75/25 Vitality...
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Our contracts are negotiated and maintained in accordance with the belief that a stable core of full-time faculty is the bedrock of each community college. Further written expression of this value, found in AB1725, states that because the quality, quantity and composition of full-time faculty have the most immediate and direct impact on the quality of instruction, overall reform cannot succeed without sufficient members of full-time faculty...

The most recent report (June 1, 2005) on the status of 75/25 in our system, issued by a Chancellor’s Office taskforce, shows that, despite the regulations governing the implementation of the 75 percent goal, the system’s average percentage of full-time faculty has remained static over time. More disquieting is that the little movement that has occurred has been in the wrong direction. In Fall 2004 the system average was 62.2 percent, a low point, but above the system average of 63.1 in Fall 1988.

The new and first CCC system strategic plan has just made its debut wearing a slick cover and sporting an impressive language package to describe the future of California. Under Strategic Goal B, Student Success and Readiness, the language of Subsection B5, Teaching and Learning Effectiveness, cites the need for more full-time faculty positions as a challenge for the system. There is no question where the strength will have to come from if we are to overcome this challenge. Perseus killed the snake-headed Medusa, Theseus killed the Minotaur and Hercules, who was given twelve impossible tasks to perform, completed them all. It was faculty who continue the quest and defend 75/25.

Legal Workshop...
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The cost for attending only the Friday Legal Workshop is $100, including lunch. The fee for the entire Spring Conference is $250. Contact the Legal Workshop, Thursday afternoon negotiators’ session and Saturday CCCI state topics meeting. Mark your calendars now for the CCCI Spring Conference, April 27, 28, and 29 in Berkeley.

For more information, contact your local union office or CCCI President Zoe Close at 619/644-7510 or <ZoeClose@aol.com>

This workshop is of special value to union activists on local negotiation teams or those involved in the grievance process. In addition to fundamental rights under the Rodda Act, negotiation and grievance rights and obligations, the workshop will review statutory and constitutional issues involving the 50 Percent Law, discrimination against or harassment charges against faculty, tenure denial, dismissal or suspension and other disciplinary actions, layoff, and demands for information. Some of the issues to be discussed are academic freedom and intellectual property rights, part-time ancillary duties, the 60 Percent Law, retiree health benefits, the role of

Faculty Ensure 75/25
Goal Remains Vital
by Zoe Close, CCCI President

Cultural myth can be defined as “a collection of stories, either based on fact or constructed, that embodies the values of the culture.” What matters most to the culture will be woven into the woof and warp of cultural practice and will be readily recognizable in the literary expression of the culture. All myths deal significantly with the culture’s moral values and include a race against time with wrongdoers and their punishment. When the truth or significance of the cultural myths begins to be questioned, it is members of the culture, some form of radical change is usually afoot. If the myth loses vitality altogether, it ceases to empower the members, a breakdown occurs and the culture must redefine itself if it is to survive. The California Community College system constitutes a significant subculture within the educational culture of the United States. Although implicit in the ethos of the community colleges since their inception, the explicit legal recognition of a goal of 75 percent full-time faculty came with the enactment of AB 1725. We, as faculty members, love to hear the beautiful words “...the Legislature wishes to recognize and make efforts to address longstanding policy of the Board of Governors that at least 75 percent of the hours of credit instruction in the California Community Colleges, as a system, should be taught by full-time instructors” (AB 1725, Section 35; Education Code Section 87482.6).

The quality-standard myth of 75 percent full-time faculty is at the nucleus of working conditions for faculty...
The Right state cuts and increased student fees, the system will be the ‘double-whammy’ inflicted on community college districts, and there will be no more annual fights over the Proposition 98 guarantee will vary in accord with two parameters, of Proposition 98 funding will not hurt K-12. The overall guarantee will increase, with hikes in property tax, and there will be no more annual fight over the Prop 98 ‘split.’ In addition, the funding stabilization plan corrects the bias that tied the state’s tax system to the number of students, and there will be no more state support for community college districts during state economic declines. Instead of facing state cuts and increased student fees, the system will get an additional boost by adding to its growth rate and equalization infusions.

Legislate over the system’s state infrastructure bond proposal stalled legislative review of the system budget, but as this CCCI newsletter goes to press, the review is finally getting underway. On the table is a January proposal from the governor that is very favorable for the community colleges. A COLA of 5.18 percent appeals to just about everybody, and rumor has it that this figure may go up.

For a large number of Independent districts, the governor’s promise of an additional $50 million annual installment plus $50 million to make up for last year’s shortfall in equalization sounds very good indeed. However, Independent bargaining agents report mixed results on the use of these equalization infusions.

Independents Have “Right Stuff” to Meet Challenges

Although union work at our colleges is always demanding, the current climate presents additional local and state challenges to collective bargaining. Anti-union interests have become more vocal, both statewide and nationally; we are witness to more generalized attacks on labor. Our Independent unions are well poised for dealing with the new conflicts and are well suited for weathering the nasty climate.

Ten quick points attest to having The Right Stuff:

1. CCCI believes that respect for the unique culture of each of our members is foremost. We know all our own campuses and what is best for them at any given time.
2. Our members owe no allegiance to a parent organization. Local organizational decisions are entirely autonomous.
3. CCCI advocates for community college interests only. Others who are affiliated must compete with additional interests such as those of K-12 or classified employees.
4. Our unions have complete control over local dues structures. Decisions about how to use those funds is absolutely local.
5. Dues are at least half (and often much less) of those of affiliated organizations.
6. CCCI dues are reasonable, and CCCI has no bureaucracy to wade through when members need help.
7. Local organizations are free to retain and speak directly with their own legal counsel and to use whatever monies they choose on legal advice.
8. CCCI devotes significant time to sharing information on negotiations and to offering as much guidance and help as our members request.
9. In addition to a website and a newsletter, CCCI has an email list-serve that provides quick access for our organizations and a discussion forum for members.
10. CCCI is a member of the Council of Faculty Organizations (CFOA) and of the Aca- demic Senate. The Independents are represented by CCCI at Consultation Council, the advisory body to the State Chancellor and the CCC Board of Governors.