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President's Report: Contract Highlights

The 2015-2018 Academic Employees Master Agreement (aka, the contract) was approved by the Board of Trustees at the October 26, 2015, meeting. Below is a summary of some of the key changes in the new contract.

- An increase in wages across the board by 6% in 2015-2016 (retroactive back to the start of the academic year), 3% in 2016-2017, and 3% in 2017-2018, for a total raise of 12% over the three years of the contract..
- A restructuring of the part-time and overload salary schedules with a linkage to the fulltime Academic Salary Schedule. This means that OSH is now eliminated and salaries are based on LHE and that raises will equally apply to all schedules.
- The new part-time and overload schedule includes seven columns with only one step per column. Faculty are initially placed on the schedule based upon both educational level and experience, and for every additional 30 LHE taught in the district, including summers, will advance one column.
- For part-time classroom faculty there is an addition of 20 minutes of student consultation (or "office hour") pay per week for each LHE taught. Student consultation may be provided through a variety of means such as hallway conferences after class, email, Blackboard discussions, phone conversations, etc.
- The doctoral stipend is now fixed at 5.6% of base salary and will, therefore, increase with all raises.
- Fulltime faculty are now required to attend Commencement or other appropriate graduation ceremony, unless participating in a District-affiliated conflicting event. If faculty members cannot attend for other reasons, they will need to use 1/2 of a sick/personal necessity day.
- The creation of a new category for courses called "practicum" for the purposes of fulltime loading. All lab courses previously loaded 1:1 will be considered labs. All lab courses previously loaded at 1:2:1 will be designated as practicums. There will be a yearly petition process to have courses designated as labs.
- A reduction to 18 (instead of 22) of the minimum class size for classes capped at or under 25.
- Several changes in the tenure review and evaluation process including the addition of a non-voting mentor to Tenure Review Committees (TRCs), the inclusion of a faculty-created portfolio, and specific information on how online evaluations should be conducted.

In addition, there are still a few items that will be resolved by an MOU. These include department chair stipends, the evaluation instrument, and a cap in the cost increases for purchased benefits for dependents of retired faculty members.

Background Information—Friedrichs v. CTA

Friedrichs v. CTA was filed on April 30, 2013, in federal court in Santa Ana, and seeks to overturn agency fees as an unconstitutional violation of non-members' First Amendment rights. The suit, which is backed by big money corporate special interests, also contends that it is unconstitutional for unions to require non-members to “opt out” of supporting non-chargeable expenditures.

The U.S. Supreme Court has decided to hear this case during the 2016 session with a decision expected in June 2016. CTA and NEA - together with a number of unions - have filed respondents' brief for the case which is set for review in January. Read the [summary of the respondents' brief](#), and review blog posts about the Amici (friend of the court) briefs filed by [AFT & AAUP](#), [AFL-CIO & AFSCME](#), and [Constitutional Law Professors](#) in support of CTA. You can also check the [summary](#) of all 24 Amici briefs representing hundreds of "friends of the court" supporters [here](#).

Key Points:

- Fair Share is a common-sense way to ensure fairness and protect equity, individual rights, and the pocketbooks of educators.
- Every educator who enjoys the benefits and protections of a negotiated contract should, in fairness, contribute to maintaining the contract.
- Fair Share fees are not used for political or ideological activities. NEA and CTA conduct a thorough analysis of their finances each year, with review by an independent auditor, to ensure that the amount charged to feepayers does not include any political or ideological activities.
- Fair Share does not force individuals to join CTA. In fact, Fair Share protects the individual rights of educators to choose whether to join the Association. Fair Share simply makes sure that *all* educators *share* the cost of negotiations for benefits that *all* educators enjoy, regardless of whether they are Association members.
- Under Fair Share, all members enjoy the benefits, rights, and protections of the bargained contract, but the similarities end there. The importance and

power of CTA membership cannot be overstated.

- Association membership has benefits and privileges, including:
 - **A voice in running our Association.** As members, we have the right to participate in the decision-making process of our local, state, and national Associations. We decide the issues our Association will champion, such as working conditions in our schools and improving the quality of education for our students.
 - **Strength in numbers.** The more members in our Association, the stronger our voice in advocating for our families and our students.
 - **Added protection and expertise.** The right to representation by experts and union attorneys in matters unrelated to the contract is a benefit only provided to Association members.
 - **Impact on public policy.** Through our Association membership, we are guaranteed a strong and credible voice in legislative and public policy discussions to help advance legislation and policies that benefit our students, public schools, and school employees.
 - **Access to professional development.** Through our Association, we can participate in unique conferences and professional development offerings.
 - **Financial savings.** Association members can enjoy substantial savings by taking advantage of discounted rates provided by CTA and NEA Member Benefits. For example, discounted car and homeowners insurance, appliances, and car rentals are available to members.

