive vetting of the issues in which the broadest consensus be established. No transformation involving such a massive disruption of our working lives should be implemented under the stressful parameters of a restrictive timeline. The discussion/negotiation should take no less than a full year of careful deliberation. PCCFA believes the hurried, unilateral proposal is meant to pressure faculty into hasty decisions that we will all regret later. The only answer is to slow down the process, and perhaps, as many have stated, it should be stopped entirely. For many faculty, the stress is palpable and working conditions have become unbearable in an atmosphere of uncertainty.

Finally what's the (real) deal? Realignment creates a nightmare in which both Academic Senate Shared Governance issues and

Faculty Association/ISSU/CSEA contractual issues abound and overlap. For example, for the FA, all faculty evaluation procedures would need renegotiation, all duties of potential 'Chairs' would need contractual validation, all compensation for 'Chairs,' 'Assistant Chairs,' or other designated stake holders would require negotiation across the campus. Note the dizzying array of job categories, compensations, and duties that would replace the current deans' system. Duties for ISSU's clerks, secretaries, and office staff who now support the divisions would need to be carefully renegotiated.

Thus, the PCCFA believes that all deliberations must be brought into the formal Collective Bargaining process. We fear a massive increase in workload for faculty who would take over duties heretofore accomplished by deans. This uncompensated labor has already occurred in Engineering & Technology (E&T) as faculty perform the duties of their former dean who retired in late August.

As with the Perfumo affair, this too is our leadership moment. PCCFA is confident that together we will prevail. To be continued...

**BUDGET BASICS:**

For the past ten months, PCCFA Treasurer Danny Hamman, with expert input from ISSU President Anna Mae Jones and CSEA President Dave Krause, have carefully scrutinized the PCC budget. Sitting on the Budget and Resource Allocation Committee (BRAC), Hamman, Jones, and Krause have uncovered a number of inconvenient truths. PCCFA wishes to clear the air and report the facts.

**FACT:** Budgets are projections that are first determined by priorities and choices. However for years, PCC Fiscal Services budget presentations have been macabre affairs, meant to obfuscate and demoralize. Masses of indecipherable numbers are presented with carefully prepared charts, candy colored graphs, and narratives of gloom. The pattern is to underestimate revenue and overestimate expenditures, thus creating enormous surpluses even as classes are being cut.

**FACT:** The college is top heavy with high level managers. However, there are 120 unfilled staff positions (custodians alone are short fifteen staff) and layoffs of the lowest hourly workers have left many offices shorthanded. Despite campus wide opposition, the college now has now saddled itself with the bloated salaries of six VPs and one in-house attorney. Coupled with President Rocha's salary and all the executive perks, the total salary for the top eight executives (the elite eight) on campus is \$1,514,266. See chart below.

Executive Salaries (Pres. & VPs)						
Title	Salary	Expenses	Months	Tot. Exp.	Total	
President	\$ 230,000.00	\$ 1,000.00	12	\$ 12,000.00	\$ 242,000.00	
VP Adm. Services*	\$ 183,383.00	\$ 750.00	12	\$ 9,000.00	\$ 192,383.00	
VP Education**	\$ 183,383.00	\$ 750.00	12	\$ 9,000.00	\$ 192,383.00	
VP Human Resources	\$ 160,000.00	\$ 750.00	12	\$ 9,000.00	\$ 169,000.00	
VP Informational Tech. Svcs.	\$ 175,000.00	\$ 750.00	12	\$ 9,000.00	\$ 184,000.00	
VP Educational Svcs.***	\$ 172,500.00	\$ 750.00	12	\$ 9,000.00	\$ 181,500.00	
VP Student & Learning Svcs.	\$ 165,000.00	\$ 750.00	12	\$ 9,000.00	\$ 174,000.00	
General Counsel	\$ 170,000.00	\$ 750.00	12	\$ 9,000.00	\$ 179,000.00	
	<b>\$ 1,439,266.00</b>			<b>\$ 75,000.00</b>	<b>\$ 1,514,266.00</b>	

**NOTE: At College Council Meeting last spring , Dr. Rocha stated that he could not guarantee that we would spend one less penny on legal expenses.**

\* Current salary but has not signed a K yet - assume has at least same expense account  
 \*\* Current salary - assume has at least same expense account  
 \*\*\* If earns Doctoral degree will adjust to \$180,000 (+\$7,500)

**FACT:** In addition to the elite eight, all managers received handsome raises during a time when the college refused to grant faculty and staff wage increase (since June 2007). See the chart below. While the average increase was 10.8%, for many managers, the raises (called 'adjustments' by the college) were considerably higher.

