

COD Faculty Association Newsletter



College of the Desert
Faculty Association



*Dedicated educators of
College of the Desert*

CODFA Board & Team

President: Denise Diamond

Vice President: Maria Jasso

Treasurer: Kim Dozier

Member at Large: David Acquistapace

Bargaining Team: Geoff Hagopian,

Fred Sangiorgio, Dustin Culhan

S.E.R.P.

If you are considering opting for the SERP proposed by PARS (Public Agency Retirement System) then you may be interested in reading over the information provided at http://www.calstrs.com/sites/main/files/file-attachments/workingafterretirement_v6.pdf (Working After Retirement) and/or www.calstrs.com/general-information/working-after-retirement.

Kim Dozier W.H.O. Award



The owl says, "W.H.O."

The executive board of CODFA has awarded Dr. Kim Dozier with the "We Honor Ours" award. Kim has been an active CODFA member for nine years—as grievance chair, bargaining team member and treasurer. She has edited the newsletter and been a facilitator in mediation between peers. Kim's sharp wit, calm manner and analytical talents have endeared her to her colleagues.

H&W Updates

The Health and Welfare committee met March 11. Alliant (our broker) presented a workshop focusing on COD's responsibilities under the Affordable Care Act. At April's meeting Alliant will have the projected numbers for SISC's proposal for renewal. We expect a 6-10% raise in insurance costs.

Look for your new Navitus pharmacy cards in the mail (to replace the Express Scripts card.) These are effective 4/1/14. Pharmacies need to be aware of the new BIN# on the back of the card to process claims.

Dual Enrollment

The Association has filed a level 2 grievance stating a violation of section 12.7 of the contract: Right of first refusal for dual-enrollment classes. Admin must respond by 3/21/14 or the Association will take this grievance to the next level to enforce the contract. The Association has seen a flyer from PDHS announcing a dual enrollment program for next year. Admin says there is no MOU with a school district to offer dual enrollment for next year, so this is a mystery.

Bargaining Update

Admin is coming around to the realization that not bargaining for the first time in the history of COD would not be well-received by the college community. Admin is on record telling the Adjunct Association leadership that, while they have finally identified members of Admin's bargaining team, they will require a lawyer to participate at the sessions and the lawyer will not be available until May.

To help Admin understand the importance of timely bargaining, we have developed the following

Top 10 Reasons to Bargain

10. Student Success.
9. 50% law.
8. Tradition, Tradition! (sing along).
7. The end of term is near.
6. Dialog promotes transparency.
5. We are hiring many new faculty.
4. The year-end balance is too high.
3. Collegiality.
2. It's good for the goose (and the roadrunner).
1. Student success.

Budget Committee

The Budget Committee is chaired by our new Vice President of Administrative Services, Lisa Howell and includes, among others, John Ramont, the new Director of Fiscal Services.

Both Lisa and John come from the world of K-12, and bring that perspective to their new positions, though both appear to be very capable, quick learners with an accessible, transparent and open-minded perspective to their new positions.

The Budget Task Force establishes the guidelines and timelines for the preparation of the District's unrestricted (Fund 11) and designated (Fund 12) budgets. The Task Force reviews estimated revenue projections for the upcoming fiscal year and projections for the future.

The Budget Committee is charged with producing "an open and easily understood multiple year budget and process that increases efficiency and decreases waste and [which] maximizes state funding possibilities while seeking alternate sources of funding." Its goal is to maintain a

prudent reserve of 5% and to "maintain the best level of benefits possible within financial constraints [in] compliance with the 50% rule."

To study COD's budget and actuals via the Chancellor's web site go to <https://misweb.cccco.edu/FiscalPortal/reports.aspx>, select the actual fiscal year you would like to see in the "Select Actual Fiscal Year" drop down menu, select Desert from the District Reports drop down, and select "master report" from the next drop down menu. The Budget Committee is committed to posting all documentation on the Portal.

"Position control" is a term for the practice of keeping track of what employment positions the college considers active, which of these are filled vs. unfilled and what category the position is. Lisa Howell is fairly blunt: "The position control system is currently broken," she says. This means that COD doesn't have a good grip on what positions are currently staffed vs. unfilled and that how these positions are categorized is not properly updated on a regular basis. Faculty assignments information need to be updated more than once a year.

There was discussion at the last meeting re the Community College League of California's position papers on issues like the 50% law. An objection to this sourcing of materials was voiced, since the CCLC is not a governing body but a political action committee advancing positions friendly to groups that are not necessarily friendly to college students and staff. At that, the committee leadership volunteered to remove these position papers from the portfolio.

A 50% worksheet in development was presented at the last meeting showing that, at current projections, we expect to spend only 46.86% of general fund revenues on classroom teaching expenditures. It was claimed that this is not unusual statewide, but we fail to see how that makes it any better and ask Admin to be ever-cognizant of the severe financial penalties for violating the 50% law.

There are two ways the college can meet its Fulltime Obligation Number (FON.) It can (Option A) have 94.2 FTEF or (Option B) it can meet the threshold of 48.29% of FTEF attributable to the full-time faculty reported for Fall 2012. COD meets Option A, but not Option B.

Growth is extremely important this year, which is why the enrollment management fiasco this term is particularly lamentable. Stay tuned for a robust summer school!

April CODFA Meeting

The next all faculty Association meeting is scheduled for April 23 at Las Casuelas restaurant patio from 5-7pm, 73703 Hwy 111. Watch your email for a reminder.

Survey, as Requested

After spring break, CODFA will distribute a survey regarding communication and reorganization.

Upcoming Elections

Several two-year positions will be offered for election in April/May: Treasurer and Member-at-Large. Please consider contributing to CODFA in one of these capacities.

**SUPPORT THE FOUNDATION'S INTERNAL CAMPAIGN!
Whether it's \$10 or \$10K let's have everybody contribute!**