

NEWSLETTER

LOCAL 2026, AMERICAN FEDERATION OF TEACHERS, AFL-CIO
 1700 SPRING GARDEN STREET, PHILADELPHIA, PA 19130 Richard Keiser, Editor

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**CAMPUS EQUITY WEEK
 SPEAKER JOE BERRY
 ADVOCATES METROPOLITAN
 STRATEGY
 FOR PART-TIME AND
 TEMPORARY FACULTY**
by Barry George

Speaking in the Teaching Center on October 28, in observance of Campus Equity Week, author and activist Joe Berry urged part-time and non-tenure track faculty to organize not only as union locals but also on a city-wide basis. He proposed what he called Metropolitan Strategy Organizations (MSOs) to coordinate the efforts of faculty and hence gain greater influence over the salaries, working conditions, and hiring practices of colleges and universities in a region.

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**ROOT CAUSES OF CCP'S
 ENROLLMENT PROBLEMS**
*by Frank Bartell
 and Karen Schermerhorn*

The following tally of the questionnaire distributed early in the Fall 2005 semester is being printed here for your information. Federation officers have asked for a meeting with Dr. Curtis to discuss these problems.

A questionnaire, both in printed and electronic form, was circulated to faculty, staff, students and at least some administrators asking for any first-hand information that they might have on the reasons for the precipitous drop in student enrollments for the Fall 2005 semester. We received about 75 responses, mostly from faculty, but including students and classified employees and many that didn't

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FSFCCP NEWSLETTER

The *FSFCCP Newsletter* contains news of the activities of the Faculty and Staff Federation of Community College of Philadelphia as well as official Federation announcements. The *Newsletter* is normally published monthly except during July and August.

The Faculty and Staff Federation of Community College of Philadelphia represents over 1,800 faculty and staff at Community College of Philadelphia. Our union, AFT Local 2026, consists of three bargaining units: Full-time Faculty, Classified Employees, and Part-time/Visiting Lecturers. We are affiliated with the American Federation of Teachers, an AFL-CIO union, with AFT Pennsylvania, and with the Pennsylvania AFL-CIO.

The official *Newsletter* is intended for news articles from leaders about developments related to the union. Opinion pieces from members or other personal articles are published in *Voices in the Union*. Another venue for opinions is the Federation's Discussion List; if you are not signed up, go to our web page www.aft2026.org and click on the link (first page, on left) for the Discussion List.

Deadlines for submission to the *Newsletter* normally fall **on the last day of the month**. Submit articles to the Editor by e-mail (rkeiser@ccp.edu) or send a copy on disk (no hard copy please) to 1700 Spring Garden St., Room BR-63, Philadelphia, PA 19130.

Office phone: 215-751-8600

Executive Committee

| | |
|---|------------------------------------|
| Co-Presidents: | Karen Schermerhorn John Braxton |
| Treasurer: | John Majewicz |
| Secretary: | Ruth Baker |
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| FT Co-Chairs | Frank Bartell Pascal Scoles |
| PT/VL Co-Chairs: | Mark Kimmelman Ken Moberg |
| Spring Garden Campus Representatives | Jim Cochran Roger Garbett |
| Community Services Campus Representative | Kathy Asbury |

The next issue of the Newsletter will be January 2006. Please send all submissions to: rkeiser@ccp.edu by midnight on **January 9th, 2006**

Notes from the editor:

The ongoing discussion about the guidelines for *Newsletter* policy will be continued at the December 6 Representative Council meeting. Owing to the press of more urgent business—i.e., the College's enrollment crisis—*Newsletter* matters were not discussed at Council's November 15 meeting.

Because of the New Year holiday, the deadline for the January *Newsletter* will be January 9 rather than the usual end of the month. Please send any copy to me either by e-mail or disk.

The first issue of *Voices in the Union*, edited by Don Weinberg, has already appeared in hard copy, and it is now available on the Federation's web site (www.aft2026.org) in the *What's New* section as a PDF.

