

From the California Faculty Association

CFA HEADLINES

December 5, 2018 · Weekly news digest from CFA

Colleagues: CFA Headlines will be on hiatus in December and early January. We wish you a restful holiday season. CFA Headlines will be back on January 16, 2019.

- **GSI raise in Dec 1 paychecks; Learn about other gains in the faculty contract**
- **Coming in January: New governor to release 2019-2020 plan for CSU state funding**
- **Campus 'Unity Break' gathers union support for fire victims**
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GSI raise in Dec 1 paychecks; Learn about other gains in the faculty contract

All CSU faculty are benefitting from the 3.5% General Salary Increase that appeared in our December 1 paychecks.

But, did you know there are gains that many faculty can get under the contract negotiated by CFA's Bargaining Team? Each program has its own requirements, and it is well worth checking into them.

- [Learn more about Faculty Gains](#) negotiated by CFA's Bargaining Team

Two of these **require that you apply** for them once you become eligible.

One is Range Elevation. It is the formal process through which Lecturers and temporary Librarians can increase their salary by moving from one salary range to the next.

Another, known as an Exceptional Service Award, is assigned time available to faculty who work well beyond the norm for students. This award was developed by the CFA Council for Affirmative Action and negotiated into the Contract by CFA's Bargaining Team in light of the extraordinary work demands that fall on certain faculty, in many cases faculty of color, to compensate for the shortage of diverse faculty for our very diverse student body.

"CFA strongly urges faculty who are eligible to apply for this award," says David Bradfield, Chair of CFA's Representation Committee. "If the application deadline on your campus has passed, or some other obstacle arises, then apply again in the coming year. Ask [your campus CFA Chapter](#) for guidance. We want faculty to benefit."

- [Become a CFA Member](#) to make sure faculty have the voice and the power to keep winning fair pay for all faculty.



RANGE ELEVATION: The application periods and deadlines for Range Elevation vary widely by campus. The application deadline at CSU San Marcos is this month—Dec 17. There are deadlines in early 2019 at many campuses, including Bakersfield (Feb 1), Chico (Mar 10), Fresno (Mar 15), Fullerton (Feb 25), Monterey Bay (Feb 1), Pomona (Jan 15), Sacramento (Mar 15), San Bernardino (Feb 1), and Sonoma (Jan 15). Be sure to [check the details at your campus](#).

- [Click here to learn about Range Elevation](#) and how to get information specific to your campus

EXCEPTIONAL SERVICE AWARDS: [Article 20.37](#) of our Contract (continued into 2018-2020 in the contract extension) provides assigned-time funds for exceptional service in:

“student mentoring, advising, and outreach, especially as these activities support underserved, first-generation, and/or underrepresented students; the development and implementation of high-impact educational practices; curricular redesign intended to improve student access and success; service to the department, college, university, or community that goes significantly beyond the normal expectations of all faculty; assignment to courses where increases to enrollment have demonstrably increased workload; and other extraordinary forms of service to students.”

[Campus Academic Senates](#) establish criteria and procedures, and faculty committees recommend to the appropriate administrator the awards to be made. The application process varies by campus; contact your campus Academic Affairs or Faculty Affairs office for information.

Coming in January: New governor to release 2019-2020 plan for CSU state funding

As governors do every January, Governor-Elect Gavin Newsom will release his proposed 2019-2020 state budget plan no later than January 10. That plan will include proposed state funding for the California State University.

CFA is watching closely as the new budget plan develops.

In November, the CSU Trustees submitted their funding request to the state Department of Finance, which helps governors develop budget plans. The Trustees asked for an 11% increase in the CSU’s state funding, which is \$456 million more than was provided in the current year.



“We are pleased the CSU Trustees are being bolder and have asked for the resources we will need to help more of our state’s students. We know that as our student body became more diverse the funding dropped off, and it’s critical that we reverse that trend,” says Lillian Taiz, chair of CFA’s Political Action and Legislation Committee.

“We believe that the new governor and state legislature appreciate the importance of a quality public higher education system for all of California’s eligible students.” Taiz added, “As recent polling shows, the people of California want the state to invest more in the CSU.”

