

City College of San Francisco: Overview & Status Update



- Founded in 1935. Serves 100,000 students throughout SF. (Today: 80,000-85,000)
- Provides affordable and free courses in over 50 academic programs and more than 100 occupational disciplines.
- Offers AA/AS degrees, job training, ESL and citizenship, preparation for transfer, adult ed, Career and Tech Ed (CTE), much more.



- A *community* college—not simply a “junior” college.
- “The most important working class institution in San Francisco.”

AFT Local 2121

Represents full- and part-time counselors, librarians, and instructors. (Down to about 1,500.)

Through 35 years of collective bargaining, our contract has emerged as a model for:

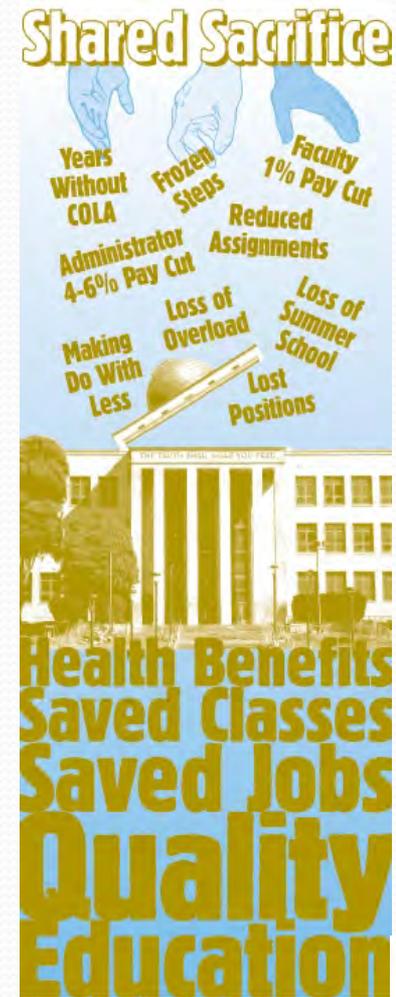
- Equity and respect for part-time faculty, including pro-rata pay, health benefits, and reemployment rights.
- The protection and growth of the college's full-time faculty core; strengthened full-time faculty through consolidation of part-time positions.
- Improved funding and equity for noncredit programs and noncredit faculty.



These changes created a more stable faculty with greater access to students and able to contribute more to the College. *These gains made us a stronger workplace and college overall— and a better place of learning, protecting quality education.*

CA Budget Crisis: CCSF

- Huge state cuts and rising fees; half a million students have been pushed out of California community colleges.
- CCSF lost more than \$53m in funding in 3 years.
- Nonetheless, CCSF remained committed to:
 - Accessible and quality offerings for a diverse population of students.
 - Avoiding layoffs and retaining sufficient pay and benefits in the long run.
- For 5 years, faculty and other workers made repeated sacrifices to help CCSF through budget cuts, agreeing to multiple wage reductions, furloughs, and other savings.



ACCJC orders CCSF to “Show Cause”

July 2012 report from the Accrediting Commission for Community and Junior Colleges (ACCJC) ordered CCSF to “show cause” to keep accreditation. There was no criticism about the quality of education, teaching, or learning. The commission applauded the school for its commitment to students while presenting 14 criticisms related to 3 major areas:

A. Financial planning:

- Not enough cuts: did not adjust to shrinking budget environment.
- 92% of funds go to personnel.

B. Decision-making inefficient:

- Planning, leadership, and governance deemed inefficient.
- Not enough administrative staff; insufficient authority.

C. Mandated measurements:

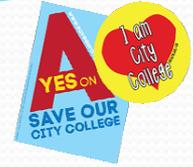
- Insufficient demonstration and documentation of assessment metrics ---Student Learning Outcomes (SLOs).



Official CCSF Response to ACCJC

- Accreditation Workgroups: hundreds of CCSF employees working on each of the ACCJC recommendations.
- Vigorous activity to demonstrate SLO implementation.
- New enrollment management practices implemented.
- Wide range of efficiencies implemented/coming online.
- Board of Trustees brought in state “Special Trustee” (paid \$1,000/day).
- Brought in additional interim administrators/consultants.
- Restructuring of academic programs, replacing many faculty Department Chair positions with administrators.
- Closed three instructional sites.
- Restructured shared governance system.

Labor Brings in Revenue



In November 2012 the SF community decisively supported CCSF. 72.9% of SF voters voted yes to pass Prop A in order to:

- Provide relief from relentless budget cuts and help sustain the college.
- Avoid layoffs and cuts to student services.
- Allow CCSF to continue providing accessible, quality education to its diverse student body.



