

M E M O R A N D U M

To: Dave Fouquet, President, CLPFA
Jeff Drouin, Vice President, CLPFA
From: Laura Alarcón, Vice President, Chabot Academic/Faculty Senate
Diane Zuliani, Secretary, Chabot Academic/Faculty Senate
Date: February 3, 2019
Re: Reassigned time for CLPCCD Academic/Faculty Senate Officers

The Chabot Academic/Faculty Senate Executive Committee is hereby providing you with the research you requested regarding the reassignment time practices in effect in Faculty Senates at Bay 10 and other Northern California colleges.

Our report consists of this memorandum, plus three additional parts: Part I) a numerical summary of Bay 10 colleges' reassigned time practices; Part II) a spreadsheet providing, where available, each college's official language pertaining to Senate reassigned time, including the identification of specific contract articles and live links to contracts; and Part III) hard copies of other documentation, including an MOU and email communications with current Senate Presidents.

Presenting our research coherently poses some difficulty, because reassigned time for Faculty Senates of Bay 10 and other nearby colleges are expressed in different types of documents and in different formats, including as aggregate amounts intended for entire senates, as aggregate amounts intended to be shared by combinations of officers, or, in the most easily understood format, as amounts intended per officer. What we present here is the result of our research, done to the best of our ability and expressed in the clearest way possible, given the variability within the field, as well as the need to get you this data in a timely fashion.

Despite the variability we encountered, the data presented here shows without question that, with respect to reassigned time support for officers, the Chabot and Las Positas Faculty Senates are the **least supported** of our neighboring colleges. To be specific, only a few districts and one offer NO reassigned time to officers other than their Senate President: Contra Costa Community College District, West Valley-Mission, Cabrillo Community College District, and Chabot-Las Positas. Yet, Senate Presidents in the three Contra Costa District colleges earn **twice** the reassigned time of Presidents in the CLPCCD (a full load each semester). And while Senate Presidents at Cabrillo College and the in West Valley-Mission district earn one-half of a full time load per semester—same as in the CLPCCD—Cabrillo College and West Valley-Mission campuses further compensate their President with summer stipends annually: a 3 CAH summer stipend at Cabrillo; and a \$5,000 summer stipend the West Valley-Mission District.

This is something we do not do in the CLPCCD, despite the fact that our Presidents' term begins on July 1, and they are **required** to uphold Senate duties during summer months.

In your role as Executive Officers of the CLPFA, you have shown that you are dedicated to preserving the rights of faculty with respect to the terms of our employment, and thankfully for both the CLPFA and for the faculty, you have bargained well on your own behalf. We ask you to keep in mind that we in the Academic/Faculty Senate are **equally** integral to faculty's role at the colleges.

For example, it is **us**, your Faculty Senates, upon whom our Board of Trustees **rely primarily** in matters of curriculum (including establishing prerequisites and placing courses within disciplines), degree and certificate requirements, grading policies, and faculty roles and involvement in accreditation processes, including self-study and annual reports. In addition, the California legislature has bestowed upon Faculty Senates **specific** obligations with respect to the delegation of powers in shared governance structures (Ed Code 70902b7), to minimum qualifications of faculty (87359b), to hiring criteria (87360b), to administrative retreat rights (87458a), to tenure evaluation procedures (87610.1a), to faculty evaluation procedures (87663f), and to Faculty Service Areas (87743.2).

In fact, it is critical to remember that just as the CLPFA is entitled to the protections of the Rodda Act as well those you yourselves have inscribed in the bargaining agreement, Faculty Senates have **legal obligations and responsibilities** conferred by the State of California (Assembly Bill 1725), Ed Code, and Title 5, as well as Standing Orders from the Office of the State Chancellor, to be prepared, on behalf of students, faculty, and our colleges as a whole, to adapt wisely to changes to the educational landscape. And there are massive changes looming at this very moment, including accreditation, Pathways and the SCFF. It is simply unreasonable to think that one individual who earns one-half of a full-time load and who must attend on the order of twenty-eight meetings per month, can adequately prepare our faculty for these changes.

We therefore ask you to please review the attached documentation, and to bargain well on behalf of the CLPCCD's Faculty Senates, knowing that our faculty contracts won't rest upon anything of value if the academic principles those same faculty stand for are weak, incomplete, ignored, or disrespected.

More specifically, we are asking that the faculty contract spell out specific amounts of reassigned time for the following Executive positions: Vice President, Secretary, and Accreditation Lead. We also ask that the contract specify that the Senate Presidents (or their designee) will be compensated for the work done over the summer months.

Based on **past practices** of reassigned time allocated to Chabot's Executive Committee, and in keeping with practices (herein documented) at our neighboring colleges, members of the Chabot Executive Committee **suggest** the following amounts of reassigned time per semester:

President: 50% + 20% summer compensation annually

Vice President: 40% FTEF

Secretary: 20% FTEF

Accreditation Lead: 20% FTEF

We thank you for your consideration. Your input on this matter is welcomed and valued. The next Faculty Senate meeting will take place February 14th in which we will share the results of the research and any comment you may have to share with the Faculty Senate.