Richard Keiser



HIGHLIGHTS OF REPRESENTATIVE COUNCIL by Karen Schermerhorn

At its **November 15, 2005, meeting**, the Council

- voted to publish the responses to the questionnaire sent out earlier in the semester on the topic of enrollment problems in the Fall 2005 semester. The results will be published on the Federation's announcement lists, and on the Federation's web site, as well as by other means. ■

**ANNOUNCEMENT ABOUT
POSTAGE FOR THE
ELECTION BALLOTS**
from Diane DeKelb-Rittenhouse

It has come to my attention that concerns have arisen about the postage placed on the envelopes in which ballots were returned for the Federation elections. Let me allay those fears. If you go to the United States Post Office web page at <http://www.usps.com/> and click on the link to calculate postage, you will discover that the cost of sending a 2 oz envelope through domestic mail, first-class, is 60 cents. If you weigh the materials that were to be returned with the ballots, you will find that the return envelope, with its identifying label, all ballots and envelopes enclosed, weighed less than 2 oz. If you would like, you can come to the union office and try this for yourself, with a sample and our postage scale. Note that the postage placed on our return envelopes was 60 cents, and would therefore have been sufficient for any envelope returned to us through domestic first-class mail. Anyone wishing to use priority mail or overnight mail would necessarily have had to pay the difference between first-class mail and the higher priority and overnight rates.

I gave the College mailroom sample materials to determine the proper postage to be placed on the envelopes. The mailroom confirmed (using a far more sensitive industrial electronic postage scale) that 60 cents per envelope was the correct postage, and that is what was run off and placed on all our return envelopes by the mailroom staff. If you have any questions on the above, please do not hesitate to contact me for further information. ■



**THANK YOU TO FEDERATION
ELECTION HELPERS**
by John Majewicz and Ruth Baker

Thank you VERY much to Elections Committee members as well as Federation volunteers who helped with the mailing preparation last week. Please consider saying a kind word to your colleagues for their efforts!

ELECTIONS COMMITTEE MEMBERS:

Christine COPPA (FT Faculty-BHHS)
Patty GOLDENTYER (FT Faculty-
Behavioral Sciences)
Bronwyn LEPORE (FT Faculty-English)
Mark PIAZZA (FT Faculty-Biology)

VOLUNTEERS:

Stewart AVART (FT Faculty-Biology)
Fay BEAUCHAMP (FT Faculty-English)
Jae FISHER (FT Faculty-Library)
Kathy HARTER (FT Faculty-Chemistry)
Richard KEISER (FT Faculty-English)
Rosemary McANDREW (FT Faculty-Library)
Joan MONROE (FT Faculty-Learning Lab)
Sheila PEARL (FT Faculty-English)
Susan PETERSON (FT Faculty-English)
Judith ROSSMAN (FT Faculty-Learning Lab)
Jim RUSSOCK (PT/VL Faculty-Biology)
Margaret STEPHENS (FT Faculty-
Learning Lab)
Neil WELLS (FT Faculty-English)

In addition, Diane DeKelb-Rittenhouse, the Federation's Office Manager, put in hours on the election count far beyond what her duties require.

Federation members are strongly encouraged to oversee the process whenever the Elections Committee tallies the results of an election! ■

(Enrollment Drop, continued from p. 1)

indicate their source. There were many duplications as well as a number of responses that had little to do with the question asked. The responses have been grouped and categorized in the outline that follows.

I. Pre-existing Problems that were aggravated by the new system.

1. Many lines and offices—students don't know when and where to go. Lack of printed info on where to go. Some kind of a brochure or sheet/map indicating where to go for which step would be a big help.
2. All of the counters are understaffed for the rush of registration, and those personnel pulled from in back to supplement counter staff are not trained for the job.
3. Notifications to students about registration/financial aid problems done by mail—not timely and often doesn't reach students at all.
4. Not enough sections of Biology, Chemistry and other popular courses.

II. New Problems

A. Personnel problems

1. New Admissions Director—inexperienced; inadequate recruiting of new students.
2. Some upper level administrators 'don't have a clue' about how admissions/registration/ financial aid work.

3. Improper advising for major and transfer students due to inadequate training of new advisors.
4. Financial aid and other registration personnel short tempered and unwilling to help students because so overworked.
5. Students got wrong/inconsistent info from staff at counters and from advisors.
6. Long lines—people waited for many hours and gave up and went home. Those who stayed until the end were told that counters were closing for the day and to come back tomorrow. They often didn't. Many students who took time off from work to register were unable to because of long lines and 3-6 hour waits, and they didn't come back.
7. Loss of personnel who really understand how the advising/ registration/ financial aid process works.

