

## **AFT 2121 Sunshine Document, Sept. 2017**

During the last five years faculty at City College of San Francisco have gone above and beyond to defend, improve, and rebuild our college. The accreditation crisis, with its combination of increased workload, loss of voice in shared governance, loss of trust and collegiality between campus constituencies, pay cuts, and looming sense of dread, was a traumatic experience for all of us. Nevertheless, our faculty never stopped delivering high-quality, accessible, affordable education. In addition, faculty played a central role in saving our college: We fought against the commission's illegal actions, while simultaneously jumping through all hoops the ACCJC set before us. We brought together our community -- including numerous student, community, and labor organizations -- and worked with elected leaders from around the city, state, and nation to defend City College of San Francisco.

Now is the time to turn our attention to rebuilding our college. We understand that restoring our college to its proper role in the community will take special efforts and a commitment from all of us. That is why we led the way in creating the Free City program, with its vision of a free college for all who want to learn. Free City has proven to be a critical first step toward re-growing our college back to 32,000 FTES, a goal we are delighted that the Board of Trustees has established.

Concerted efforts will be needed to bring students back. We cannot reach 32,000 if we continue to cut classes, reduce programs, and leave full-time faculty positions unstaffed. In order to attract and retain students, we must rebuild our faculty core by filling vacant positions, creating additional positions as needed, and offering salaries that will attract and retain a diverse, high quality faculty.

We seek to rebuild the City College that San Francisco deserves and to meet the Board of Trustees' goal of restoring our enrollment to 32,000 FTES. We believe that input from student, community, and labor organizations will help our college reach this goal. We look forward to presenting our proposals for making City College of San Francisco an even better place to work and to learn. To that end, we propose the following contract changes:

## **I. Retain and Attract High Quality, Diverse Faculty**

- A. Provide salaries and benefits that allow faculty to live in the city we serve. The high cost of living, coupled with CCSF's low salaries, is driving faculty to other districts and making it difficult for existing faculty to retire, and for the college to hire new faculty. Given that San Francisco is the most expensive city in the Bay Area, City College must raise faculty salaries to the top of the Bay 10 Community College salary scale.
- B. Meet the state recommendation that 75% of classes be taught by tenured or tenure-track faculty by filling all vacant full-time positions, and moving faculty from part-time to tenure-track positions. Hiring and recruiting should aim to create a faculty core that reflects the diversity of our students and community.
- C. Move towards pay equity for assignments currently paid less than 100%, such as lab, part-time, and full-time overload. Lower the 25-hour/week classroom loads of noncredit faculty. Consider "load-banking" to address FT faculty overloads.
- D. Increase the proportionate share of faculty compensation expenditures in the College's salary/benefit pie. District spending on faculty has decreased as a percentage of the budget over the past five years. We must prioritize teaching and learning at CCSF by redirecting resources -- including parcel tax funds -- to the classroom, thereby improving the "50% law" percentage.
- E. Reestablish reasonable workloads for faculty and fairly compensate additional work.
- F. Clarify contract language around pay rates, including coaching assignments and retirees re-hired as faculty.
- G. Explore affordable housing. With housing costs in San Francisco among the highest in the nation, CCSF should explore options for offering affordable faculty housing.
- H. Expand employee access to City College's high-quality childcare center.
- I. Expand access to medical and dental coverage.
- J. Provide for reopener negotiations over the District's contributions for faculty health care premium rates when new rates are negotiated between the S.F. Health Service System and insurance carriers for 2018 and beyond.
- K. Eliminate excessive paperwork and data collection, allowing faculty to focus on working directly with students.
- L. Use employees chosen names on all electronic and paper documents.
- M. Revise faculty evaluation forms and procedures to reflect current conditions.

## **II. Increase Access to Quality Education and Implement a comprehensive Enrollment Restoration Initiative**

- A. Involve faculty, staff, students, and community in helping meet Board goals for enrollment and in any decisions about program cuts or campus closures.
- B. Commit to keeping classes open and programs robust.
- C. Reduce minimum class size.
- D. Increase the size of waitlists for credit classes.
- E. Where cancellations are unavoidable but leave faculty under-load, reassign faculty to alternative professional work.
- F. Institute reasonable caps on the size of classes.
- G. Allow students to register using their chosen names.
- H. Provide quality, faculty-directed professional development. Restore money for faculty to attend conferences, trainings, and other professional development opportunities, and

develop new curriculum and course materials. Address the underutilization of one-year faculty sabbaticals.

- I. Expand community access to CCSF classes, facilities and public space.
- J. Restore CCSF's previous Mission Statement.
- K. Create an academic calendar that reflects real faculty days and provides maximum community access to CCSF programs.
- L. Improve learning and working conditions at CCSF by upgrading facilities, insuring that they reflect student and faculty needs for inclusion, health and safety.

**III. Repair Faulty Pay System:** The current faculty pay system (know as FLAC) is broken and has led to hundreds of pay errors, causing hardship and countless wasted staff hours. To address this, the college must:

- A. Implement a transparent and effective faculty pay system that pays employees accurately and on time.
- B. Revise paystubs so they are accurate and intelligible to recipients.
- C. Implement a financial penalty on the District for late and/or incorrect paychecks.

#### **IV. Clarify Language and Expand Faculty Rights**

- A. Revise and clarify assignment rights. Clarify transfer rights, leave provisions, Flex obligations, and sick pay.
- B. Clarify rights of faculty to protect all students – both documented and undocumented
- C. Revise dues and service fee deductions and processes to stabilize union recognition and membership in the face of aggressive external efforts to undermine and weaken faculty unions.
- D. Establish reemployment rights for categorical employees.
- E. Consolidate faculty sick leave accumulated for categorical and general fund assignments into one single sick leave pot that may accumulate over time.
- F. Create systems for helping employees resolve payroll errors and HR problems directly with administration.
- G. Ensure adequate Union release time and access to district information such as budget and employee data.