

SOUNDINGS

SHORELINE COMMUNITY COLLEGE FEDERATION OF TEACHERS LOCAL 1950

Only a miracle will prevent RIFs

Karen Toreson, president - AFT Local 150

The end of the quarter this year is much like those of previous years. We're busy with finals, getting ready for the holidays, and preparation for the next quarter. And yet, this is unlike the past.

This year we are faced with the grim knowledge that many of us won't be at Shoreline next year at this time. Decreased funding which may range somewhere between \$1.1 million and \$1.8 million for the next academic year will likely result in cuts across all employee lines.

Since the largest portion of the budget is for instruction, it should not be surprising if cuts to instruction will be among the most severe. Are RIFs likely? While I have had no official notification of any RIFs, I believe that only a miracle would prevent RIFs from occurring.

We are not the only college facing difficult times. North Seattle is offering an early retirement package to faculty aged 55 or over with at least 10 years of service. The incentive plan offers 50 percent of salary taken as 25 percent this year and 25 percent next year if the retirement commences by the end of winter quarter. Voluntary retirements that are taken at the end of spring quarter will be a maximum of 25 percent total. There are other details to this plan which officials hope will result in 8-10 voluntary retirements. If the target is not reached, then RIFs will result. Some of you have asked if Shoreline will be offering an incentive program for early retirement. I don't know. Our situation is quite different from that at North. North is part of a district which is not facing rebasing.

During the December 6 meeting of the Board of Trustees, I was asked by one of the Trustees whether the faculty had discussed giving up sabbatical leaves for one year. My reply was that we have not discussed this. The Sabbatical Leave Committee will continue its work because for sabbaticals to be awarded, the process will need to have occurred. If you are interested in going on sabbatical, do apply. There are never guarantees that your

proposal will result in a sabbatical award. Often there are more requests than quarters available. Please check the contract and elsewhere in the Soundings for more information.

The Calendar Committee will continue to meet during January. Amelia Acosta, Gloria Anderson, Nikki Honey, Linda Kuehnert, Stephen Malott, and Mayumi Steinmetz are the faculty on the committee. Please let them know

whether it matters to you if there are not an equal number of days of the week during the quarter (for example, would it negatively affect your students if there are 11 Tuesdays but only 9 Thursdays and 9 Fridays during fall quarter). JUMC set parameters for the calendar based on results of faculty surveys from several years. In addition, there are guidelines in the contract for the calendar.

*We need to focus
on the positives
while working to
resolve some huge
problems*

Many of you have asked for a definition of IBB or Interest Based Bargaining. The Federal Mediation and Conciliation Web site has a brief description of the process which focuses on satisfying mutual interests and collaboratively resolving issues. More later.

Even though times are tough here, Shoreline has always been a great place to work and learn because of the people here. We need to focus on the positives while working to resolve some huge problems. We must learn to appreciate the work that others do for us rather than "Monday morning

quarterbacking" later. We need to support each other. We need to pull together or surely we will fall apart.

What's Inside

AFT agenda & staffing crisis	page 2
Have you heard the rumor?	page 3
Calendar	page 4
All-campus holiday party	page 4
Call for sabbatical proposals	page 4
Legislative Issues 2007	page 5
Union Scholarships	page 6
Executive Board	page 6

AFT Washington Legislative agenda to address staffing crisis

The 2007 legislative session will be a busy one for AFT Washington. With a Democratic majority in both the house and senate, and Christine Gregoire in the governor's mansion, chances are good for increased education funding at the state level. To take advantage of that, AFT Washington has set the following goals for the session:

- Faculty and College Excellence Act: AFT Washington will team with the Washington Education Association to introduce this legislation, which would help restore the ranks of full-time tenure and tenure faculty. The Act would require the legislature set the goal that at least 75 percent of undergraduate courses offered within each department of public colleges and universities will be taught by full-time tenured and tenure track faculty. Colleges and universities would have to meet that goal by 2013.
- Salary issues including regular and automatic increment funding for full and part-time faculty, part-time salary equity funding, COLAs for all academic employees, and funding for a salary study for community and technical college faculty.
- Pension reform for K-12 staff
- Corrections education funding improvements.

AFT Washington will also be following the Washington Learners legislation. This sweeping initiative from Gregoire promises to redesign the state's education

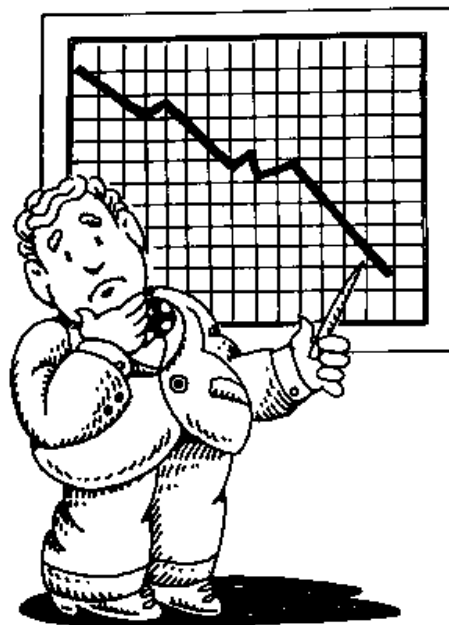
system. The following are AFT Washington's positions on proposals arising from Washington Learns:

- Support increased financial aid programs
- Support expanded student access
- Support restructuring HEC Board if faculty are included
- Oppose tuition increases above cost of living except when state funding increases at a higher rate
- Monitor performance contracts

Other issues AFT Washington is supporting

- Fair Share Healthcare
- State Family Leave
- Washington Voluntary Accounts: individual retirement savings
- Special funding for nursing programs aimed at retaining faculty
- Enabling legislation to provide collective bargaining for professional exempt staff at the colleges
- Career and Wage Ladder funding for early childhood educators

Updates on the Legislature will appear in Soundings and you can get AFT Washington's Legisletter online by going to wa.aft.org.





Legislative Issues 2007

Our Top Legislative Priorities

- **Faculty & College Excellence Act** (AFT national multi-state legislation)
 - More full-time positions based on 75% ratio and bargained plan to protect parttimers currently in positions
 - Salaries in top 25% of comparable states
 - Pro-rata adjunct pay
 - Increased job security for adjuncts
- **Pension reform for K-12 staff** (as part of a large coalition)
- **Budget from SBCTC** (\$ amounts requested in their budget)
 - Increment funding: for full and part-time faculty (\$7.5 million)
 - Part-time salary equity funding (\$11.9 million)
 - COLA [SBCTC calls it a Ogeneral salary increaseO] (\$27.5 million)
 - Funding for salary study for CTC faculty (\$200,000)
- **Increments bill** to make the funding regular and automatic
- **Corrections education bills** to broaden programs

Bills and Issues We Will Also Support

- Initiative process reforms (with labor and progressive community coalition)
- Fair Share Health Care (with labor and progressive community coalition)
- State Family Leave (with labor and progressive community coalition)
- Washington Voluntary Accounts: individual retirement savings (with labor and progressive community coalition)
- Enabling legislation for collective bargaining for professional-technical exempt staff in higher ed (with other unions representing higher ed employees)
- Special funding for nursing programs in colleges (with WA Nurses Assn., if presented with more flexibility)
- Career and Wage Ladder funding for early childhood educators (with CCWA)

Potential Washington Learns Legislation

- Support increased financial aid programs
- Support expanded student access
- Support restructuring HEC Board if faculty are included
- Oppose tuition increases above cost of living except when state funding increases at a higher rate
- Monitor performance contracts

*Approved by the AFT Washington Executive Board
12/2/06
opeiu#8afl-cio*

Calendar

Final Exams & Grades Due

December 12th, 13th, 14th
Monday, December 18th noon on paper
Midnight via Web

All Campus Holiday Party

Thursday December 14th, 9:30-11:30 am,
Art Gallery of 1000 Building
Bring food donations

Faculty Inservice Day

Friday, January 5th

Local 1950 E-Board Meeting

Monday, 8th January 2007
Room 1102
3-4:30 pm
Meeting minutes available: <http://www.sccft.org/>

Winter Quarter begins

Monday, January 8th

Washington State Legislative Session

Begins Monday, January 8th

Sabbatical Proposals Due

Look for the date

Deadline Next Soundings

Thursday, January 11th, 12pm
For January 16th issue

Martin Luther King Birthday celebrated

Monday, January 15th

Board of Trustees meeting

Wednesday, January 24, 2007
Meeting minutes available:
<http://intranet.shore.ctc.edu/intranetgovern/TrusteesPres.htm>

Shoreline C.C. Winter Sports!

<http://nwaacc.org/index.php> - Game Schedules

All-campus holiday party this Thursday

Elena Bianco

Everyone is invited to the All-Campus Holiday party. It will be this Thursday, Dec. 14 from 9:30-11:30 in the Campus Gallery. Music will be provided by Shoreline faculty member Helena Azevedo.

Please remember to bring canned or non-perishable food, an unwrapped, new toy or a cash donation for the Puget Sound Labor Agency (formerly the King County Labor Agency). The agency helps union families in need by operating a food bank and providing gifts for children during the holidays.

Call for sabbatical proposals

Leslie Potter-Henderson

Sabbatical leave is provided to academic employees primarily to *deepen, enrich, and renew the individual for his/her primary task.*

In our 2004-2007 contract, page 31, Article XIII, Section A.6, you will find the information that needs to be included in the sabbatical proposal:

Criteria for Selection

- a. The Sabbatical Selection Committee shall use four (4) criteria for selection of academic employees to receive sabbaticals. These are the merit of the sabbatical project, the applicant's current and previous contributions to the College community, the proposal's relevancy to the College's Strategic Plan and whether or not the applicant has had a previous sabbatical. In instances where these criteria are equal, seniority shall be the determining factor.
- b. The Committee shall judge written sabbatical proposals along with oral interviews for merit of content.

Copies of previously funded sabbatical applications are available for review at the library circulation counter.

