

Presidential

POV

AFTER FOUR YEARS as PFT president, I've decided to go back to the classroom. I chose not to seek a third term for a number of reasons, most of them selfish and not worth detailing. The job has been challenging, rewarding, and—think of the ancient curse—interesting. I thank the Peralta faculty for allowing me to serve.

The last several months have been exceptionally busy. Much of the drama sprang from the flooding of the union offices last fall by a burst pipe in the overhead sprinkler system. (Short version: the rock band upstairs tripped over an exposed line that ran, no joke, through the middle of its living room.) The offices are at last back together, the premises and staff only slightly worse for wear.

In the wake of the flood, in January 2015, the union reached a favorable settlement in the high-stakes rehire-pool grievance (see PFT's full analysis, inside). So as we trucked our salvaged furniture back and forth from offsite storage, handled PFT business from temporary cubicles in our parent union's offices downtown, and worked untold hours with claims adjusters and inventory specialists, we also negotiated a satisfying end to the toughest fight the union faced during my tenure as president.

And for the record: Anna Roy, PFT's Labor Representative, and Kayla Lewis, the union's Database Coordinator/Communications Specialist, showed incredible steadiness and determination

throughout the darkest, wettest days of the fall and winter. Their hard work maintaining day-to-day operations and rebuilding the offices—always with optimism, humor, and plain good sense—kept the PFT together. Archivist Ann Whitehead likewise demonstrated tremendous patience and resilience during a librarian's nightmare of sodden files and pulped documents. PFT has a tremendously dedicated and talented staff, and the union officers and the members they serve are lucky to have them.

Slow-moving negotiations on the final year of our three-year contract also figured into the action at PFT. An improved fiscal environment, at both the state level and in the district, changed the complexion of the talks for the better, but they nonetheless tested the negotiating team and staff. What's shaping up to be a happy resolution is headed for approval.

In listing recent challenges, though, I don't want to give the impression that late difficulties drove me out of PFT's top office. Nor do I want to give



Matthew M. Goldstein

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short shrift to the many wins PFT has notched since 2011, including the first salary increases faculty had seen in seven years, the development of the 25-step part-time salary schedule, the return of sabbaticals and department

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Contract Deal Reached

TA Ratified!

By Rick Greenspan

PFT Treasurer/Chief Negotiator

AT A SPECIAL May 7 meeting, faculty overwhelmingly approved a tentative agreement (TA) between the Peralta Federation of Teachers and the Peralta Community College District. The deal

covers wages and benefits for 2014-15, the final year of the current three-year contract, and for 2015-16, the first year in the next three-year agreement. The TA, which requires a vote by the PCCD Board of Trustees to take effect, would give all faculty raises retroactive to July 1, 2014, and maintain

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Peralta Federation of Teachers, AFT Local 1603 represents over 1,000 teachers, counselors, librarians, and nurses at the College of Alameda, Berkeley City College, Laney College, and Merritt College. PFT is an affiliate of the California Federation of Teachers and the American Federation of Teachers, AFL-CIO. AFT represents more than 1.5 million members nationwide.

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Presidential POV

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chair release time, the successful settlement of scores of grievances both big and small, and steady increases in union and COPE membership.

I knew more than a year ago that I wanted to return to the classroom, and I began taking quiet steps toward campus then. While I don't have any romantic illusions—or many, anyway—about returning to teaching, I'm ready to get back to spending my professional life in the company of students and in a college atmosphere

I'd like to offer particular gratitude to Debby Weintraub, my friend and mentor in both English teaching and union work. Debby has shown me the way throughout my 15 years at Peralta, and I can't overstate how much I've learned from her and how much I've enjoyed her company.

Mark Greenside, another English teacher, has also been unbelievably generous in offering practical counsel, historical perspective, and engaging conversation. The upbeat and ageless Rick Greenspan, PFT's chief negotiator, has taught me more about math and the value of a can-do spirit than anyone I've encountered in professional life. The work of Patricia Dudley, grievance officer and confidant during my first years as president, continues to inspire, even as she prepares to join Debby and Mark in retirement—not least because of Dr. Dudley's expert training of current PFT grievance officer Jennifer Shanoski, whose work ethic, decisiveness, and practical smarts are among PFT's most valuable assets.

PFT VP Tae-Soon Park; former PFT staffers Sara Connors and Laura Watson; past PFT presidents Michael Mills, Jerry Herman, and Bob Grill; ex-Laney rep Ron Jones—all these folks and many others have been invaluable resources and supporters as I've tried, however clumsily, to figure out how to lead the union.