B. Bad Decisions

1. Canceling classes too early (complicated by students being dropped and reinstated and then not having classes to register for).
2. New early financial aid deadline, and new requirements for financial aid.
3. CCP bought the cheap version of Banner (without many modules and support).
4. The registration period ended too soon.
5. Cancellation of one of a group of linked courses.

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(Enrollment Drop, continued from previous page)

C. Slow/inaccurate/inadequate processing

1. Banner much harder to use correctly than old system and takes much more time. Poor training and instructions on how to use it. Procedures were changed frequently.
2. Because Admissions/registration was inadequately staffed, applications were backed up. Until they're entered, applicants can't take placement test. Without placement test, they can't get a roster. Without a roster, they can't get their financial aid processed.
3. No follow-up of application in many cases, and students were never told to come for a placement test.
4. New students' test scores were not properly entered, and those students had to be "readmitted".
5. Many students received a letter from admissions telling them that they would receive a letter giving them a date and time to come for registration. Letter never came and students not told to go register after placement testing.
6. Financial aid forms not processed correctly and are denied. Other students are notified of eligibility too late to register.
7. Students dropped because they didn't have a prerequisite when they had taken it in SSI or II and it hadn't been entered in a timely manner.
8. Payments made but not credited in a timely manner, so students

- were dropped.
9. Holds improperly put on students and holds not removed when they should have been.
 10. Very late notification to students of drops. (See I. 3. above.)
 11. Required courses for graduation and transfer were cancelled early, and notification to students of cancellation was very late. Many students didn't learn of cancellation until they showed up for classes.
 12. Phone calls for information were often transferred to the wrong number or the student was directed to contact the wrong person.

D. Miscellaneous (system?/training?) errors

1. Online and phone registration not working—credit cards not even accepted for in-person registration.
2. Fall 2005 brochure full of errors.
3. In August over 1,000 students were dropped accidentally by Banner. They lost their schedules and classes, and many were not able to get back into sections of needed classes.
4. During registration it was found that the CAP links don't work.
5. According to the Counseling Department 2,000+ students who were tested never made it to advising/registration.
6. Students who didn't "accept" their loans on the Banner system got dropped. Many didn't know they had to do this.
7. Many who were registered early

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(Enrollment Drop, continued from previous page)

- and paid were dropped for no apparent reason and couldn't be reinstated in the same courses/sections.
8. Some students with financial aid award letter were dropped for non-payment.
 9. Financial aid awards are often less than the cost of classes. Many students were not informed that they owed additional money before being dropped.
 10. Students owed small amounts of money from previous semesters but were not informed and were dropped.
 11. Regional Center students were dropped after 48 hours, not 96.
 12. Many students who had been reinstated for Fall 2005 were dropped by the system as ineligible.
 13. Students were able to register for many courses without prerequisites or waivers.
 14. Many students allowed to register after second day of classes without the instructor's signature.
 15. Some CAP students had to attend orientation sessions before being allowed to take classes. There was inadequate notification of this requirement, and there were not enough orientation sections for all the students. Many students were dropped from classes that they had registered for when they didn't sign up for these sessions. When they were dropped, some class sections were cancelled because of low enrollment.
 16. Some CAP students had to complete certain courses in the summer in order to take the next level. By the time they had done this and were able to register, the courses they needed had been cancelled.
 17. Students who had had sections cancelled or who had been dropped accidentally had to come in and stand in the same lines for hours as students who were new registrants.

E. Others

1. Stricter requirements on academic progress to get financial aid.
2. Higher tuition and fees mean students can't afford to come.
3. Callers can't get live person on phone for info or help.
4. No parking available during registration.
5. Many students in frustration decided to sit out Fall semester to let us work the kinks out of the registration process.
6. CRAIG'S LIST has advised prospective students not to come to CCP because of admission/registration/financial aid problems. ■



(Campus Equity Week speaker Joe Berry, continued from p. 1)

Berry, a Chicago-based advocate for “contingent” faculty (part-time, adjunct, and non-tenure track instructors), appeared at CCP on a tour to promote his book, *Reclaiming the Ivory Tower: Organizing Adjuncts to Change Higher Education*. As a part-time and adjunct instructor for over 25 years and a former staffer for both the California Federation of Teachers and the Illinois Education Association, he has been a leader in the movement to organize contingent faculty in those two states and nationally. Among other things, he has served on the national coordinating committee of Campus Equity Week since its inception in 2001.