Prop A will bring in \$16m per year for the college. But these funds are now being diverted for “accreditation” purposes (including pumping up college’s reserves).

Impact of CCSF's Accreditation Implementation

- Transparency lacking as unilateral changes are implemented.
- Student, faculty, and employee groups left out of authentic decision-making processes.
- Outside consultants and interim leaders are making major decisions about the College's future.
- Restructuring and long-lasting changes occurred without sufficient opportunity for discussion or input from students and workers.
- Huge drop in enrollment this year, leading to loss of as much as \$5m.



ACCJC at CCSF

Short timeline:

- Federal law and Commission policy allow a college up to two years to address deficiencies.
- The Commission has ordinarily given two years to address deficiencies after sanctioning.
- CCSF was given just 8 months to comply.

No progressive discipline:

- CCSF had never been sanctioned by ACCJC before. “Recommendations” in 2006, but no sanctions or “deficiencies.”
- CCSF moved directly from a no-sanction status to “Show Cause.” (In other rare cases like this, colleges had history of sanctions.)

Interference in collective bargaining:

- In California, salary, benefits, shared governance, and faculty evaluation criteria are negotiable items.
- District negotiators have explained their imposition of draconian unilateral wage cuts on faculty as necessary to meet “accreditation requirements.”
- Similarly, negotiators cite the need to meet “accreditation requirements” as the reason Prop A revenues have been removed from the 2013-14 budget.

Bargaining Picture: 92% and “flexibility”

Interim administration (“new normal”?) identifies program offerings, support for full-time faculty core, and protection against exploitation of part-time faculty as unsustainable. Characterizes *three decades of collective bargaining* as a thoughtless process leading to overspending.

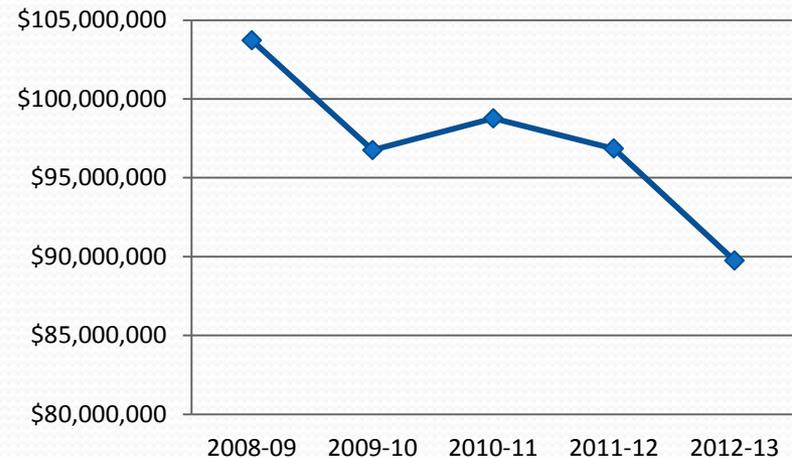
District takeaway proposals:

- Cut PT faculty pro-rata pay by 10%.
- Shift more of healthcare costs to workers.
- Prorate part-time faculty health coverage.
- Cut all sabbatical pay to 50% of salary.
- Eliminate pay for tenure review.
- Eliminate PT faculty reemployment rights.
- Cut overload pay by additional 10% and lift all restrictions on assigning overloads.
- Eliminate class size minimums.

Recent cuts:

- Faculty and staff layoffs including part-time counselors.
- Imposed salary cut on faculty: effectively 9% per check Jan-June; permanent 5% as of July (2121 filed grievance and ULP).

Faculty Gross Income 2008-2013



CCSF Accreditation Timeline

- July 2012: ACCJC sends “Show Cause” letter requiring CCSF to prove why it should keep accreditation.
- September 2012: CCSF Board of Trustees votes to bring in a state approved “Special Trustee”.
- September 2012: State’s Financial Crisis Management Team (FCMAT) provides report on College finances.
- October 2012: CCSF submits “Special Report” outlining its plans to meet the commission’s recommendations.
- March 2013: CCSF must submit a comprehensive self-evaluation and “show cause” report (including the required “closure plan”).
- April 2013: Visit from ACCJC team.
- June 2013: ACCJC meets to review CCSF’s progress.
- July 2013: Ruling from ACCJC on CCSF accreditation.



How is CCSF's accreditation process impacting the quality of education?

- accreditation
- labor standards
- access to education
- educational justice
- *community* college education
- community and labor together

more: aft2121.org



How is CCSF's accreditation process impacting the quality of education?



March 2013

more: aft2121.org