### PCC Management Association Equity Adjustments - 2008

Job Title	Initial Annual Base Salary	Equity Adjustment (Annual)	Percentage of Increase
Assoc. Dean, Library Services	\$131,975.00	\$202.00	0.15%
Director, Media Services	\$101,380.00	\$427.00	0.42%
Division Dean, Business	\$137,920.00	\$698.00	0.51%
Assistant Director, MIS	\$94,254.00	\$916.00	0.97%
Director, Fiscal Services	\$123,228.00	\$1,293.00	1.05%
Supervisor, Facilities	\$81,420.00	\$3,162.00	3.88%
Director, Purchasing Services	\$111,772.00	\$3,537.00	3.16%
Assoc. Dean, Career & Tech. Ed.	\$127,220.00	\$4,156.00	3.27%
Director, Learning Assistance Ctr.	\$109,111.00	\$3,817.00	3.50%
Division Dean, Languages	\$127,220.00	\$7,960.00	6.26%
Director, Business Services	\$120,294.00	\$4,899.00	4.07%
Division Dean, Natural Sciences	\$130,787.00	\$6,390.00	4.89%
Supervisor, E&T Lab Svcs.	\$63,795.00	\$3,363.00	5.27%
Ass't. Dir, Int'l. Students	\$79,434.00	\$4,838.00	6.09%
Assoc. Dean, Counseling	\$112,952.00	\$7,216.00	6.39%
Ass't. Dean, Scholarships & Fin. Aid	\$108,084.00	\$7,617.00	7.05%
Director, Facilities	\$132,625.00	\$11,386.00	8.59%
Division Dean, VAMS	\$123,653.00	\$10,857.00	8.78%
Director, Nursing Programs	\$106,475.00	\$9,523.00	8.94%
Supervisor, Ofc. Svcs.	\$63,795.00	\$5,725.00	8.97%
Supervisor, Payroll Svcs.	\$89,616.00	\$8,468.00	9.45%
Director, Public Relations	\$96,553.00	\$9,440.00	9.78%
Division Dean, Mathematics	\$120,086.00	\$11,748.00	9.78%
Supervisor, Human Resources	\$89,765.00	\$9,581.00	10.67%
Division Dean, Kinesiology	\$116,520.00	\$13,525.00	11.61%
Supervisor, Facilities	\$75,652.00	\$8,113.00	10.72%
Director, Child Development Ctr.	\$94,254.00	\$11,681.00	12.39%
Supervisor, Campus Police	\$89,766.00	\$11,458.00	12.76%
Supervisor, Student Business Svcs.	\$96,553.00	\$14,555.00	15.07%
Supervisor, Facilities	\$79,434.00	\$13,008.00	16.38%
Supervisor, Accounting	\$77,543.00	\$11,936.00	15.39%
Supervisor, Facilities	\$73,851.00	\$13,163.00	17.82%
Ass't. Dir., Scholarships & Financial Aid	\$60,757.00	\$11,553.00	19.02%
Division Dean, English	\$116,520.00	\$23,525.00	20.19%
Supervisor, Assessment Svcs.	\$62,339.00	\$15,556.00	24.95%
Supervisor, Publications	\$63,795.00	\$16,884.00	26.47%
Supervisor, Staging Services	\$63,795.00	\$24,748.00	38.79%
Director, Police & Safety Svcs.	\$93,437.00	\$37,338.00	39.96%

**FACT:** The college 'weeps' money into the general fund each year to avoid increasing its reserves; thus a bookkeeping slight of hand hides money from faculty and staff. This past year alone, the college swept \$3,950,000 into the Capital Outlay Fund. Note that money could easily have covered raises for all faculty. A 1% raise, for example, for all faculty and staff (excluding managers) would cost approximately \$700,000. Thus the college could have given us a 5% raise and still had money left over!