The event was a homecoming of a kind for Joe Berry, who taught history part-time at CCP and was active in the Federation when he lived in Philadelphia in the late 1990s. During that time, he and his wife, Helena Worthen, authored a Keystone Research Center study of contingent faculty in Pennsylvania community colleges.

Berry believes MSOs would be most effective if they were sponsored by a coalition of unions, most importantly, the American Federation of Teachers (AFT), the National Education Association (NEA), and their state and local affiliates. Organizing and political support from AFL-CIO would obviously make an enormous difference, too. He said he has spoken with the Higher Education staff at AFT about sponsoring a pilot MSO in Chicago, but thought Philadelphia would serve just as well.

He also advocated the establishment of a National Contingent Faculty Caucus within AFT.

Berry counseled that educators have to take a more active role in influencing the conditions of their work. “The idea that the truth in and of itself will make you free, without action, is no good,” he said—“something carpenters figured out long ago.”

Among his other observations were the following (quotes are either from his comments or from passages he read from *Reclaiming the Ivory Tower*):

On the goal of the Equity effort

“Full pro rata everywhere”—in salary and benefits. In California, each individual community college recently undertook to determine what percentage of a full-time instructor’s work is the same work that a part-time instructor performs. (The calculation is for allocating equity pay money approved by the state legislature in 2001.) The figures colleges came up with ranged from 60% to 100%.

On why PTs may be reluctant to become involved with unions

The overriding riding reason is fear: “being afraid of being allied with ‘losers,’ or confronting the fact that this [part time work] may be your future, or ruining your chances for a full-time position. And it’s reasonable fear.”

On contingent faculty and the broader society

“If we win greater equity for ourselves within higher education, but at the same
(continued on next page)

(Campus Equity Week speaker Joe Berry, continued from previous page)

time the entire enterprise of higher education is de-funded or turned over to profit-seeking corporations, our victories will be hollow. If tuition gets so high and wages so low that nothing but job training is accessible to most working-class students, our campus-based struggles won't matter very much."

On the importance of making an effort

"A healthy, well-funded, democratic, and accessible system of higher education requires both a decently treated workforce to operate it and a broader society that values schools over warfare and prisons. Do we really have any choice but to try?"

The Federation-sponsored event was co-sponsored by the faculty unions at Bucks County Community College, Montgomery County Community College, and Temple University as well as the Temple Adjuncts Organizing Committee and GET-UP (Graduate Employees Together—the University of Pennsylvania). The audience included CCP faculty and students, colleagues from the other locals, and, in addition, individuals from Camden County College and the University of the Arts.

□



ACT COURSES: MORE ONLINE COURSES NOT TAUGHT BY CCP FACULTY

by Karen Schermerhorn and John Braxton

The Federation has recently learned that the College is offering online courses not taught by CCP faculty through **ACT**, an organization that markets skills tests and also offers online courses. In a document made available to the Federation, we have learned that the College is offering approximately 2,775 courses in the following areas:

- through a vendor called Coastal Technologies, approximately 140 courses in Basic Skills (industrial workforce job training);
- through Element K LLC, it is offering approximately 320 courses in basic technology skills and approximately 285 courses in information technology;
- through Skillsoft, it is offering approximately 980 courses in basic skills and approximately 1,050 courses in information technology.

These courses range from skills used in manufacturing to computer skills, Photoshop, writing, grammar, composition, communication, business, management, finance, labor law, human resources, and critical thinking, among many others.

These courses are in addition to those offered through the **Education to Go** program, described in the September, 2005 *Newsletter*.

Both programs are in violation of Article
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(ACT, cont. from previous page)

XXIV. E. of the Full-time Faculty Contract, which reads, “No distance education sections shall be instructed or conducted unless the College instructor of record is a member of one of the two faculty bargaining units of the Federation.” None of these courses has a CCP “Instructor of Record”.

The Federation has filed a grievance on the College’s action in offering both of these programs. As part of the grievance procedure, we have met with Dr. Judith Gay, Vice President for Academic Affairs. Dr. Gay’s position is that these are not CCP courses and that they are offered through the Thompson Group, a vendor of online courses. However, the literature describing the courses is on the College’s web site, and some of the literature suggests that the courses are “instructor-led,” falsely implying that they are led by CCP faculty.