Lest I get bogged down in soggy gratitude, though, let me close my final Presidential POV by offering some general reflections and unsolicited

advice. Public pontificating is, after all, a job perk that ends for me July 1.

Don't turn into a machine. PFT's crack counsel, Bob Bezemek, has warned for years about the rise of the "24-hour professor"; in this admonition, as in so many others, Bez has proved prescient. Faculty members are increasingly expected to be on call around the clock, to gather and input data, to master idiosyncratic software programs, etc., all on top of their traditional student-related responsibilities. Times and technology change, it's true, but faculty aren't serving their students, their families, or themselves well when they exhaust themselves on nonstop bureaucratic and para-administrative tasks.

Treat electronic communications with care. Going paperless shouldn't mean you increase the volume and range of your emails. When sending mass emails, use the BCC line for recipients—that way, a reflexive "me, too" reply goes only to you, the sender, not the whole list. Folks are annoyed by the flurries of takeout menus and credit-card deals in their home mailboxes; they're equally annoyed by irrelevant emails in their virtual inboxes. (As a regular sender of mass emails, and the recipient of more than one complaint, I speak with some authority.) Also, resist the quick response—marinate emails in your drafts folder, reread and edit them before sending.

Listen, learn, and give the benefit of the doubt. At the risk of slipping into treacly platitudes, I'd like to urge folks to be patient with each other. Or as Henry James put it in a rare bit of pithiness: "Three things in human life are important. The first is to be kind. The second is to be kind. And the third is to be kind." People are generally working and trying hard around here—acknowledging that effort might help us not go nuts in what at times can be a pretty insane place to work.

Thanks again for allowing me to serve. I look forward to seeing you on campus in the fall.

Solid!

Matthew M. Goldstein
President, PFT, AFT Local 1603

Scott Hoshida

SCOTT HOSHIDA, BCC English instructor and co-rep at the Center Street campus with political scientist Matt Freeman, joined the PFT Executive Council last fall. Hoshida, who also heads up the district's Faculty Diversity Internship Program, talks about teaching, union work, and the quest for good beer.

When did you come to Peralta?

I taught at Merritt College and College of Alameda starting during the summer of 2007 as a part-time instructor and under the guidance of Edy Chan and Ann Elliott.

What attracted you to union work?

I took a labor history class as an undergraduate, and because of that class, after graduation I applied to be an organizer at the HERE, Local 2850. I think my background was probably more theoretical than practical, so they ended up saying no. A few years later, however, when I was between jobs and working at a temp agency, I was assigned a position at the HERE International Research Office. It was amazing to see an office of three take on international hotel chains using all kinds of tactics. For those few months, my main job was organizing their research files and every Friday afternoon we picketed the Marriott. I learned a lot during those few months.

How do your roles as faculty member and PFT rep complement each other?

I believe that the work of community colleges—to give access to higher education to as many people as we can—will only be accomplished if collaboration between all parts of our system, students, staff, administration, and faculty, is thoughtful and effective. PFT, at its best, works to make sure that faculty feel protected and supported in a way that will encourage them to



invest in their work that will allow these relationships to flourish.

What do you like best about working at BCC and in the district?

It's an incredible privilege to work with students as they're making huge transitions in their lives. The process of entering college, learning and being transformed, and then leaving is a pretty precious moment in anyone's life—if they're able to be successful—and to be a part of that is why I love teaching and learning.

If you could change one thing about Peralta, what would it be?

The feeling of alienation and disconnect that people who work in our district feel can sometimes make problems even more difficult to solve. I know that limited resources can wreak havoc on any community, and I feel like that's the case here. But I think that for things to get better, there has to be some sense that there is a possibility for things to improve and that we can collectively solve problems that are seemingly intractable.

What goals do you have for 2015?

As an instructor, I always like to try to improve my craft as a teacher, whether it's my presence in the classroom or the structure of my syllabus, I like to tinker and evolve. I'm thrilled when

my hunches pay off, and I learn a lot when I fail. I also hope to continue to coordinating the Faculty Diversity Internship Program, which has helped me think about what kinds of trainings, network, and support new faculty hires need even before they enter the classroom.

What is your advice to new faculty?

Build a community that will support you. We often have more interactions with students than with our co-workers, which is great, but for new faculty, it can sometimes feel isolating not to know others who are working in the schools. It might be a staff member who can help you figure out logistical issues or other faculty who might encourage you during those difficult times during the semester.