**Please note ISSU President's statement to the Board of Trustees (August 3, 2011), which we reprint below in its entirety:**

*"I want to speak to you this evening on Consent Item 30-B wherein this Board is asked to approve an interfund transfer of \$3.95 million from the general fund as a year-end sweep into various capital outlay accounts. Without commenting on the importance of capital expenditures, ISSU is instead concerned about what appears to be a noticeable difference between (a) the story of a district which has limited financial resources and sweeps all year-end balances or (b) the story of a district which in 2008 committed to an ongoing and not insignificant allocation of these limited resources for another employee group, both of these storylines concluding in the same way – there has been a 5-year and counting negative impact on ISSU unit members' compensation.*

*First, I want to remind this Board that the last time ISSU received any COLA or other significant salary adjustment for its unit members was five years ago, July 1, 2006, when we received a 5% COLA. A review of the fourth quarter 311Q for that same 06-07 fiscal year reveals the District also swept \$8,255,174 into other outgo accounts and increased reserves. It was a very good year.*

*The fourth quarter 311Qs for the next three years (07-08, 08-09 and 09-10) reveal the District swept another \$16,112,054. And what did this Board approve vis-à-vis ISSU unit members salaries in the same time frame? Unfortunately, nothing.*

*Utilizing the federal government's Inflation Calculator, one can ascertain that what cost \$100.00 to buy in 2006 now costs \$111.97 in 2011, for a 12% rate of inflation since our members' last salary increase. As you will recall, this Board approved a new Management Association compensation plan in 2008 which resulted in 33 out of 54 managers receiving an annual adjustment of more than 3% and an average annual adjustment for the entire group of 10.88% (with two managers receiving more than \$35,000 increase each). While not keeping pace with inflation, the upward salary adjustments for this sector of District employees did provide some relief, a respite which our ISSU unit members have not yet similarly experienced. Thus, it is rather disingenuous for anyone to argue that either (a) the buying power of all District employees or (b) the shared sacrifice needed due to budgetary constraints has been proportionally spread across all District employee groups. For the ISSU bargaining unit, already in the lower tier of District compensation, the trickle down effect of salary increases has not yet been realized.*

*Most recently, the ISSU membership had an expectation that the salary schedule adjustment this Board approved in June - amounting to approximately \$75,000 annually for 230 members – would be effective July 1, 2010 (not 2011). Unfortunately, I had to report to the membership this spring that the District and ISSU were not able to reach agreement on the July 1, 2010 effective date which would have resulted in a small retro check for each unit member. (As an example, my adjustment was \$17.77 gross/month, or 4/10 of 1%.) Needless to say, many of our bargaining unit members were discouraged about this result.*

*I hope you will agree with me that there is no question – Every day ISSU unit members come to this campus and faithfully perform a myriad of tasks, many done behind the scenes and without public acknowledgement, allowing this District to smoothly operate.*

*Thus this evening, as you cast your vote on what has been reduced from an extraordinarily important financial decision to a routine consent transaction, ISSU asks you to carefully consider two things:*

*First, what signal does this sweep send to our unit members who have waited patiently for five years without any tangible upward adjustment to their compensation?*

*and*

*Second, how quickly can the District and ISSU partner together to expeditiously address and remedy the concerns I have expressed here this evening."*

**FACT:** Eighty-eight faculty, staff, and managers retired June 30, 2011. Clearly, the college incurred enormous savings. It agreed in last year's negotiations and is thus legally obligated to share those numbers with PCCFA. Incredibly three different numbers have been offered depending on the month. Thus in May, 2011, PCCFA was told \$3.1 million would be saved. PCCFA challenged that number as woefully low. Then in September, 2011, the Board of Trustees was told \$8.4 million was saved. While this number sounded high, it was likely closer to the truth. Finally, when PCCFA

demanded a full and formal accounting, VP Rick Van Pelt of Fiscal Services claimed that the college lost \$1,373,408! That figure is laughable and insulting and PCCFA believes constitutes bad faith bargaining. The college significantly under reports its savings (now claiming a shortfall!) which effectively denies hard working faculty and staff their portion, as the collective bargaining agreement demands.

**FACT:** The college allocates \$3 million for warehouses that don't exist.

**FACT:** The demolition of U-Building has already entailed expenditures for moving and housing all departments in temporary sites. Thus, \$6.2 million was mysteriously found from within the college's coffers! How much more money will need to be 'found' before the U-Building project has been completed? Or will the proposal prove unworkable and be dropped as occurred in the LA Community College District?

**FACT:** According the Office of Enrollment Management, 354 academic course sections were cut for academic year (2011-12), compared to 2010-11. That is a 6.3% reduction. While Sacramento may indeed make mid-year cuts, the college has already set aside \$2 million.