In any case, the College’s association with these courses is problematic. For all the discussion of “quality” recently, the College has no information on the following aspects of these courses:

- the qualifications of the instructors teaching the courses
- evaluations of the instructors teaching the courses
- the payments to the faculty teaching these courses
- the syllabi and course content

In fact, these courses do not qualify for funding from the state because they do not meet the requirements of Act 335, which requires, for state reimbursement of FTE’s, that a community college have hired the instructors teaching the courses, that the instructors be subject to evaluation and, if necessary, dismissal;

and that a syllabus be on file, delineating course content. The requirements of Act 335 were intended to prevent the state’s supporting just such courses as these, about which a community college administration knows little. When questioned on this point, Dr. Gay said she believed the absence of student complaints about the Education to Go and ACT courses was an indication of their quality. We took the position that the absence of student complaints is an insufficient measure of quality.

When asked why the College is offering these courses, Dr. Gay stated they are part of the College’s “revenue enhancement strategy”. Students pay from \$79 to \$560 in tuition for each course, which CCP turns over to the vendor. The vendor, in turn, pays a fee to CCP for each student who registers for these courses via CCP. The College’s agreement with ACT and with Education to Go allows the College to market CCP’s credit courses to students signed up for courses in these two programs. Dr. Gay has agreed to give the Federation information on the amount of money the College has earned from these courses; the number of students enrolled through CCP in these courses; and the names of the courses for which students are registering through CCP.

At the grievance hearing, Dr. Gay, in response to a question about why CCP faculty are not teaching these courses, stated that the College has not been able to interest CCP faculty in teaching online non-credit courses. Given the broad nature of the courses offered, we believe CCP faculty may very well be interested in teaching these courses if the need for instructors is publicized. ■

**FEDERAL BUDGET: THANKS
FOR YOUR HELP IN
COLLECTING SIGNATURES
ON PETITIONS**
by Karen Schermerhorn

**Some Progress Was Made in
Budget Reconciliation Process**

Thanks to those faculty, staff, and students who signed petitions to U.S. Representatives from Southeastern Pa., urging them to vote against the Federal Budget Reconciliation bill that would cut federal student loan programs, make them more expensive by having students pay more interest, and provide no significant increase in the maximum authorized Pell grant level.

As the following press release from AFT makes clear, although the House Bill passed by two votes on November 18, all Democrats and 14 Republicans voted against it. The petitions, letters, and calls from AFT members helped keep pressure on the legislators to scale back the proposed cuts from \$54 to \$49.5 billion.

After the Thanksgiving Recess, the House and Senate will try to work out a compromise between the House bill and the more favorable Senate bill. We may need to be ready to send more e-mail messages and make more phone calls to keep pressure on Congress to eliminate or minimize these cuts.

At the same time, the House is discussing a bill providing \$59.6 billion in tax relief for the well-to-do. According to the Philadelphia *Inquirer* of Sunday, November 27, 2005, Congress plans “to follow up [the budget cuts] in December with tax cuts whose

total cost would exceed the spending reductions, thereby increasing the deficit. Compassion and fiscal responsibility dictate killing these tax cuts and easing the budget blows on those who can least afford them.”

From *AFT Activist*, 11-18-05:

By only two votes, 217-215, House Republicans passed a budget reconciliation bill Nov. 18. All Democrats—and notably 14 Republicans defying their leadership—voted against it.

The bill makes cuts to mandatory spending programs such as Medicaid, food stamps and student loan subsidies, with the goal of reducing the federal deficit by \$50 billion by 2010. To get the critical mass to pass the bill, lawmakers reduced the proposed cuts from \$54 billion to \$49.5 billion. These concessions are the direct result of contacts that you and other activists made to their representatives, placing enormous pressure on House leaders to reduce their original cuts by almost \$5 billion. AFT E-activists wrote almost 9,000 letters and made hundreds of phone calls. In the days before the House vote, AFT legislative staff personally visited more than 110 GOP member offices to lobby against the bill.

However, the remaining cuts will still deliver a harsh blow to low- and middle-income Americans, especially since they did not reverse \$7.8 billion in new charges on students and parents borrowing to pay for college. These cuts will result in an average increase of \$5,800 in the interest students pay on their loans.

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(Budget/petitions, continued from previous page)

Unfortunately, even before the dust settled on this vote, the House was expected to pass a second bill providing a \$59.6 billion tax windfall benefiting the wealthiest Americans. Not only does this tax giveaway swallow up the 'savings' in the spending cuts, but it highlights the Republicans' choice to prioritize tax cuts at the expense of America's most vulnerable citizens.

