



UPDATE

August 28, 2009

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SRJC and the Budget Crisis

by Warren Ruud, AFA President

There's no easy way to say this—2009-10 will be one of the worst budget years on record for SRJC, and we haven't seen the bottom of the crisis yet. The next three years will most likely be as bad if not worse than 2009-10. Until the governor and the state legislature solve the state's structural fiscal problems, education will continue to suffer massive annual shortfalls in funding.

This summer, while many faculty members were away for the summer recharging and getting ready for the new semester, AFA negotiators and officers were busy dealing with the District on

the \$8 million reduction in revenue at SRJC and a 15% reduction in the fall schedule. What made this task particularly difficult was the lack of a state budget until the end of July. During the summer, AFA held four town-hall type Executive Council meetings and published eight electronic updates on the budget and negotiations to the faculty. (You can read these updates at http://www.santarosa.edu/afa/afa_budget_updates.pdf .)

State Budget and Community Colleges

On July 29, after months of bipartisan bickering and posturing, the governor signed the 2009-10

(cont. on page 3)

Faculty Feeling the Pain: Negotiations Continue

by Janet McCulloch, AFA Chief Negotiator

*I'm pushing an elephant up the stairs
I'm throwing out punchlines that were never there
Over my shoulder a piano falls, crashing to the ground. . .
("Man in the Moon" R.E.M.)*

It's been a long and difficult summer for everyone, especially adjunct faculty and the AFA negotiating team. In May the District awoke to the realization that any budget coming from the State of California was going to have disastrous consequences for community college funding. In reaction to this realization District administration decided to slash the already "permatized" Fall 2009 schedule by 18% despite the assertion that no schedule cuts were in the plans just days before cuts were announced. These cuts necessitated yet another MOU designed to preserve reassignment

rights under Article 16 for those faculty with assignment priority. The rest of the summer was spent discussing salary in an effort to preserve and restore as many sections as possible for both Fall 2009 and Spring 2010. At this time it seems that approximately 120 sections have been restored but the restoration is still in process.

The AFA Executive Council had already agreed in April to "freeze" the salary schedules since the lack of a state COLA certainly meant no adjustment to Rank 10. (Note: step and column

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Feeling the Pain *(continued from page 1)*

increases go on as usual.) In early August AFA and the District agreed to a mandatory furlough for all regular faculty on New Faculty Orientation Day, August 13, 2009. This furlough results in a salary savings to the District of .565% or \$329,000 and protects the salary schedule for potential retirees. (For more information about the affect of mandatory furloughs on retirement calculations go to http://www.calstrs.com/help/forms_publications/ereec/eic_vol25_iss3.pdf .) This reduction ripples through all the hourly schedules as well since all of our schedules are linked. In your August 31, 2009 or September 10, 2009 paycheck you will see that small reduction to all faculty salaries.

The faculty has contributed greatly to solving the budget shortfall. Although management and classified have agreed to furloughs of up to eight (8) days, the faculty can only furlough two (2) days in order to meet the 175 instructional days required under the Ed Code. We have, however, given up the following:

- Approximately 90 FTEF
or 450 sections \$4,000,000
 - No adjustment to Rank 10
for 2009-10 \$1,100,000
 - Postponement of 2009-10
sabbatical leaves \$370,000
 - One furlough day \$329,000
 - Credit for cancelling Employee
Assistance Program \$2,800
 - Potential reduction to the
Spring 2010 schedule Unknown
- | | |
|-------|-------------|
| Total | \$5,801,800 |
|-------|-------------|

In comparing these numbers to those of classified and management, it is important to note that the reduction to the schedule of classes represents for some faculty a loss of all income and for others a significant reduction in load resulting in more than a 33% cut in pay. The faculty is suffering great financial hardship and increased workload from taking on additional students and extra responsibilities.

AFA and the District continue to discuss further salary reductions in anticipation of an even worse budget year for 2010-11. In the meantime, I pledge to communicate with the faculty on an on-going basis. Please feel free to contact me or other members of the AFA negotiating team with your questions and concerns. I can be reached at (707) 527-4494 or jmcculloch@santarosa.edu. (Log onto <http://www.santarosa.edu/afa/> for AFA negotiating team contact information.)