## **SAVE THE WINTER SESSION**

The first meeting between PCCFA President Roger Marheine and District 'Chief Negotiator' Gail Cooper, newly hired in-house attorney, was to be a meet-and-greet courtesy call. However, Marheine was startled to hear Attorney Cooper gleefully declare that it was no secret that the District was going after the Winter Session. The word got out across the campus. However, in a surprising turnaround, Dr Rocha declared at his Town Hall meeting that he was not in favor of eliminating Winter Session. What are we to believe? Whom are we to believe? Why is there a credibility gap, a seeming disconnect between the Chief Negotiator and the Chief Executive? The PCCFA fully anticipates the Winter Session will be under siege in the next round of negotiations.

## **CALSTRS PENSION NEWS**

The assault on public employee pensions is quite real. The California State Teachers Retirement CalSTRS (also known as STRS) is a defined benefit plan for all California teachers (K-12 through community college). Upon our retirement we have guaranteed pensions for life. All full time faculty are in STRS. Frankly the recent alarming news stories of former state employees in the PERS plans (public employees who are not teachers, librarians or counselors) are disturbing. These usually entail managers who retire from public service with large, often six figure pensions, and then 'double-dip' by taking public jobs also with high salaries.

Such massive double dipping does not occur for faculty as STRS has built in preventions. The average STRS pensioner is a retired teacher of 27 years of service whose payments are \$46,000.

One STRS area that may face a challenge next year is the purchasing of 'Air Time' to get retirement credit for years not actually worked. Governor Brown does want to eliminate 'Air Time' in which faculty can purchase up to five years or Service Credit and thereby enhance their retirement.

Part Time Faculty Alert! PCCFA has been informed that PCC Human Resources personnel mislead newly hired part timers into choosing APPLE as their retirement option instead of STRS. All part timers should be in STRS because the college contributes to your STRS plan, however, the college does not contribute to APPLE. Thus, STRS will give maximum retirement coverage. If you are part timer in APPLE, you should strongly consider switching to STRS immediately. If an HR representative misled you, call the FA office at (626)585-7261 immediately.

It is a good idea to make a STRS appointment early in your career. Most of us wait until we're near retirement to meet with a STRS representative. However, there may be options and opportunities that a STRS rep. could show you that would be of benefit to you.

Contact STRS: [www.CalSTRS.com](http://www.CalSTRS.com) or call 1-800-228-5453

## **BAY FACULTY ASSOCIATION MEETINGS**

PCCFA President Roger Marheine was invited to attend the fall meetings in Oakland (Sept 26th) of northern California faculty union leaders. The two-part meeting entailed informal presentations by faculty union representatives and a special state budget by FACCC Executive Director Jonathan Lightman and Chancellors Office Fiscal expert, Dan Troy.

District reports show a very disturbing pattern. Again and again, faculty took pay or benefits cuts, furloughs, loss of academic program and in the case of Modesto, layoffs of FT tenured professors. Thus, San Jose/Evergreen took a 1% pay cut and suffered two furlough (unpaid) days. Diablo Valley/Contra Costa gave back \$100 in benefits while the Districts reserves increased from 16% to 23%! Fresno CC faculty suffered a 4.5% cut in salary, loss of retiree health benefits, ending of sabbaticals while the District increased to 28.7%; the District 'found' \$7.3 million after the cuts were implemented. Chabot faculty took a 1% pay cut, increased costs for health benefits and sabbaticals were cut in half. Finally, Modesto, the poster district for draconian management, laid off nine FT tenured faculty and fifty staff while increasing its reserves from 5% (2010) to 10% (2011). We salute the efforts of our colleagues in their struggles to make education the highest priority and not inflated District reserves, slush funds, hidden pots of money.

In a budget overview, FACCC Executive Director Jonathan Lightman presented on the Sacramento budget noted the likelihood of mid-year cuts. Keep in mind that PCC has already budgeted \$2 million for the cuts; thus we should be ready for the scare tactics that are likely to come from the college. Sadly, statewide there are 600,000 fewer students in California than two years ago.

## **PCCFA ENDORSES SHARON HENDRICKS FOR CALSTRS CC BOARD SEAT**

All faculty should have received a CalSTRS election notice sent to their home addresses. Do NOT consider it as junk mail and do NOT throw it away. Voting for Sharon Hendricks is a vote to secure your future pension! Sharon is a bright, energetic faculty member from LACC and she is committed to serving our best interests. She has been endorsed by all major CC organizations in the state e.g. Faculty Association of California Community Colleges, California Federation of Teachers, the LA Guild, California Community Colleges Independents and our PCCFA. Take the time to vote. If you have misplaced your ballot, contact the PCCFA office (626) 585-7261.