The battle now moves to a House-Senate conference where negotiators must reconcile wide differences between their bills, principally the \$15 billion in additional cuts made in the House. Leaders are aiming to get this done before they adjourn in December. **We will be contacting you soon and asking you again to tell Congress where we stand.**

On a brighter note, the House rejected an appropriations bill that would shortchange a number of important education programs, including the No Child Left Behind Act, the Individuals with Disabilities Education Act and the Pell Grant program. This marks the first time in a decade that a GOP spending priority has been brought to the House floor and rejected by a bipartisan majority. The bill's 224-209 defeat should serve as a wake-up call for Congress to redraft a better appropriations bill. ■



KEY FEATURES OF PART-TIME/VISITING LECTURER BARGAINING UNIT AGREEMENT

by John Braxton

(Items with * are new in the 2001-2006 Contract. For full details, see the actual Contract.)

- 1) **Political Action Fund:** Voluntary payroll deduction.*
- 2) **Course Assignments by Seniority Pools.** Adjunct faculty earn one seniority unit for each semester taught; maximum of two seniority units per year. Adjunct faculty in higher seniority pools, if qualified and available, must be assigned to available courses before adjunct faculty in lower pools are given courses. Exceptions to seniority rule for up to 15% in Business & Industry.*
 - Pool I: 0-3 seniority units;
 - Pool II: 4-7 seniority units;
 - Pool III 8-11 seniority units;
 - Pool IV: 12-15 seniority units;
 - Pool V: 16-19 seniority units;
 - Pool VI: 20-23 seniority units
 - Pool VII: 24-27 seniority units;
 - Pool VIII: 28-31 seniority units;
 - Pool IX: 32-35 seniority units;
 - Pool X: 36-39 seniority units;
 - Pool XI: 40-47 seniority units;
 - Pool XII*: 48-55 seniority units;
 - Pools XIII*: 56+ seniority units.
 Visiting Lecturers (one semester full-time appointments) are appointed in seniority order from a Visiting Lecturer seniority list.
- 3) **Loss of Seniority**
 - Adjuncts stay on the seniority list unless they do not work at the college for 30 continuous months. Adjuncts with more than 8 seniority units who have worked at the college within the past 30 months shall not

(Key Provisions, PT/VL Contract, continued from previous page)

be removed from the seniority list without just cause, and such removal is subject to arbitration.

- 4) **Consolidation of Part-time jobs to full-time jobs.*** Beginning July 2002, in each regular semester in each department, when the part-time seniority list is exhausted, the number of unassigned sections in the discipline (excluding 10-week sessions, Business & Industry and neighborhood sites) shall be calculated. Provided that s/he is qualified to teach a full load from among the unassigned sections and the sections already assigned to the person, and it is practical to do so considering the times and locations of the unassigned sections, for the first 20 uncovered sections in the discipline, the senior VL on the department seniority list shall be offered a VL position for that semester and shall teach a full load in that discipline for that semester.
- 5) **Change in Classification from Adjunct to Full-time.** Adjunct faculty in seniority pools VI and higher who have no Visiting Lecturer seniority shall be awarded one special Visiting Lecturer seniority unit upon request if they meet Department qualifications. Qualification for special VL unit shall not be denied unless written explanation is given by Department Head.*

Visiting Lecturers who have taught 14 semesters as a Visiting Lecturer without a break of Visiting Lecturer service of more than 4 regular semesters shall be reclassified into

the Full-time Faculty Unit if they meet Department qualifications.

When the Visiting Lecturer seniority list is exhausted, adjunct faculty in higher seniority pools shall be considered before adjunct faculty in lower seniority pools for new Visiting Lecturer positions.

At least one of the two or more applicants recommended by the Full-Time Hiring Committee for a position in the Full-Time Faculty unit shall be a qualified part-time/Visiting Lecturer employee.

- 6) **Academic Governance.** Adjunct faculty shall be eligible to serve on all committees of the college, shall be invited to attend department meetings, and may be granted voting rights by respective departments
- 7) **Leaves.** An employee will accrue seniority while on child care leave (not to exceed 2 semesters unless extended by the Board) or military leave.

Adjuncts shall be entitled to sick leave of one week per semester with pay. After exhausting sick leave, adjunct faculty shall be entitled to earn up to one unit of seniority while on short-term disability. Adjunct faculty may accrue up to one additional seniority unit while on long-term disability if they did not already accrue a seniority unit on short-term disability for the same leave.