Due date will be published in the next Soundings as well as the faculty listserv as soon as it is determined.

Have you heard the rumor?

Have you heard the rumor? There have been no RIFs of faculty members. While it may allow management the ability to sleep nights knowing that no one has technically been RIFed; it does not change the fact that three faculty members were offered a sum of money that pales in comparison to what they would have earned, so that the college could say that no one has been RIFed. As a member of the foursome that were the subject of last years RIF, and I use the word **RIF**, I can tell you that they did not leave voluntarily – they were forced out – they tried to make the best of a bad situation that they had no control over. As the fourth member of last year’s RIF talks, I can tell you that once you have the bull’s eye on your chest – the game is over. Administration is unwilling to look at options or examine what else you could provide to the college.

The administration was unwilling to look at any other options they were presented with and the administration is continuing to waste taxpayer dollars and working hours to tell me that I am a liar when I state that my Masters degree is business related and therefore I am not deserving of a secondary RIF placement in business administration. While the pile of documentation concerning my master’s degree is extensive, it is fair to state the following about my master’s degree:

- The degree is given from the business department of the University I attended
- The website for the degree clearly states that the program is focused on management of IT as shown by the following except from the MSIA FAQ (<http://www.msia.norwich.edu/faqs.htm>)

What is the MSIA Program?

Norwich’s MSIA program is currently one of the few online graduate IA programs designed specifically for experienced and working IT professionals. **It is focused entirely on the management of information assurance.**

- An interview of the director on the director’s home page specifically states that material was borrowed from the University’s MBA program
- An interview of the director clearly states that the program is focused on management of technology
- Several of the weekly questions specifically instruct students to take the position of management when answering the question
- Several of the objectives for the seminars use the following terminology
- Define and explain at a **management level...**
- At the end of each seminar, I was required to submit a report to

management (in my case this meant a member of Shoreline Community College Administration)

- Two out of the six seminars I took, were entitled Business Continuity Planning
- There were no lab assignments
- There were no directions/lectures/assignments instruction on the setting up of technology or any related equipment

To help bolster these claims, I had a tenured business faculty member look at the website (<http://www.msia.norwich.edu/>) concerning my degree. The following statement from his conclusion clearly state that my masters is business related:

In conclusion, it is self evident that a relationship does indeed exist to substantiate Russell’s claim that a relationship does exist between his advanced business degree studies and the Business Administration degree program at Shoreline Community College. Upon completing this review, it is with a high degree of confidence that I also support that contention.

Another interesting twist to this story is that I have a BA in Business Administration, took over half the class for an MBA at Washington State University, have taught two different business classes here at Shoreline Community College, have several years of retail experience (some of that as a retail manager), took management courses at Purdue University last year and passed the capstone class for the MBA program this summer at Purdue University (number two business school in the nation) with a competitive A – only a certain percentage of the class gets an “A,” a 90% plus average does not grant you an “A” - only your ranking in relationship to your classmates.

So are we, a tenured business professor and the degree holder, liars OR is administration once again devaluing us and wasting taxpayer dollars? Come find out for yourself. The decision is being heard in front of an arbitrator on February 26 and 27, 2007 at a place and time to be determined later. The cost for the arbitrator is over a thousand dollars a day. Other costs include the cost for the Attorney General and the salaries of several Administrators to prepare for the hearings we have had or will have in the future AND the cost to the Union for attorney fees and the like.

It is my desire that this be an open hearing. If it is open, I would like to invite each and every one of you to attend as much of the hearing as you can...the time to be silent and secretive is over. I do not want to be muzzled any longer.

One person’s perspective,

Russell D. Rosco

**Letter
to the
Editors**

Soundings submissions policy

We welcome submissions of articles to the Soundings. Priority will be given to information that aids faculty in their professional pursuits, informs them of union-related issues and their understanding of the contract or provides information about campus-related news and events. Any other information is printed on a space-available basis.

All submissions may be edited for length, factual accuracy, spelling and grammar. We also reserve the right not to publish any submissions that are potentially libelous or which may violate a person's right to privacy. All submissions must include the author's name and contact information, including phone number and/or email address. The Soundings does not publish anonymous letters to the editor.

To submit an article, please submit it on a disk or as an email attachment to Leslie Potter Henderson, lhenders@shoreline.edu, Library/Media Center.

Union Scholarships

From information gathered from aft.com

<http://www.aft.org/aftplus/scholarships/unionplus.htm>.

American Federation of Teachers Robert G. Porter Scholars Program

This program offers four 4-year, \$8,000 post-secondary scholarships to students who are dependents of AFT members, as well as 10 one-time \$1,000 grants to AFT members to assist with their continuing education. The deadline for applications for the 2007 Robert G. Porter scholarships is March 31, 2007.

Union Plus Scholarship Program

Sponsored by the Union Plus Education Foundation. The program is open to members, spouses and dependent children of unions participating in any of the Union Plus programs. **The deadline for 2007 applications is Jan. 31, 2007.**

To receive an application by mail, contact Bernadette Bailey at bbailey@aft.org or go to the website to download the applications.

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