## **FALL PART TIME INFORMATIONAL MEETING**

The part time faculty meet on the last Saturday of September for a bi-annual meeting sponsored by the PCC Faculty Association that gives part time faculty an opportunity to discuss issues of concern to them.

The issue on many part timers mind was the exact requirements of the new paid office hours. The policy will pay all part time faculty, whether they teach one or two classes, a total of 6 hours in addition to their classroom time to be available to their students for consultation. Part time faculty must hold at least 4 consultation sessions during the semester, and no session can be less than 30 minutes. Faculty must notify their departments of the times and locations of their office hours. Because few departments have enough space for student consultations, part time faculty can schedule their office hours in the newly opened part time lab in W101A. A second lab will soon be opened in the C-building. Pay for office hours will be divided into four equal payments and will be included in the October, November, December, and January paycheck. The Faculty Association urges part time faculty to let us know about the effectiveness and value of their office hours.

In addition, many part time faculty were concerned about health care and were anxious to hear if the college proposes any plan for assisting them by providing some assistance in attaining health care benefits. Unfortunately, the college has not offered any support. The Faculty Association has put this issue at the top of its priorities and will be negotiating for some support this fall. Currently, the FA does not know how many part time faculty would be interested in participating in a group program connected

to PCC. While no plan has been proposed at PCC, many neighboring community colleges offer partial support to part time faculty who have worked at the college for a number of years. This support usually includes a partial subsidy of the premium. The Faculty Association has begun to assemble a list of interested part time faculty so that it can demonstrate the need for such a program on campus.

Finally, while many of the part time faculty are new or recent hires, it is never too early to begin thinking about retirement. Pasadena City College offers two retirement plans for part time faculty, but the discussion at the meeting suggested that most part time faculty preferred the program sponsored by the California State Teachers Retirement System. The best plan is the STRS Defined Benefit program, where the teacher contributes 8% of his or her monthly pay to the fund and PCC matches that contribution with an 8.25% contribution. A defined benefit is another way of saying that upon retirement, the faculty member will receive a pension for life. The drawback for part time faculty is the five year vesting period, but part time faculty who teach at more than one college where they contribute to STRS can find themselves vested very quickly. The alternate program, usually referred to as APPLE, is an individual 401 type savings program that takes 4% of the employees earnings and PCC matches it with a 4% contribution. Part time faculty are always reminded that PCC and many other community colleges that contribute to STRS do not contribute to Social Security. To find out more or to change your plan, contact the Human Resources department.

## **SECOND PART TIME OFFICE OPEN IN C-417**

A second Adjunct Lab is open for use in C-417 (take the elevator to the fourth floor and head for the middle of the hallway). Part Time faculty can use their Teacher or Adjunct Key to access this room. Lights to the hallway are on the left side of the corridor on the outside of the entrance. The outside switches turn on overhead lights in the entrance to the Adjunct Lab. Room lights are on the wall in each room. Turn out all the lights and close the door when leaving.

The Lab has five computer terminals (sorry no Apple computer), a printer, and two scantron readers. The Lab also has seven work areas where part time faculty can meet with students or prepare for class. Alina Sargsyan in room C-223 (Ext. 3344) will have paper and cartridges for the printer.

Please make use of the new facilities and let us know what can be done to improve the rooms. For problems with the computers, you should call the Help Desk of Computer Services at #7523. They are open Monday-Thursday from 7AM-8PM and Friday from 7AM-4:30PM. If you call after hours, leave a message on their voice mail.

There is also a second Adjunct Lab in W-101A, which has been open for several weeks. The same key accesses that room as well. If you have any additional question, contact Preston Rose at [facultyassociation@gmail.com](mailto:facultyassociation@gmail.com) or call **626-585-7261**.

### **UPCOMING EVENTS & MEETINGS**

#### **Monday, November 7, 2011**

Academic Senate Meeting - 3PM, C-233

#### **Tuesday, November 8, 2011**

PCC Board of Trustees Election

<http://www.smartvoter.org/>

#### **Wednesday, November 16, 2011**

Board of Trustees Meeting - 7PM, Creveling Lounge

<http://www.pasadena.edu/departments/meetings-v2.cfm?Dept=board>

#### **Thursday, November 17, 2011**

PCC Faculty Association General Membership Meeting - 12PM, C-333

#### **Monday, November 21, 2011**

Academic Senate Meeting - 3PM, C-233

#### **Wednesday, November 23, 2011**

College Council - 2:30PM, C-233