District Sends Mixed Messages on Enrollment Management Plan

by Kathy Perino, FA Chief Negotiator

Spring Quarter enrollment numbers are in, and it appears enrollment is down again, for the second consecutive year. The District’s second quarter budget report predicts resident enrollment will be down a total of 500 FTES by spring. This amounts to a $2.3 million hit to future available funding from the state. As noted in a previous FA newsletter, a surprising Spring Quarter bump is now gone, as spring enrollment in Foothill appears to be flat, when compared to the year before, while De Anza is down about 12 percent.

The report also shows no resident enrollment slightly below the budget estimate, revenue from non-resident students is $1.9 million above the budgeted amount but a non-resident fee increase.

As a district, we have been on this enrollment slide for many years, so it is reassuring to know that we have not reached a plateau. Perhaps this is one reason for the decrease is a lack of a cohesive enrollment management plan for the district and at the colleges.

The May 2014-15 adopted budget, the District created a $2 million stimulus fund. At the District budget meetings, we were told that $1 million of this would be spent on marketing campaigns, and $1 million would be given to the campuses to allow for “lower” enrolled classes to run in order to capture as much enrollment as possible. At the same time, FA Executive Council representatives were reporting that classroom cancellations were continuing in the same manner as they always had, that is lower enrolled classes were not being “saved” in their representative divisions.

The experiences reported by faculty match the message given by campus administration, namely that there was no message from the central campus about enrollment stimulus money. The bill recently passed through the Assembly Higher Education Committee is its way to the Assembly Appropriations Committee, where it is one of many bills on the state’s rainy day fund and debt payments. Though this creates problems for many social services still suffering recession cuts, under the California Community College Independent (CCCI) and the Faculty Association of California Community Colleges (FACCC), have already been active in pressing the legislature to direct additional funding toward flexible on-going base allocations, seeking to increase the $125 million base allocation currently provided in the Governor’s January budget. According to the Legislative Analyst’s Office (LAO), revenues in the month of April are already up 23.3 percent over the same period last year while the governor’s January budget proposal for 2015-16, anticipated only a 9.3 percent increase over the entire month.

Last April, LAO Chief Deputy Officer Jason Sisney reported that through the end of March, total state revenue was about $1.3 billion ahead of projections and April collections are expected to add at least another $1 billion.

Nicole Anderson, the state’s budget formulas, virtually all or more of all the additional revenue, relative to projections, are required to be used to pay off the state’s rainy day fund and debt payments. Though this creates problems for many social services still suffering recession cuts, under the California Community College Independent (CCCI) and the Faculty Association of California Community Colleges (FACCC), have already been active in pressing the legislature to direct additional funding toward flexible on-going base allocations, seeking to increase the $125 million base allocation currently provided in the Governor’s January budget.

Spring Quarter is the time for full-time faculty to submit completed Professional Growth Activity (PGA) or, if eligible, a Professional Achievement Award (PAA) application. Along with a Cost-of-Living-Adjustment (COLA), PGAs and PAA are other options for faculty to increase their salary.

PAA increases pay by advancing faculty from one salary step to the next. For example, a faculty member currently at step one would increase their salary if they were promoted to step two. PGA is a monetary “bonus” available to full-time faculty who have reached the top of the salary schedule.

The PAA application requires verification of a degree or certificate and a minimum of 2.5 years of teaching experience in one of the District’s service areas. Faculty members can apply for professional development opportunities available each quarter.

PAA, similar to PGA, is available from the District and we encourage all faculty to apply and submit their application for a full-time faculty position. It is also available from the District and we encourage all faculty to apply and submit their application for a full-time faculty position. It is also available from the District and we encourage all faculty to apply and submit their application for a full-time faculty position. It is also available from the District and we encourage all faculty to apply and submit their application for a full-time faculty position. It is also available from the District and we encourage all faculty to apply and submit their application for a full-time faculty position.

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Progress Made on VEBA, JLMBC
by Lisa Markus & Vice-President
Progress has been made on setting up the Voluntary Employee Beneficiary Association (VEBA) Trust account for Post-97 retirees. Long-time followers of the VEBA Board of Trustees will recall that the VEBA employees were hired prior to July 1, 1997, who make up a significant portion of the membership of the Board, which is sponsored by the District other than the Bridge Plan (Article 23A) which lasts until Medicare eligibility (typically age 65).

In response to this glaring disparity, the District and the unions agreed to set up a VEBA Trust to provide a small reimbursement for medical expenses for Post-97 retirees over age 65.

After months of work, the Unions and the District agreed in January 2014 on the VEBA Trust Agreement which was signed in August 2014. The first official meeting for the VEBA Board of Trustees took place on May 18, 2015. The VEBA Board of Trustees consists of one representative from the Full-time Faculty (FA), Association of Classified Employees, California School Employees Association, Teamsters, while Operating Engineers, Local 3 opted not to appoint a trustee for logistical reasons) and 2 – 5 members of the District. As trustees, the union representative will serve a two year term as a group, and the District representatives have one vote as a group. The next major undertaking was to hire a Third Party Administrator (TPA) who would be involved in the day-to-day running of the trust. After soliciting applications and interviewing interested parties, the VEBA Board selected Associated Third Party Administrators (TPA) in the August 2014. The first official meeting was held in May 2015.

