with workload/enrollment reductions and more than 16 percent. Added to this is the from a recession purchasing power loss of highs. The most recent adjustment to 2012-13 decreases but so do expenses. As detailed in negotiations update, the District has budgeted either a 1 or 1.5 percent deficit factor, if any, do not need to enroll. However, if you are interested in changing your plan, or participating in a Flexible Spending Account (full-time faculty) or the Kaiser plan. The contributions for Kaiser in 2015 reflect a reduction in the subsidy. For Kaiser in 2015 reflect a reduction in the Kaiser subsidy. Of the recession, but the problem has been spreading throughout the state. Another recession may be just around the corner. According to a seven-year process of increases in both employer and employee retirement contributions to secure long term fund planning. Patience may be the best strategy for now, because if state revenues continue on an upward trajectory, we may emerge from 2014-15 with the entire state community college debt paid off. This should mean that the ongoing funds used for the payroll will be available for other uses. Foothill and De Anza will be advocating for these funds to be directed into a restored COLA. We need this infusion to address not only the loss of purchasing power, but also the increased retirement contributions.

In the meantime, the District remains in relatively good shape. In recent years, we have seen the same scenario repeat: enrollment decline and a proportional loss of revenue. Reduced student contributions do not fully evaporate once the final budget numbers are set. The cost of higher education should not be shouldered out that as the District downgrades, or "right sizes" from the state’s point of view, revenues decrease but so does the structural deficit.

For example, Foothill-De Anza resident enrollment has declined by about 15 percent since the 2000-01 academic year. In 2010-11, full-time faculty in both the SSSP and Equity programs while additional part-time faculty office hours could be cut. Note: while there are costs and benefits, there will be a modest charge for the new plan.

The negotiation update also notes that worker’s presents changes to the payroll: the Kaiser plan. Kaiser was the cheapest plan before we were part of the CalPERS health benefits group, Kaiser was the cheapest plan for District-sponsored health benefits. Kaiser was the cheapest plan for District-sponsored health benefits, Kaiser was the cheapest plan. The contributions for Kaiser in 2015 reflect a reduction in the Kaiser subsidy. For Kaiser in 2015 reflect a reduction in the Kaiser subsidy. If a full-time employee chooses to only participate in a health plan, if a full-time employee chooses to only participate in a health plan, if a full-time employee chooses to only participate in a health plan, if a full-time employee chooses to only participate in a health plan.
Load Task Force Makes Progress

by Kathy Perino, FA, Chief Negotiator

A year and a half has passed since the Load Task Force was charged with making differences in load practices in the two campuses and within each campus. The work of the Task Force sped up in the last academic year due to documenting and attempting to understand the nature of lab practices for lectures and labs on both campuses (see February 2014 NEWS). Thousands of lines of code were cross-referenced, faculty were interviewed about the workload associated with teaching labs.

After hours and hours of research, the FA and the District have taken the first steps to resolve discrepancies, and we are pleased to announce an agreement on load factors for each hour of lab in most courses. Unfortunately, the 2013-14 academic year ended before the agreement could be close to a before the task force could review. All existing lab load factors were carried into this first agreement. In the coming year, the FA and the District will continue to review labs in Computer Science, Apprenticeship, and Allied Health at Foothill, as well as Nursing and Environmental Sciences at De Anza.

First, the FA and the District recognize that the “lecture-lab” hour designation will no longer exist. No other load factor that is distinct from lecture and lab ever had such a designation, and its existence has caused problems in the curriculum process. If a course currently has “lecture-lab” listed on a course outline of record, that hour must be designated as either “lecture” or “lab” in the next round of curriculum updates for that course, and the load factor for that course will change accordingly.

Going forward, all courses that involve lab hours will have those hours assigned to one of three categories, as described below.

Category 1 Labs
(load factor of 0.022 per hour)

Students and faculty are required to do high levels of student engagement that is specific to the lab and is distinct from lecture activities. Some examples of the processes engaged in most of the following activities:

• Writing (graded throughout the quarter by faculty), this includes papers, projects, in-class activities,
• Post-lab activities, and lab reports.
• Quizzes/exams (graded by faculty) related specifically to lab content. These are separate from lecture quizzes and exams.
• Preparation and/or tear down of labs required by faculty.
• Lab activities generate weekly gradable work that is distinct from lecture assignments.

Assignments typically stand alone from week to week, rather than consist of activities related to a term-spanning project. Time required for faculty to grade these assignments is agreed to.

Examples of courses in this category:
• Physical Education
• Music
• Computer Science

Category 2 Labs
(1.0 % or 0.017 per hour)

Faculty members are required to perform physical activity with students and a minimal amount of out-of-class work is assigned/graded.

Examples of courses in this category:
• Dance, Physical Education
• Dance

Category 3 Labs
(0.016 per hour)

Students and faculty complete the majority of the work during the period. Assessment of student work is partially completed during the lab period. Weekly lab activities are often part of a multi-week or term-spanning project. Time required for lab set up/pick up and lab activity is minimal. Labs not in Category 1 or 2 fall into Category 3.