



UPM's Tuesday Debriefing

October 16, 2007

Board of Trustees Affirms 0% Raises to Faculty

We can now call it a “reserve”! Vice-president **Al Harrison** reported to the Board of Trustees at their October 9, 2007 meeting that the current *reserve* is 7.6% of a budget that is about \$54 million dollars. Shortly thereafter the trustees approved a resolution calling for budget reserves to grow over the next years from 7.6% to as much as 17%. On the current budget this last percentage would be over \$9 million dollars socked away.

To meet this goal the Trustees and the Al Harrison indicated that new money into salaries would jeopardize the reserve--no raises, no cost of living adjustments (COLA) until their goal is met, even though property tax revenues and State funding have increased. Of course, there will be no cap on legal expenses for the District, which have sky-rocketed to a near all-time high in just this past 12 months.

Who does this affect? The obvious answer is everyone, since most people would prefer to have more income. But the hardest hit will be all part-timers and any full-timers near or at the top of the salary column (step 20). This accounts for about three-fourths of the faculty. These people have little or no annual movement in their column so that the annual step increases—which provide some sense of higher pay—do not apply. Recently hired full-timers who still have steps to move on will have to live with that as the only raise if the current position by management continues.

Save the Dates

- Monday, October 29, 4:00 PM
- Thursday, November 1, 3:30 PM
- Friday, November 2, 11:00 AM

Informational drop-in meetings by UPM (locations TBA in a separate notice). Hear the latest bargaining news, get your questions answered, clear up all those rumors.

Serious Reading

There are two types of expenditures that are of particular concern to faculty. One is the money spent to hire new faculty and the other is the money spent on what is called the “current expense of education”. The first one is supposed to produce,

according to the **State Chancellor's Office**, a ratio of full-time instructors to part-time instructors of 75/25. Each year the District files a report to that office that presents the District's ratio (as determined by a formula established by the Chancellor). The second category is the money that is used to determine compliance with the **50% Law**. Again, each year a report is filed with the Chancellor's Office by the District, and last year the Marin Community College District filed both reports and claimed to be in compliance with both mandates. In the case of the 50% Law, the District claimed to have spent 0.7% more on "education" than the required minimum of 50%.

Look around. You need not be a long-time employee of MCCD to wonder how either of those reports turned out the way they did. **UPM** certainly did, and to satisfy our curiosity, we requested the reports and the data used to create them. Remember, these were documents already filed with the State Chancellor's Office. Here is the status as of 10/07 of UPM's requests:

Date of Request	Item Requested	Status
2/27/07	75/25 Report 2004-05	no response, nothing received
2/15/07	Revenues 2000-2006	will provide, nothing received
2/15/07	Expenditures 2000-07	will provide, nothing received

The last two items listed above would be used to compute the percentage presented to establish compliance with the 50% Law. What does someone not want us to see?

Kudos

- Congratulations to part-time Behavioral Science instructor **Yolanda Van Ecke**. Dr. Van Ecke completed her Ph.D. while employed by the District and will receive the appropriate salary adjustments and bonus.
- Congratulations and thanks to the **CoM Foundation** for providing emergency funding grants to **students**. Students can use this money for any financial emergency—rent, books, bills—to help keep them in school. UPM contributes \$1000 annually to this special Foundation fund.

Have a great week!

UPM Executive Council

Local 1610