Partial reimbursement for loss of pay while on disability may be granted from the Disability/Travel Fund.

Adjuncts on leave for service to professional organizations shall neither accrue nor lose seniority.

- 8) **Intellectual Property.*** Same rights as Full-time Faculty.

(Key Provisions, PT/VL Contract, continued from previous page)

- 9) **Evaluations:** Essentially same language as in new Full-Time Faculty Agreement.
- 10) **Salaries*:** In any contract year, if the College shall receive funds from appropriations which the Pennsylvania General Assembly or any other funding source has mandated specifically to improve the salaries of part-time college instructors, this contract shall be re-opened on the issue of part-time salaries only. If the matter cannot be settled by mutual agreement, it shall be settled by binding arbitration, but there shall be no right to strike.
- A) **Visiting Lecturers:** In each year of the contract, the minimum VL base salary shall equal the minimum Rank V salary in the FT agreement.
- B) **Classroom:** Pool I: 3.5% each year of the five-year contract
Pool II-X: 4.75% each year of the five-year contract
Pool XI-XIII: 5.25% each year of the five-year contract
- C) **Learning Lab:** All Pools: 2.5% each year of the five-year contract
- D) **Librarians and Counselors:** All Pools 3.5% each year of the five-year contract
- E) **Part-time Aides:** All Pools: 2.5% each year of the five-year contract
- F) **Level A:** All Pools: 1st yr. 3%, 2nd yr. 3%, 3rd yr. 2.5%, 4th yr. 2.5%, 5th yr. 2.5%
- G) **Level B:** All Pools 3% each year of the five-year contract

H) **GED/SAT:** All pools 3% each year of the five-year contract

I) **Other hourly work:** \$20 per hour

11) BENEFITS:

- A) **Medical:** College to pay 50% of Personal Choice premium for Employees with fewer than 8 seniority units. College to pay 75% of Personal Choice premium for employees with 8 or more seniority units.
- B) **Retirement.** For adjunct faculty with four or more units of seniority, the college will match employee contributions to a retirement plan of 5% of earnings.
- C) **Group Life Insurance:** College to pay ½ premium on \$12,000 policy increasing to \$16,000 policy by the fifth year.
- D) **Tuition remission:** Adjuncts may take a course free at the College if currently employed or were employed the previous semester. All VLs, plus PTs in Pool VII and up, get tuition remission for 2 courses per semester for themselves and their families.
- E) **Disability/Travel Fund:** To increase to \$14,000 in 01-02, and by \$1,000 each of the remaining years of the contract.
- F) **Computer Loans*:** For employees in Pool X and higher, two-year interest-free loans are available from the College. ■

Editor's Note: The above information is also on the Federation web site (www.aft2026.org) under *Contract Negotiations*.

BANNER HELPERS

from Steve Jones and Ruth Baker of the FSFCCP Communications Committee

Are you having trouble accessing your Class Lists or Attendance Reports on Banner?
Do you need help logging into MyCCP? *By popular request, here is a reprint of
a list published in the October *Newsletter*.*

The following CCP Faculty have generously volunteered to serve as 'Banner Helpers' during this transition period to the new administrative system, or SCT/Banner. Please contact them if you would like assistance:

| | | |
|-------------------------------------|-------|--------------------|
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This list also is available on our website, www.aft2026.org ▣

*** NEWS FLASH: PRELIMINARY FEDERATION ELECTION RESULTS ***

As this issue was about to go to the Copy Center, the preliminary results of the union election came in. They will be presented to Rep Council on December 6 for formal approval. Since the *Newsletter* had some surplus space here, I have appended the results for the officers' races. Space does not permit including the Rep Council results, but the January issue will have the final figures for all contests. Also, Ruth Baker will post the final results on the web and on the announcement lists. **-Editor**

An asterisk* means a candidate was elected.

Co-Presidents: Schermerhorn* 383, Braxton* 361 (unopposed). Secretary: Baker* 376 (unopposed). Treasurer: Majewicz* 319, Topiol 109. CE Co-Chairs: Michalski* 48, Reid* 46, Massenburg 35, Rucker 20. FT Faculty Co-Chairs: Scoles* 184, Bartell* 156, Weinberg 92. PT/VL Co-Chairs: Kimmelman* 110, Moberg* 106 (unopposed). ▣