When not teaching, serving on committees, and doing union work, how do you spend your time?

I have two kids, five and two, so I'm often spending time with my family and the community of other families that surround us. I do love to read and write—I am an English teacher!—and I love to cook and eat. This year, I was inspired to run the Oakland Half Marathon, which has helped curb my other habit of trying to find new breweries and happy hours around Oakland! 

Getting Serious About Evaluations

OUR UNION believes that the keystone of student success is quality instruction. Good teachers encourage, support, engage, and challenge their students. Thus PFT fully endorses fair and timely evaluation of all faculty to ensure those qualities are at the core of instruction.

A grievance filed at Laney College this fall has brought considerable attention to the evaluation process. This article is aimed at outlining the what, when, and why of evaluations as well as describing the terms of the grievance and its settlement.

What is the evaluation process?

Everything that you ever wanted to know about evaluations (and more!), including the most updated forms, can be found on the PFT website at: www.pft1603.org

The evaluation process for part-time and tenured faculty consists of five pieces:

1. Classroom observation: in the first four weeks of the semester, a faculty member is selected by the department chair to conduct a classroom observation of her/his peer.
2. Student evaluations: the faculty member who administers the classroom evaluation administers anonymous evaluations to the students in the class observed.
3. Administrative evaluation: the completion of administrative work, including items such as submitting census rosters, is evaluated.
4. Self-evaluation: the evaluatee assesses her/his work and reflects on the evaluations received.

5. Summary report: the faculty evaluator summarizes all pieces of the evaluation packet and provides a rating of the evaluatee.

All five pieces of the evaluation are important, as each represents some part of the teacher's work. Disagreements between the evaluator and evaluatee can be resolved by including an evaluatee response to the summary report; in addition to responding directly to the evaluation, a new evaluation can be requested for the following semester.

When do evaluations need to take place?

The frequency with which we complete evaluations at the Peralta Community Colleges is dictated by the state. According to California Education Code 87663:

"(a) Contract employees shall be evaluated at least once in each academic year. Regular employees shall be evaluated at least once in every three academic years. Temporary employees shall be evaluated within the first year of employment. Thereafter, evaluation shall be at least once every six regular semesters, or once every nine regular quarters, as applicable."

Why are evaluations important to complete?

Evaluations help faculty to identify their strengths and weaknesses for improvement. For full-time faculty, evaluations every three years ensure that they are current in their fields and provide an opportunity to challenge themselves to grow and improve. For part-time faculty, evaluations provide the same benefits associated

with growth and also provide an opportunity to become a member of the Preferred Hiring Pool.

The grievance against Laney College

In May 2014 both CoA and Laney College were notified that they were out of compliance with their evaluation processes, with both having less than 30% of their part-time instructors with current evaluations. At that time, PFT met with college administrators at both colleges and offered to assist them in getting this important work completed and documented. Both colleges agreed to make significant progress: 75% of part-time faculty who had taught 6 out of 10 semesters were to be evaluated by December 2014. On multiple occasions, PFT offered to meet with the lead administrators for this project and offered multiple suggestions for how to get the work done.

In December 2014 CoA met (and exceeded) its obligation to complete evaluations; however, Laney College was unable to show that it had met its obligation. A formal grievance was filed by PFT; President Elñora Webb argued that while the work had been completed, it just hadn't been documented. Two months later, the work was still not documented, and the district agreed to a settlement of the grievance. This settlement included an agreement that part-time faculty members who taught in the fall 2014 semester, who are teaching in the spring 2015 semester, and who had taught 6/10 semesters as of fall 2014 would be evaluated this spring. If all these evaluations are not completed by the end of the semester, the eligible but non-evaluated faculty members will be placed in the preferred hiring pool for the next three years.

Moving forward

It is the hope of PFT that faculty and administration will work together at all four colleges in ensuring that the evaluation of instructors occurs in an honest, timely, efficient manner. PFT is committed to this and offers assistance in completing this task to whoever might need it. 

Meet Dylan Alter

By Janell Hampton

Laney PFT Co-rep

I AM PLEASED to introduce part-timer Dylan Alter, CoA political scientist, as PFT's new Strategic Campaign Initiative Organizer. Dylan will continue the work I began, including spending time meeting faculty members, listening to their concerns, and organizing membership lists and contact information so the PFT can quickly and effectively communicate with our membership. I am confident that Dylan will move forward with dedication, great enthusiasm,

and the skills needed to build our union's ranks.