What is a Memorandum of Understanding or MOU?

A memorandum of understanding is a negotiated agreement between the recognized representative of the employees' bargaining agent. Here at SRJC this means a written, negotiated contractual agreement between the District and The All Faculty Association (AFA). These agreements set out conditions of employment (wages, hours, fringe benefits) for a stated period of time. Beyond conditions of employment the agreement will also contain a procedure for settling grievances over the application or interpretation of the agreement and may include terms governing the parties relationship (*Pocket Guide to the Educational Employment Relations Act* 102).

What happens to MOU's?

All negotiated agreements must be voted on or ratified by the AFA membership and the SRJC Board of Trustees. When AFA and the District sign an MOU, that written agreement or change to the Contract is in force and becomes part of the tentative agreement, which subsequently goes to the AFA membership and the board of trustees for voting approval. Log onto the AFA Web site at: <http://www.santarosa.edu/afa/mou.shtml> to view MOU's signed this past year.

budget package passed by the senate and assembly that week. This package of thirty-one bills called for \$15.3 billion in cuts, \$4.0 billion in additional fees and revenue enhancements, \$2.1 billion in new borrowing, and a few other questionable solutions, such as moving the state's June 30, 2010 payday to July 1, 2010 to "save" about \$1 billion on this year's budget. Between the constant erosion of state revenue and the lack of substantive solutions in the agreement, it's almost certain Arnold will be back for more cuts before the state fiscal year is over.

The big question right now is how much the federal stimulus funds will backfill the shortfalls in state education revenue for 2009-10. The actual amount will be determined in the next few weeks, but right now, it is expected that approximately \$130 million will be available to offset the cuts to California community college budgets. Unfortunately, any federal stimulus backfill will most certainly be a one-time deal, and won't help with the projected significant shortfalls in 2010-11 and subsequent years.

Besides the massive reductions in the fall schedule, there are other major consequences of the budget to SRJC:

- *No Cost-Of-Living-Adjustment (COLA)*. COLA funding adjustments are necessary to pay for the increases to salaries and the costs of our instructional programs.
- *The Elimination of Growth Funding*. With no growth funding in 2009-10, any increase in enrollment above SRJC's established base enrollment will not be funded by the state.
- *Student Fee Increase*. Student per-unit fees jumped from \$20 to \$26 this semester. This increase goes directly to the state, not to SRJC.
- *Major Reductions of Categorical Funding*. Funding for CTE, Basic Skills, EOPS, CalWORKS, matriculation and others will each be cut 16–62%. Also, cuts of 32% were made to part-time salary and benefits programs, which have the potential to affect hourly salary schedules this year (see next paragraph).

The Budget and Salary Implications

Faculty salary schedules at SRJC are based on two negotiated concepts—the "Rank 10" methodology and the hourly salary schedule linkage. (See <http://www.santarosa.edu/afa/Contract/Articles/art26.pdf> and http://www.santarosa.edu/afa/adj_hourlyrates.shtml.) Over the last decade, these concepts have kept SRJC salaries consistently competitive with other community colleges. This fact is especially true for adjunct and overload pay. (See Table 1 on page 4.)

Categorical cuts by the state this year to Part-time Faculty Compensation and Part-time Faculty Office Hours Programs account for a \$1.25 million reduction in funding to SRJC for the hourly salary schedules. The Part-time Faculty Health Insurance Program, which provides medical benefits for over 160 SRJC adjunct faculty members and their families, has a funding shortfall of over \$500,000. Together these two deficits account for over 6% of all 2009-10 SRJC hourly salaries. Obviously, this issue will need to be addressed in negotiations.

It's very important that faculty members stay informed throughout this budget crisis. AFA will continue to share important information through its publications and at AFA meetings throughout the year. Your comments and ideas are welcome; email the AFA office (afa@santarosa.edu) using your college email account (@santarosa.edu) with *SUBJECT: Faculty Comment*.

