

# FARSCCD FACTS

Faculty Union Newsletter  
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www.farsccd.org

October 2019

## 2019-2022 CONTRACT RATIFIED!!

The new Collective Bargaining Agreement (CBA) has been ratified by the faculty and approved by the Board of Trustees. The new CBA and all salary schedules will be posted to [www.farsccd.org](http://www.farsccd.org). FARSCCD is grateful for all of your support and patience throughout this process.

Here is a list of the highlights:

- 4% salary schedule increase for all faculty for 2019-20, 2020-21, and 2021-22, including the stipends for non-credit program department chair assignments.
- For full-time faculty, health and welfare district contribution increase to \$30,672.60 for 2020, and automatic increases of up to 6% annually.
- Clarification that part-time employment preference will begin for the scheduling of Fall 2021 and clarification of language to include the non-instructional faculty.
- Process to have laboratory classes designated as extensive preparation is faculty consultation with the Division Dean, the VP of Academic Affairs, and discussion with District Human Resources and FARSCCD. Once the extensive preparation designation is determined, the class will be added to the 1:1 Lab List in the contract.
- Addition of English 099 and Spanish 212 to the composition courses eligible for an additional 0.5 LHE per section paid at the part-time/beyond contract rate.
- Discussion for Spring 2020 Department Chair X-Factors updates will occur during Fall 2019.
- A task force of FARSCCD and District representatives will convene no later than February 2021 to review the 9<sup>th</sup> place ranking.
- A workgroup comprised of FARSCCD, Academic Senate and the District will meet and review the Evaluation process in Spring 2020.
- The contract is in effect from July 1, 2019 through June 30, 2022. FARSCCD and the District may open one article of choice, excluding Article 7 (salary) during the life of the agreement. Any article may be opened at any time if there is mutual agreement between FARSCCD and the District.

We also approved 2020-21 and 2021-22 Academic **Calendars**. One minor change concerns the January Intersession in 2020 and 2021. In order to help students register for classes more efficiently, secure funding from Financial Aid and meet prerequisite requirements, the District requested that student grades for Intersession courses be submitted to Admissions and Records by the first Tuesday after the course end date.

For Intersession 2020, grades would be due on February 4, 2020 and for Intersession 2021, grades would be due on February 2, 2021. This submission date applies only to the January Intersessions. FARSCCD agreed to this change because it helps our students register and access resources more expeditiously and efficiently.

**THE NEXT BOARD MEETING**  
**Monday November 18 @ 4:30 pm**  
**at the District Office**



# ADVANCEMENT ON THE PAYSCALE

Are you looking to move over a column or more on the pay scale? Many of you have already written and published articles and books or have taken up leadership positions that may help you. Here are the ways for you to accumulate units other than taking courses to complete units.

## *Article 7.1.4 Change of Classification*

*D. Non-course Professional Work and Activity Non-course professional work and activity, as defined below, may be used for advancement to Class II, III, IV, V, or VI on the current salary schedule, but may not be used for advancement to Class VII (Doctorate). Applications seeking credit for non-course professional work and activity is to be made within the time lines described in Section 7.1.4.C above. Non-course work shall apply for class advancement only and not for initial placement at time of hiring. In the areas to follow, all items are to be documented by the applicant on the District approved forms. Applications for credit are to be approved by the appropriate College President or designee. These units apply only to full-time credit or non-credit tenured faculty. A faculty member may accumulate a lifetime maximum of thirty (30) units for all research and creative activity and professional activities. Applications for approval of non-course professional activity units will be returned to the Human Resources Office, which will forward the applications to the District Review Committee. The review committee comprised of one representative from the Association, one representative from the Academic Senate, and one representative from the administration shall review all applications and determine the number of units to be awarded for each activity.*

### 1. Research and Creative Activity

*a. An original article in the faculty member's present job description or field of teaching that is published in a professional journal may earn 0.5 to 1.5 units, depending upon the scope. The journal must have an editorial board that reviews and selects articles for publications. b. An original published document or major revision of an original published document (e.g., textbook, workbook, or manual) for classroom use may earn one (1) to five (5) units, depending upon scope. This option does not apply to regular classroom materials such as course syllabi, outlines, and handouts. c. A book or text in the faculty member's present field may earn one (1) to five (5) units depending upon scope. Self-published books shall not be considered except where they have been in evident use and benefit to the students in the classroom. d. An original score and/or published lyrics may earn 0.5 to three (3) units depending upon scope. Such music should be of evident use in the classroom and must be copyrighted. e. Other products of research or creative activity which show evidence of professional growth on the part of the faculty member may earn from 0.5 to three (3) units depending upon scope.*

### 2. Professional Activities

*a. The presentation of a scholarly paper or other original professional material relevant to the faculty member's present field of employment at a conference, workshop, seminar or gallery showing, which shows evident research and is not merely extemporaneous in nature, may earn 0.5 to one (1) units depending upon scope.*

*b. Holding a position of leadership on the association's Executive Board or the Academic Senate or being chair or co-chair of District councils or committees for three (3) or more consecutive years may earn one (1) to three (3) units for each year.*

## THE FARSCCD REPRESENTATIVE COUNCIL

We invite interested faculty to become familiar with their representatives in the **Rep Council**. The **Rep Council** is the policy and advisory branch of FARSCCD. The committee members are an elected body of CTA members who meet to discuss and propose policy changes, negotiation items and general guidance to the FARSCCD Executive Board. **The Rep Council** is a vital part of the union and is instrumental in the future of FARSCCD. For More information contact Professor Carri Patton at OEC.

# CTA MEMBER BENEFITS

Do you like to save money? Do you use a cell phone, buy insurance, travel, eat at restaurants, go to the movies, or want discounts on Disneyland tickets? If you are a member of CTA then you get all of these savings, plus a lot more. To get started, go to [www.ctamemberbenefits.com](http://www.ctamemberbenefits.com) and set up an account using your personal email, home address and CTA membership number. Your membership number is a 10 digit number that is found on your CTA membership card, or on a mailing label of any publication sent to you from CTA. (If the mailing label membership number is not 10 digits, add enough zeroes in front to make it 10 digits). Once you get an account set up, explore the website to find the myriad of discounts available to you. In addition to the items mentioned above, member benefits also includes investing in 403b, legal advice for both professional and personal matters, immediate life and disability insurance (no questions asked for new hires) and much much more. If the list above is not enough savings, you also get discounts on many more items through NEA. Many of these savings can be accessed through the CTA member benefits website, or by going directly to [www.neamb.com](http://www.neamb.com).

We recommend registering with the same, personal email address and password on file with CTA. Many NEA benefits can be extended to immediate family members: <https://www.neamb.com/shopping-discounts/10-family-discounts-you-may-be-missing-out-on.htm>.

To join FARSCCD/ CTA go to: <https://farsccd.org/join/>



## THE FARSCCD EXECUTIVE BOARD WELCOMES NEWLY ELECTED MEMBERS

As we approach the end of 2019, we are delighted to welcome Professor Rudy Carrion (Counseling, SCC) and Professor Karen Hersom (Adjunct Counseling, SCC) to the FARSCCD Executive Board. Their addition to the board will help better position our association as we expand and implement the strategic plan for the coming year. Our new board members will provide diverse views and expertise that will further our collective work at RSCCD.