- See a [new PPIC poll](#) in which Californians say they believe public higher education is a very high priority and want it to get greater support from the state

Once the governor releases his budget plan, the state Assembly and Senate will hold public hearings, at which CFA and other CSU advocates will testify. The Legislature will formulate their own proposed budgets and, in May after tax receipts are calculated, the Governor will release a revised plan. At that point, the discussion will intensify.

The legislature must adopt a proposed budget and send it to Governor Newsom by June 15. He will have until June 30 to exercise his line-item veto and to sign the budget into law for the 2019-2020 fiscal year starting July 1.

CFA waged a successful campaign for 2018-2019 state funding for the CSU, in which the CSU got an additional \$263 million above Governor Brown's recommendation.

That advocacy included hundreds of faculty visits to legislators, calls and emails to Governor Brown, testimony at dozens of hearings, and public actions at the Chancellor's office and the State Capitol, including a large protest by students and faculty on April 4. Students also picketed outside the Governor's Mansion, and lobbied against tuition hikes.

"CFA understands that the future of California depends on preparing large numbers of people with the college degrees they need to work in a vibrant economy and to participate in a healthy democracy," says Taiz. "The CSU is the single most important route to ensuring we have them, and we will be out there arguing for the CSU again in 2019."

Campus 'Unity Break' gathers union support for fire victims

The Capitol CFA Chapter at Sacramento State gathered with other campus CSU unions in Library Quad last Thursday (Nov. 29) for a "Unity Break" to collect donations for victims of wild fires.

"It was a big success!" says Nicki Mehta, CFA Membership & Organizing Chair. "We are well aware that the victims include faculty, staff and students at CSU Chico, so we are grateful for the support."

Despite pouring rain that day, more than 40 people brought items. It was the third Unity Break this semester, organized by the campus Central Labor Council, which in addition to CFA includes the CSU Employees Union, Academic Professionals of California, Teamsters Local 2010, and the Union of American Physicians and Dentists.



Another collection will happen Thursday (12/6) at the University President's Holiday Luncheon for faculty and staff, and then the donations will be delivered to Chico on Saturday. CFA realizes that rebuilding in Butte County where CSU Chico is located is a long-term project, and intends to work with the campus Central Labor Council to promote more donation drives in the Spring.

CFA members at other campuses may [contact the Capitol CFA Chapter](#) to learn about ways you can help, even from afar.

PHOTO: Capitol CFA Chapter President Margarita Berta-Ávila (standing 7th from right), Nicki Mehta (4th from right), and CFA Field Representative Jessica Lawless (3rd from right) participated in the Unity Break for Fire Victims along with other faculty and staff including Sacramento State CSUEU President Barbara Coulombe (6th from left).

Faculty Rights Tip: What to do if you or someone you know receives a notice of pending discipline

If you receive a “Notice of Pending Discipline” it is important to [contact your CFA representative](#) immediately. The timelines articulated in Article 19 of the Collective Bargaining Agreement (CBA) move very quickly.



If you wish to appeal the discipline (which could be dismissal, suspension, or demotion), you must elect to do so, consistent with Article 19 of the CBA or it will be imposed on you. Within 10 days of receipt of the Notice of Pending Discipline, you have the right to review the facts with a “reviewing officer,” in a meeting referred to as a “Skelly Hearing.” Within 15 days of the issuance of the Notice of Pending Discipline the Skelly Hearing/Review Officer must issue a report to the President.

Within 5 days of the receipt of the “Skelly Report,” the President must notify you of the final decision to rescind, modify, or affirm the pending disciplinary action.

After receiving the President’s decision, you have 10 days to appeal the final decision.

Again, this process moves quickly, and we want to help. So please [get in touch with us](#) right away when it comes to discipline.

[Click here to find CFA faculty rights advocates](#) on your campus.

If you have questions about a Faculty Rights Tip or would like to suggest a tip, please [write us with the subject line “Faculty Rights Tip”](#)

See [previous Faculty Rights Tips](#) on a range of topics in our contract.

Finally, CFA has embarked on an anti-racism and social justice transformation this year. To that end, we have been holding meetings to talk with faculty and will continue to offer trainings and workshops on Unconscious Bias. [Contact your CFA chapter leaders](#) to learn more.