Reprinted from <http://www.cta.org/Issues-and-Action/Ongoing-Issues/Friedrichs.aspx>



KNOWLEDGE REPRESENTATION

Newly Elected Representatives to the SOCCCDFA Representative Council

Irvine Valley College

School of Guidance and Counseling

Fawn Tanriverdi, Representative

Mindi Wolff, Alternate

School of Social and Behavioral Sciences

Mark McNeil, Alternate

Part-Time Representatives

Laura Toscano

Alana Gates

Saddleback College

Division of Mathematics, Science, and Engineering

Patty Evans-Wallin, Alternate

Division of Transfer, Career, and Special Programs

Zina Boratyne, Alternate

Division of Health Sciences and Human Services

Jacqueline Blinky, Alternate

New Grievance Chair at IVC—June McLaughlin

Beginning in spring 2016, the SOCCCDFA Grievance Chair at IVC will be June McLaughlin. June recently stepped up with an interest in assuming this role, and will be replacing Kathy Schmeidler, who has served in this capacity for a number of years. The Association Executive Committee would like to welcome June in this new leadership role and give our sincere gratitude and appreciation to Kathy who has worked so valiantly on behalf of the faculty as past grievance chair.

June is the Paralegal Program and Legal Studies Coordinator at Irvine Valley College. She is a lawyer admitted to the State Bar of California and New Jersey (retired). She has an LLM in Tax Law from Chapman and an LLM in International Business Law from King's College, University of London (UK). Her research focus is Emerging Markets Securities Regulation. She has co-authored a Business Law textbook and published several articles relevant to her research.



Bain vs. CTA Lawsuit Dismissed

CTA won a major victory for the rights of working men and women across the country Wednesday when Los Angeles federal Judge Stephen Wilson dismissed the meritless lawsuit *Bain v. CTA*, an assault on unions' ability to determine their own membership. The suit was backed by Michelle Rhee's organization StudentsFirst, and represented by the same high-priced law firm representing Silicon Valley millionaire David Welch and the *Vergara* case plaintiffs.



This lawsuit, like *Friedrichs v. CTA* which the U.S. Supreme Court will hear this session, was a convoluted attempt to turn the First Amendment on its head, arguing

that members' rights were somehow being violated because they were compelled to pay dues in order to vote in union elections. Judge Wilson ruled that it would be, in fact, unions' First Amendment right to freedom of association through self-governance that would be violated if plaintiffs prevailed.

Although StudentsFirst has not publicly conceded and may try to amend their case for a second time within the next 30 days, we believe the basis for their case is so unsound that it is extremely unlikely to succeed.

Bain has been, of course, one case in a series of ongoing, well-funded, and orchestrated attacks on unions and on the ability for the voices of working men and women to be heard. CTA will continue to stand up to these attacks and to expose the true motives of those behind them.

-Reprinted, CTA, October 1, 2015

http://www.cta.org/About-CTA/News-Room/Press-Releases/2015/09/20150930_2.aspx

“Bain has been, of course, one case in a series of ongoing, well-funded, and orchestrated attacks on unions and on the ability for the voices of working men and women.”

SOCCCD Faculty Association Officer Elections—Spring 2016

In spring 2016 the Faculty Association will hold the elections for officers to serve for the 2016-2017 and 2017-2018 school years. The following positions will be elected:

- President-Elect
- Treasurer
- Secretary
- Membership Chair
- Part-Time Faculty Chair

In addition, elections will be held for Representative Council seats and Political Action Committee seats



An email will be sent out in early spring requesting nominations. Please consider running for these important leadership positions.

Save the Dates

SOCCCD Faculty Association Spring Professional Development Week Luncheon
Wednesday, January 13, 2016, 11:30am-1:30pm, Saddleback College Cafeteria

As our guest speaker for the spring luncheon, we are pleased to welcome Jonathan Lightman, Executive Director of the Faculty Association of California Community Colleges (FACCC). FACCC is the statewide professional membership organization that advocates solely on behalf of California Community College faculty.

Workshop: How to Interview for a Fulltime Faculty Position

Friday, February 5, 2016, 12:00-3:00pm, SVEA (Saddleback Valley Educators Association, Laguna Hills)

Board of Governors Approves Task Force Recommendations Regarding the ACCJC

As you are all aware, the Accreditation Commission for Community and Junior Colleges (ACCJC) has been criticized within recent years for the degree to which its colleges receive sanctions, a number which far outnumbers other regions. In fact, between 2005 and 2015, two-thirds of the community colleges in California were placed on some level of sanction. In response to this, the State Chancellor's Office created an Accreditation Task Force earlier this year in order to evaluate the situation and to recommend a course of action. The task force concluded that the structure of accreditation in this region no longer meets the current and anticipated needs of the California Community Colleges and that the system should begin transitioning to a different accrediting body. State Chancellor Brice Harris recommended that the Board of Governors approve the task force recommendations in a resolution (reproduced on pages 7 and 8), and this resolution was unanimously approved at its board meeting on November 16, 2015. This is a victory for the many organizations within the state who sent letters in support of this action, including the Community College Association (CCA), the Faculty Association of California Community Colleges (FACCC), and the State Academic Senate.