Through the Strategic Campaign Initiative, our parent union, the California Federation of Teachers, supports PFT. This statewide program helps locals to increase member engagement, and provides useful research and communication tools. As our SCI organizer—or "SCI-Org" (rhymes with cyborg)—Dylan will have the opportunity to reach out to our members to advocate for more rights for all PCCD faculty.

This academic year has already seen plenty of opportunity for organizing and

activism. After notching an important win in last fall's part-time rehire pool grievance, we began the spring semester with a visibility campaign. The initiative marked a show of solidarity with the nationwide movement to call attention to the untenable position of part-time faculty everywhere. The American Federation of Teachers declared the week around National Adjunct Walkout Day a week of actions, so we distributed 500 scarlet letter "A" buttons to increase the visibility of part-timers and to start important conversations around effecting change for our colleagues.

We look forward to committing a lot of time and energy to supporting PFT members ready to become more active in moving forward together. Say YES! to doing your part to make our union stronger! 

Reach Dylan at: dylanalter@gmail.com

Reach Janell at: janell_h@hotmail.com

Preferred Pool— Fact or Fiction?

THESE HAS BEEN a lot of discussion about the Preferred Hiring Pool this year. But do you know the difference between fact and fiction when it comes to Article 30 of our Collective Bargaining Agreement (CBA)?

Part-time faculty members in the preferred hiring pool are all given the same consideration when hiring decisions are made.

Fact: The CBA does not provide seniority rights so all members of the preferred hiring pool have the same status.

Once placed in the preferred hiring pool, part-time faculty remain in the pool until they no longer teach at the college.

Fiction: All part-time faculty are to be evaluated every six semesters of work. There are two ways in which a

part-time faculty member is removed from the pool: 1) If an evaluation results in a rating of "Does not consistently meet all requirements" or "Does not meet requirements" the faculty member is removed from the pool. 2) If a faculty member does not teach 6 out of the last 10 semesters.

The administrative evaluation form is optional.

Fiction: The administrative evaluation form is required for a complete evaluation and should be considered in the summary report form and summary rating.

The administrative classroom observation is optional.

Fact: The VPI or designee may elect to do a classroom observation and will have the option of participating in the summary meeting if he/she does.

Part-time faculty members are permitted to choose their own faculty evaluator.

Fiction: The chair is responsible for assigning the faculty evaluator in the first four weeks of the semester. If the department chair does not do this, the VPI (or designee) assigns an evaluator during the fifth week.

Part-time faculty can challenge the person selected to conduct their evaluation.

Fact: The evaluatee has a one-time option to challenge the person chosen to conduct her/his evaluation. In this case, the evaluator will be selected by lottery from all other eligible faculty.

The district maintains a list of all part-time faculty evaluations and their status in the preferred hiring pool.

Fact: The district distributes a list in the first three weeks of each semester which shows the evaluation dates, pool status, and base load information. This information is available to all college VPIs, your part-time PFT representative (Cynthia Mahabir), and various other individuals at the district, union, and colleges. 

Rehire Pool Reflections

AT THE START of the spring term, PFT settled its highest-profile grievance in years. The case seemed headed for arbitration—the grievance had been formally denied at each step of the contractual process—when talks between the union and district at last brought the matter to a close.

The case involved the fall 2014 decision by Laney College not to assign classes to two veteran part-time faculty members. The instructors, who had a combined 28 years of service to Laney, both belonged to the Part-time Rehire Preference Pool; they were dismissed with identical letters that questioned their fitness to teach at the Peralta flagship.

Throughout the grievance process, the college and district argued that Laney had followed the contract when it let the teachers go. The administration pointed to Article 30.H.3, “Exceptions to the Rehire Preference Policy,” and held that, because the college had sent letters that explained its non-rehire decisions, the matter wasn’t grievable.

From the moment the letters were sent in June 2014, PFT argued strenuously that the two faculty members hadn’t been afforded the full protection of the contract. The letters alone, PFT pointed out, didn’t relieve the college of its legal responsibility to perform evaluations or to use district personnel files to record disciplinary concerns—if, indeed, there were any. (One of the faculty members not re-hired hadn’t been evaluated in seven years, the other in over three; neither had ever been disciplined, and both had spotless personnel files.) Nor, PFT insisted, did the rehire-pool exception clause mean that academic freedom and free speech concerns were moot as long as a letter had been sent to faculty.