Update on JLMBC
The Joint Labor Management Benefits Council (JLMBC) has selected Marblestone as VEBA’s vendor for Long Term Care Insur (LTCI). Long-term care is defined as the type of care needed as the result of becoming totally and permanently disabled and who needs one or more of the basic health care needs to be carried out. LTCI is to provide a small reimbursement for medical expenses associated with needing care for a period of time, either at home or in a long-term care facility. The Trust will be a voluntary benefit (you choose whether to participate and if you do, you will pay the full premium) and will be awarded through payroll deduction to full-time employees, and through direct bill to part-time faculty. At the biennial Retirement Workshop on May 1, 2015 Karen Perry of Marblestone will give a presentation on LTCI between 10 a.m. and 10:45 a.m. in Conference Rooms A and B at De Anza College.

JLMBC is also reviewing other voluntary benefits such as critical illness insurance, accident insurance, legal insurance and pet insurance. Look for details in future issues of the LA News.

FACCCE Elections Reminder
FACCCE should have already received several emails from FACCCE regarding the current elections. Until April 30, faculty can vote online (www.faccce.org). FACCCE-PAC recommendations: • CFT Officer: Mary Ellen Goodwin • Governor-At-Large: Peter Morse, Mary Ellen Goodwin, Cynthia Mosqueda • Treasurer: Richard Hansen

Save the Date: Upcoming FA Events
Professional Achievement Award (PAA) Workshop
De Anza: Wednesday, April 29, 2:30-5:50 p.m. in Admin 109. Full-time faculty from both campuses are invited to attend. The workshop will cover all aspects of the process. Before attending, faculty are encouraged to read Article 18. Retirement & Benefits Workshop
De Anza: Friday, May 1, 9:30 a.m.-5:30 p.m. (see informational box above)

Professional Development Leave (PDL) Workshop
De Anza: May 28, 2:00-3:30 p.m. MLC-246
Football: June 5, 2:10-4:00 p.m. Alros Room
Workshops will cover deadlines, steps for applying, and required forms. Drop-ins are welcome at both sessions. Before attending, faculty are encouraged to read Article 17.

Part-Time Faculty Workshop: June 12; details TBA. Workshop will focus on “Know Your Contract” Updates and Unemployment Benefits.

Reminder on PT Health Benefits
by Kathy Perino, Chief Negotiator, Raymond Brennan
Summer is approaching and experienced participants in the part-time faculty health benefits group – because contributions and associated paperwork are about to get messy, especially for faculty in the Kaiser plan. The following is a quick summary of the program the CalPERS/Kaiser end of things is extremely slow.

As an example, a faculty member may file the Direct Pay form with District Human Resources in August because he/she wants to check in September. The communication from CalPERS to Kaiser to the employee takes so long that the employee typically does not receive the September bill from Kaiser until mid-October, and this includes charges for both September and October. This delay is extremely unsettling because the faculty member is back in paid status for September, so the District should be picking up the payment for October.

By October, the District has notified you that the participant has returned to paid status, but, keeping in mind the lack of processing speed of CalPERS and Kaiser (approximately 6 to 8 weeks), Kaiser will continue to bill the Direct Pay.

So, as a part-time faculty member receiving these enormous bills, what should you do? If you used Kaiser Direct Pay, you must file a request for monthly payment to District Human Resources for reimbursement. Direct Pay shall be continued to get bills from the Direct Pay side of Kaiser, even though back in paid status, a call to Kaiser Business Services or the Kaiser benefits office should resolve the problem. In no case should you pay Kaiser directly for coverage if you have a paycheck that will cover your monthly contribution.

You always have the option of cancelling coverage for months in unpaid status to reduce your contribution as you know, this is a risky proposition. If you prefer to cancel your coverage for the summer, and/or September, you will eventually need to file a cancellation form available at http://hr.fhda.edu/downloads/CalPERSDeclarationsHealthCo.pdf. Upon returning to paid status in October and, if necessary, to reenroll in the Kaiser plan, you will need to complete these two forms at http://hr.fhda.edu/downloads/CalPERSDirectPayPlanGuidefor.pdf. Faculty transitioning to Direct Pay Status for the first time must file a request for monthly payment to Kaiser Group coverage plan. Reenrollment will be handled automatically by District Human Resources.

Unfortunately for Kaiser members, this transition in and out of paid status creates a confusing set of medical statements and reimbursement bills. When changing to Direct Pay Status, faculty benefits do not change. However, Kaiser creates a new account for the Direct Pay bill separate account from the Paid Status account. An annual summary of contributions and associated paperwork on the CalPERS/Kaiser end of things is extremely slow.