Membership of the task force represented a broad range of key stakeholders from the community college system and included representatives from the Academic Senate for California Community Colleges (ASCCC), Chief Instructional Officers (CIO), Chief Student Services Offices (CSSO), elected Boards of Trustees (CCCT), Chief Executive Officers (CEO), Faculty Union representatives, Los Angeles College Faculty Guild, American Federation of Teachers (AFT) Local 1521, Faculty Association of California Community Colleges (FACCC), and the California Community

College Chancellor's Office (CCCCO). The 2015 Accreditation Task Force reviewed the history and background of accreditation at the national level and in California, developed ideal attributes for an accrediting organization, and summarized findings and recommendations.

In addition to the recommendations listed above, the task force found that several past attempts to engage with the ACCJC to make the accreditation process more effective and collegial have yielded little in the way of progress. The task force concluded that the California Community College system and its member institutions have lost confidence in the ACCJC and that change is needed.

The question, of course, is what all this means for us. And that has yet to be decided. Several solutions have been posed such as overhauling the current leadership of the ACCJC or even eliminating the ACCJC altogether and having the community colleges accredited directly by the Western Association of Schools and Colleges (WASC).



Photo: Protest at the ACCJC Semi-Annual Meeting in Sacramento, June 2014. AFT Local 2121, City College of San Francisco Faculty Union.



RESOLUTION OF THE BOARD OF GOVERNORS
CALIFORNIA COMMUNITY COLLEGES
No. 2015-03

Whereas, California Code of Regulations, title 5 Section 51016 requires each community college to be accredited by an accrediting agency that is recommended by the Chancellor and approved by the Board of Governors.

Whereas, the Accrediting Commission for Community and Junior Colleges (ACCJC) is the current accrediting agency.

Whereas, of the six regions, only the Western Association of Schools and Colleges (WASC) is subdivided into separate commissions for community and junior colleges (ACCJC) and for institutions offering bachelor's and higher degrees (WASC Senior College and University Commission).

Whereas, with the establishment of community college baccalaureate degree programs and development of associate degrees for transfer, California community colleges need to be on par with other community colleges throughout the country and to benefit also from the peer review of 4-year colleges and universities in order to ensure the highest quality of educational services for students.

Whereas, within a span of 10 years, ACCJC placed 2/3 of all community colleges in California on some level of sanction; and between 2009 and 2013, ACCJC had a sanction rate of approximately 53% (compared to 12% within other regions).

Whereas, due to ACCJC's sanctions, the Board of Governors was compelled to appoint special trustees for two college districts and suspending the authority of democratically elected local governing boards.

Whereas, through legislative action, state audit, and lawsuits, the people of California have expressed grave concerns about ACCJC's lack of transparency, non-collegiality, unfair treatment and punitive approach toward California community colleges.

Whereas, despite these ACCJC sanctions, the people of California continue to have confidence in California community colleges, as demonstrated by tremendous investments in the Student Success Act, creation of BA degrees pilot program, 1900 Associate Degrees for Transfers created within 3 years, and increase concurrent/dual enrollment.

Whereas, despite ACCJC's conduct, California community colleges continue to seek ways to improve their educational services by voluntarily participating in the Institutional Effectiveness Partnership Initiative, a state-funded program with the primary mission of assisting colleges in meeting accreditation standards.

Whereas, numerous efforts were made throughout the years by community college leaders, including some members on the Commission and staff, to provide constructive feedback to ACCJC; and although some progress was made, the changes made by ACCJC were insufficient to change the negative perception of ACCJC.



**RESOLUTION OF THE BOARD OF GOVERNORS
CALIFORNIA COMMUNITY COLLEGES
No. 2015-03**

Whereas, two Chancellors of the California Community Colleges have convened three advisory task forces to address the increased complaints and concerns about ACCJC for over a decade.

Whereas, the 2015 Accreditation Task Force representing a cross section of peers in the California community colleges unanimously voted to express its loss of confidence in ACCJC; and recommended that the Chancellor and Board of Governors investigate "all available avenues for establishing a new model for accreditation" and to do so in expeditious manner, working through the system's established consultation process, to bring a recommendation for action to the Board of Governors by Spring 2016.