The college argued again and again that it was entitled to stray from negotiated



Team effort in the fall '14 rehire pool grievance: Laney rep Helen Curry, PFT staffer Kayla Lewis, CFT staffer Laua Watson, and Laney rep Janell Hampton.

evaluation procedures in arriving at decisions regarding part-time faculty. The college argued again and again that it had no obligation to put discipline-related materials in part-timers’ personnel files. The college argued again and again that part-timers served at the pleasure of the administration, and that part-timers didn’t enjoy the same legal or contractual protections afforded to full-time faculty. And the implication of the administrative arguments was clear: the part-time rehire pool granted no real protections to the faculty who had worked years and earned favorable evaluations to gain entry into it. PFT was not about to concede any of these points.

Folks on both sides of the issue, administrators and faculty, have asked about the public way PFT handled the grievance. Historically, most grievances have been settled in managers’ offices and arbitrators’ conference rooms—why did the union outline the rehire-pool grievance at flex-day meetings, before the board of trustees, in FAS emails, and via detailed hardcopy broadsides?

The reason is simple: in taking action against faculty members with long, distinguished histories at Peralta, the administration made it impossible for PFT to handle matters quietly. Faculty members across the district knew about the case almost instantly and

were eager for information about the fate of their colleagues and what role the union would play in the efforts to reinstate them.

That both the affected faculty members had been actively and visibly engaged in college life over the years—advocating for improved working conditions for part-timers, running for department chair, publicly questioning high-level administrative decisions, etc.—pushed matters deeper into the public arena.

The case was also about protecting the contractual rights of all faculty, full- and part-time alike. If members can be summarily let go after years and years of service, no one’s job is safe.

PFT is satisfied with the settlement it finally reached with the district, and it is pleased that the affected faculty members have returned to their positions and can continue doing what they’ve done so demonstrably well over the last couple of decades—teach students.

Fall was rough for all concerned, and for the two part-timers at the center of the controversy in particular. Still, PFT is satisfied with the settlement it reached with the district, part of which entails attorneys from the union and district refining the language of Article 30, and it’s proud of the determined fight it undertook on behalf of dedicated part-timers, the contract as a whole, and established law. 

Unwelcome “Vacation”

SINCE MOST part-time faculty have several weeks of “vacation” at the end of each semester, it is very important to take advantage of the unemployment benefits offered by the Employment Development Department of the State of California (EDD), which provide you a percentage of your income each week you are between assignments.

PFT reminds all part-time faculty members that you are eligible for unemployment insurance benefits during the period between semesters when you are unemployed or underemployed. *Cervisi vs. Unemployment Insurance Appeals Board* (208 Cal. App. 3d 635), decided in February 1989 by the Court of Appeals, held that a “contingent assignment is not a ‘reasonable assurance’ of continued employment” within the meaning of the Unemployment Insurance Act, and does not disqualify the employee from the receipt of benefits.

Even if you have received an offer of employment or letter of assignment for the next semester, you are entitled to apply for unemployment benefits over the semester break immediately upon completion of your last working day of the semester.

In order to file a claim, you must call the Employment Development Department at 1-800-300-5616. You should have a copy of your Letter of Assignment from PCCD on hand, which usually states that your assignment is contingent and implies no rights of continued employment. All claims are now processed by phone, and paperwork is mailed to you. If you have other employment in addition to your teaching assignment, this may affect your claim by making you underemployed (which provides a smaller benefit) or ineligible to receive benefits. You can also fax in your EDD paper application to 1-866-215-9159 (per the DE 1101 I form); mail in your application (to: EDD, P.O. Box 12906, Oakland, CA 94604-2909, also per the DE 1101 I form); as well as apply online (visit <https://eapply4ui.edd.ca.gov/>). When applying online, be sure to print the Confirmation Page, which is your assurance that the department is in receipt of your claim. If you do not get this Confirmation Page and code, it could very well be that the form was not submitted into the system (perhaps due to technical issues). In all cases, please keep copies of all of your submitted paperwork (including your application form).

As a school employee, you will probably be scheduled for a phone interview.

It is crucial that when you are asked if you have a contract which would guarantee your continued employment, you answer “no.” What you have as a part-time faculty member is a tentative offer based on enrollment and other factors. You do not have a guaranteed contract position. Many part-time faculty members have been mistakenly denied benefits because they mistook their assignment letter to be a contract and answered this question incorrectly. Remember, when asked if you have a contract, just say “No!” If the EDD denies your application, you should immediately file an appeal. In the appeal hearing, bring the *Cervisi* decision to the attention of the hearing officer.