In Other News

CFA BACKS OAKLAND AND LOS ANGELES

TEACHERS: As K-12 teachers approach a possible strike as soon as January, and a [December 15 march](#) for public education takes shape in downtown Los Angeles, CFA has signed onto an [Open Letter of Support](#), which is part of a national “Red for Ed” campaign. Also declaring “Red for Ed,” [Chicago charter school teachers went on strike](#) this week, the first charter school teachers to strike in the nation.



The campaign draws on [data from the Alliance to Reclaim Our Schools](#), which finds public schools in the U.S. are now underfunded by \$580 billion, when they have many more students of color and low-income students.

“The K-12 teachers of Los Angeles and Oakland want the same things that we want and have fought for in the CSU,” says CFA President Jennifer Eagan. “We all want fair pay. We all want reasonable class sizes and more mental health counselors, librarians and professional support services for students. We need to stand together for public education from pre-school to Ph.D.”

[See a CFA resolution](#) adopted in October to support the [Oakland Education Association](#) and [United Teachers of Los Angeles](#)

Links of the Week

My turn: California must keep its promise to our public servants

[CalMatters](#)

I watched my grandparents, children of the Great Depression and diligent, determined savers, exhaust their retirement funds following a devastating crisis. Their final years were not lived with the dignity they so very much deserved. I don't want to see that happen to anyone else, and that's why my commitment to financial security in retirement is more than just a job. It's why I work every day to strengthen the California Public Employees' Retirement System, on behalf of all Californians.

Pensions are promises California must keep

[San Francisco Chronicle](#)

32,000 kids return to class on Monday after wildfires hit schools

[Chico Enterprise-Record](#)

The epic undertaking to start school again amid the devastation of the Camp fire -- It's been less than a month since the Camp fire tore through the Sierra Nevada foothills, leaving most of the Paradise Unified School District's students homeless and damaging or destroying eight of the district's nine schools. But classes start Monday. Somehow.

Anthropologists Face a Grim Task: Identifying Human Remains After California's Fires

[The Chronicle of Higher Education](#)

Following this year's Camp Fire, the anthropology department at CSU Chico helped local authorities identify human remains. That and a search involving Sonoma State faculty after the Tubbs Fire last year could point to a new normal for university anthropologists in the aftermath of California's increasingly extreme wildfires.

And then there are the big money requests

[Politico](#)

California sits on a nearly \$15 billion surplus. The California Student Aid Commission voted to ask the Legislature for a Cal Grant overhaul that could cost more than \$2 billion. And CSU and UC are asking for about \$800 million more combined.

California students find tuition discounts, less-crowded campuses out of state

[EdSource](#)

Loan Watchdog Starts Group to Fight for Borrowers

[Inside Higher Ed](#)

The Consumer Financial Protection Bureau's former top student loan official said Wednesday he was launching an organization to advocate for student borrowers across the country.

In limbo, DACA students look to Congress again for help

[EdSource](#)

The imminent Democratic takeover of the House of Representatives is renewing hope that undocumented immigrants who came to the U.S. as children will get some permanent relief from the ongoing threat of deportation.

Thousands of SJSU Students Struggling with Homelessness

[NBC Bay Area](#)

... of SJSU students reported experiencing homelessness during the past year, one of the highest rates among the 23 CSU campuses.

Cal Poly is threatening free speech, say students who were warned for protesting Raytheon

[The San Luis Obispo Tribune](#)

They sang for peace. For eight minutes.

Cal State Trustees Begin Search for New President at San Marcos

[Times of San Diego](#)

Sonoma State purchases employee housing

[Sonoma State Star](#)

UC Researchers Form Union

[Inside Higher Ed](#)

They voted to form a union affiliated with United Auto Workers.

A Surge of Anti-Semitism

[Inside Higher Ed](#)

Since the deadly shooting at a Pittsburgh synagogue in October, campuses have seen a rise in displays targeting Jews.

Central European University Forced Out of Hungary

[Inside Higher Ed](#)

CEU announced it has been forced out of Hungary ... The law was widely seen as a targeted attack by Hungary's increasingly illiberal government on CEU and its founder, the liberal financier George Soros.

63 years ago, Rosa Parks stood up for civil rights by sitting down

[CNN](#)

See more at [CFA in the News](#)

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