Whereas, the following statewide organizations endorsed the 2015 Accreditation Task Force report: California Community College Trustees (CCCT), Chief Executive Officers of the California Community Colleges (CEOCCC), Academic Senate for California Community Colleges (ASCCC), California Community Colleges Chief Instructional Officers (CIOCCC), Faculty Association of California Community Colleges (FACCC), Community College Association of California (CCA), California Teachers Association (CTA), California Community College Independents (CCCI), California Federation of Teachers (CFT), and Community College Council of the California Federation of Teachers (CCC/CFT).

Whereas, accreditation is a peer review process, and it is essential that peers trust the process is fair, transparent, and professional in order for it to be effective and meaningful.

Whereas, the public needs to trust that an accrediting agency recommended by the Chancellor and approved by the Board of Trustees, pursuant to title 5 Section 51016, meets the highest standard of professionalism and expertise.

THEREFORE, BE IT RESOLVED, at its November 16-17 board meeting, that the Board of Governors accepts the 2015 Accreditation Task Force's findings and recommendations, and **HEREBY DECLARES**:

The current structure of ACCJC, along with its lack of credibility as perceived by its peers and the public, no longer meet the current and anticipated needs of California community colleges.

Thus, in an effort to raise the professionalism of accreditation processes and usher California community colleges into a new era of baccalaureate degrees and closer ties with 4-year universities, the Board of Governors hereby directs the Chancellor, working through the system's established consultation processes, to bring to the Board of Governors at its March 2016 meeting:

1. A recommendation for action to establish a new model for an accrediting agency; and
2. An implementation plan, along with timeline.

AYES:

NAYS:

ABSTAIN:

Article—Who Needs Unions?

WE ALL DO! Corporate CEOs have gotten rich by negotiating multi-million dollar pay packages for themselves while not allowing workers to negotiate a living wage for our families. Unions even the playing field for all workers by standing up to big corporations and fighting for laws that protect everyone.

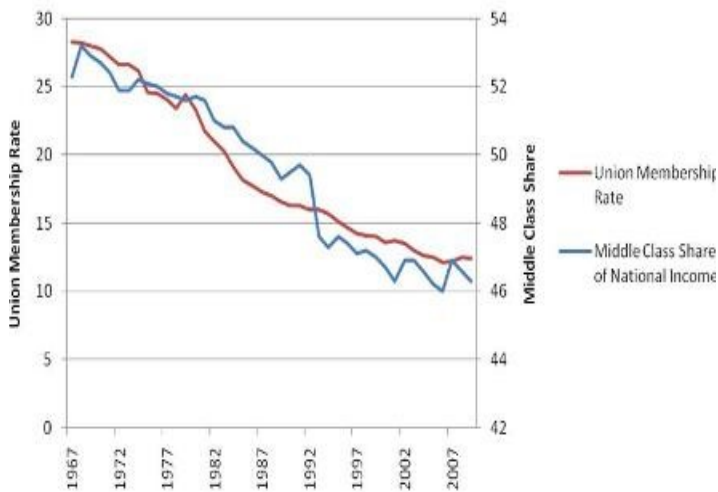
WHAT HAVE UNIONS DONE FOR ME?

Working people stood together in their unions to create the 40-hour work week, paid vacations and good American wages. Today, unions are still the only counterbalance to corporate power.

UNIONS RAISE STANDARDS FOR ALL WORKERS. UNIONS ARE RESPONSIBLE FOR:

- Family & Medical Leave Act
- Pregnancy & Parental Leave
- All Breaks at Work (Including lunch breaks)
- Weekends & paid vacation
- Sick leave
- Minimum wage
- Social Security
- Overtime & holiday pay
- Child labor laws
- Privacy Rights
- Civil Rights
- Homeowners' Bill of Rights
- 40-Hour work week
- Occupational safety & health act (OSHA)
- 8-hour work day
- Military Leave
- Protections for immigrant workers
- Workers' compensation
- Unemployment Insurance
- Wrongful Termination Laws
- Sexual Harassment Laws
- Americans with Disabilities Act (ADA)
- Employer dental, life, & vision insurance
- Equal pay acts of 1963 & 2011

As union membership decreases, middle class income shrinks



From the Center of American Progress, 2015.





2014-2016

Officers

- Claire Cesareo, President
- Mark Blethen, President-Elect
- Paula Jacobs, Past President
- Lewis Long, Chief Negotiator
- Allison Camelot, Secretary
- Ken Woodward, Treasurer
- Loma Hopkins, Membership Chair
- Beth Clary, Part-Time Faculty Chair

Grievance Chairs

- June McLaughlin, Irvine Valley College Grievance Chair
- Margot Lovett, Saddleback College Grievance Chair

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Next Representative Council Meeting

**Monday, February 1, 2016
3:00-5:00pm
Irvine Valley College, A306**