Finally, tell the governor and your state legislators to start providing the necessary funding to California community colleges. Even more cuts for community colleges are being discussed right now. SRJC and other community colleges offer an economical alternative to UC and CSU, as well as educating the workforce that will pull California out of its financial tailspin. You can find out how to contact your assembly member and state senator at the AFA website (<http://www.santarosa.edu/afa/advocacy.shtml>).

(See Table 1 on page 4)



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Budget Crisis *(continued from page 3)*

Table 1

Average Contract Salary		Average Hourly Rates		Average Classified Salary		Average Educ. Adm Salary	
STATEWIDE	\$84,789	STATEWIDE	\$73.48	STATEWIDE	\$51,654	STATEWIDE	\$121,521
1 Mira Costa	\$116,577	1 Los Angeles	\$100.54	1 Mira Costa	\$68,281	1 Mira Costa	\$185,306
2 North Orange	\$102,816	2 Mira Costa	\$99.08	2 Foothill-Deanza	\$65,473	2 South Orange	\$165,201
3 Ohlone	\$97,667	3 Marin	\$98.57	3 Ohlone	\$64,011	3 San Francisco	\$157,718
4 Santa Monica	\$95,822	4 Foothill-DeAnza	\$89.84	4 Chabot-Las Positas	\$60,486	4 Citrus	\$151,023
5 Coast	\$93,681	5 San Jose-Evergreen	\$88.55	5 Santa Clarita	\$60,440	5 Chabot-Las Positas	\$147,610
6 Palomar	\$92,219	6 San Francisco	\$87.98	6 South Orange	\$60,032	6 Rio Hondo	\$147,459
7 Mt. San Antonio	\$92,142	7 San Mateo	\$81.96	7 San Francisco	\$59,601	7 Coast	\$144,633
8 Foothill-Deanza	\$91,899	8 Chabot-Las Positas	\$81.62	8 San Jose-Evergreen	\$58,877	8 Victor Valley	\$141,479
9 State Center	\$91,612	9 SRJC	\$81.57	9 San Mateo	\$58,812	9 Foothill-Deanza	\$140,918
10 Rancho Santiago	\$90,464	10 Rio Hondo	\$80.84	10 West Valley-Mission	\$58,743	10 El Camino	\$140,040
11 West Hills	\$90,230	11 Santa Monica	\$79.20	11 El Camino	\$58,488	11 Monterey	\$139,761
12 Riverside	\$90,092	12 El Camino	\$78.56	12 Sierra	\$57,637	12 San Mateo	\$139,629
13 Marin	\$89,343	13 Peralta	\$77.60	13 Coast	\$57,498	13 Riverside	\$137,084
14 Victor Valley	\$88,889	14 Cabrillo	\$77.11	14 Santa Barbara	\$57,018	14 Desert	\$136,999
15 South Orange	\$88,318	15 Contra Costa	\$70.60	15 Glendale	\$56,787	15 Palomar	\$136,501
16 Long Beach	\$88,276	16 Coast	\$70.41	16 Long Beach	\$56,530	16 Ohlone	\$136,406
17 Santa Clarita	\$88,136	17 Antelope Valley	\$70.17	17 Chaffey	\$55,724	17 Ventura	\$136,220
18 Los Angeles	\$87,511	18 Los Rios	\$69.89	18 Ventura	\$55,437	18 Mt. San Antonio	\$135,925
19 Yuba	\$87,413	19 Yuba	\$69.21	19 Cerritos	\$55,320	19 Long Beach	\$135,618
20 El Camino	\$87,410	20 Mt San Antonio	\$67.26	20 Palomar	\$55,228	20 State Center	\$135,114
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26 SRJC	\$85,875			23 SRJC	\$54,123	40 SRJC	\$124,273
SRJC 1.3% above STATEWIDE Ave		SRJC 11.0% above STATEWIDE Ave		SRJC 4.8% above STATEWIDE Ave		SRJC 2.3% above STATEWIDE Ave	

Data from Fall 08 Statewide Report Detail (California Community Colleges Chancellor's Office).
 Full tables for all 72 districts are available at http://www.santarosa.edu/afa/statewide_study.shtml