If such steps are taken, it is our belief that you will receive the benefits to which you are entitled. Please contact the PFT office (510-763-8820) if you have any questions or if you need any help filing an appeal (we have a lot of sample appeal letters that you might like to use).

Special thanks to AFT Guild Local 1931 in San Diego for graciously allowing us to borrow and adapt their original text.

Find the California Employment Development Department online at: www.edd.ca.gov/Unemployment

Thank you and good luck! 



PFT-UCSD Pipeline

The California Federation of Teachers named Chris Chan (center), son of PFT members Simon Chan (CIS, Merritt) and Lilian Chow (Counseling, Laney), winner of a 2015 Raoul Teilhet Scholarship. The Encinal High senior will study physiology and neuroscience at UC San Diego in the fall.

Grievance Update

Jennifer Shanoski

PFT Grievance Officer/Merritt College

AS OUTLINED in Article 19 of the Collective Bargaining Agreement, the first step in the grievance process is to work with the college administration to reach an informal resolution. The formal, written grievance is filed when such a resolution cannot be agreed upon. Unfortunately, PFT has been extremely busy with these issues. Although we have recently settled three grievances, we also filed two new complaints which subsequently were settled.

We have settled the three grievances that were discussed in detail in the last edition of *The Peralta Teacher*:

1. Preferred Hiring Pool at Laney College, Article 30-H: The PFT is very pleased to have announced a settlement in the grievance centered around the non-rehire

decisions applied to long-term part-timers. Details regarding the settlement can be found elsewhere in this publication.

2. Department Chair Elections at Laney College: Article 14 describes the selection of department chairs by faculty members at each of the colleges. Elections in three departments were the subject of this grievance. In the Dance Department, an apology was issued to the faculty for improper administrative interference and the faculty-elected department chairs were reinstated. In the English and Art Departments, the elections were redone and the results were certified by the PFT.
3. Professional Development Requests at Laney College, Article 25: Travel forms associated with professional development fund requests no longer require dean signatures for processing. Deans will be provided with requests and shall refer them

to the professional development committee where they will be voted on per Article 25.

Two new grievances were filed and have been settled since our last communication:

1. Part-Time Faculty Evaluations at Laney College: For details, please see “Evaluations Support Student Success” article elsewhere in this installment of the *Teacher*.
2. Grievance Retaliation at Merritt College: A part-time faculty member who was released from his assignment last summer has been the victim of retaliation. This grievance was settled at Step 2, worked out between the PFT and the Vice Chancellor for Finance and Administration. The grieved faculty member was given a late-start class, and all decisions involving the member are to be reviewed by the college president and PFT. 

TA Ratified!

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benefits at their current levels through July 2016.

Under the agreement, faculty will receive raises worth 3% overall for 2014-15, and an additional 3% for 2015-16. Fulltime faculty will get a 3% raise for 2014-15, and an additional 3% for 2015-16. Meanwhile, 1.85% (COLA plus the return of last year's lost 1%) will be added to all part-time and extra-service schedules, with the difference between the 1.85% and the 3% used to fill in the steps on the “no outside job” salary schedule (the schedule formerly known as the 75% pro-rata schedule).

The additional monies placed on the old 75% schedule will amount to an increase of approximately 3.4% for part-timers who don't have fulltime work elsewhere, and will improve parity between the full- and part-time schedules. For 2015-16, 1.58% (COLA) will be added to all the part-time and extra-service schedules, with the balance again used to “fill in the steps” on the schedule formerly known as the 75% pro-rata schedule—which again means a raise north of 3% for part-timers without outside work and another move toward parity.

“This is a good deal for all our faculty members, full- and part-time alike,” said President Matthew Goldstein. “Through a long, hard process, our negotiating team kept cool, held firm,

and stayed on message—PFT has really delivered.”

The district has agreed to issue retro checks for 2014-15 this summer. Fall checks will reflect both the 3% increase from 2014-15 and the 3% increase for the 2015-16 year. The salary increases are permanent.

PFT won't have much time celebrate the gains, as a new round of comprehensive talks on the 2015-18 CBA is about to get underway. The district has already announced items for the next set of negotiations, and PFT will “sunshine” its own list in the near future. Keep up with the *Peralta Teacher* and the *PFT e-Communiqué*—and be sure to attend every general membership and chapter meeting—to stay on top of the latest contract developments. 