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Faculty Union, CCSF Administration Reach Tentative Contract Agreement

A new contract between City College of San Francisco's faculty union, AFT 2121, and the district administration is moving forward for ratification by members, after over a year of intense negotiations, including mediation, fact-finding, and a one day strike. For a three-year contract ending June 2018, faculty will see salary gains following nearly a decade of wage stagnation, and new contract measures that protect teaching and learning conditions.

The Tentative Agreement was signed earlier this week during the formal fact-finding process entered into by both parties to resolve the impasse in negotiations. In April, the faculty union held a first-ever strike for one day based on charges against the district's unfair labor practices. Before the tentative agreement was reached faculty were preparing for another strike in the fall, due to the administration's continuing refusal to acknowledge that sufficient financial reserves existed to fund a salary increase.

“This contract is a first step in providing faculty at City College the resources needed to rebuild the college and preserve our high quality programs,” said AFT 2121 President Tim Killikelly. The college has lost hundreds of faculty due to cuts and the enrollment crisis caused by the Accrediting Commission for Community and Junior Colleges (ACCJC), with declines in competitive wages as a factor in recent years.

CCSF faculty have endured recession-era wages, with a 3.5% cut imposed in 2012 that left salaries at 2007-level until recently. This contract will provide salary restoration and new monies totaling 9.4% for 2015-16, with additions in the following two contract years of 1% ongoing, another 1% in Cost of Living Adjustments (COLA), as well as other salary step-based gains and restored monies for some faculty categories.

Some of the salary offer is conditional, tied to enrollment growth at City College. The accreditation crisis has brought precipitous declines to enrollment since 2013, brought on by the unfair and illegal decisions of the ACCJC, whose legitimacy is now challenged statewide.

The district would not consider a lower class size minimum that would protect classes from cancellation, but agreed to uphold current practices that avoid cuts to classes. Both sides negotiated a balanced agreement on new language for evaluating faculty, protections for grant-funded teachers and counselors, and those who risk losing pay due to curricular changes.

“This contract isn't just for City College's teachers, counselors and librarians. It's for the City College that San Francisco deserves,” said Disabled Students Programs and Services Instructor Malaika Finkelstein.

Throughout the contract fight, City College faculty questioned the administration's idea that it could rebuild the college by implementing drastic cuts of 26% to course offerings. AFT 2121 will continue advocating for a full City College that serves all who need quality, affordable education. San Francisco's Board of Supervisors recently voted by a large margin for a faculty-supported Free City College for residents and half-time workers. The faculty union will work to see that effort through to a successful conclusion, along with increasing revenue sources via the campaign for Proposition 55 on the November statewide ballot.

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AFT 2121 represents faculty at City College of San Francisco. It is affiliated with the California Federation of Teachers, which represents more than 25,000 community college faculty across the state.