

Balance Sheet



October 2007

Balance Sheet

• Editor:

Lorenzo Harrison

• Contributors:

Daniel Rieger

Lorenzo Harrison

Jim Lansing

Damon Davis

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BCC BOT Declare Impasse!!!

IMPASSE 2007

You are no doubt aware that the College's Board of Trustees has declared impasse in negotiations. You can be assured that throughout the impasse process, UFF/Broward will continue to advocate for issues of concern to Faculty. UFF/Broward will also defend Faculty rights already established, in some cases for many years, by the current Contract or by past practice. The issues of concern to Faculty during this bargaining cycle are well known:

- Faculty evaluations
- Seniority
- Search committee service
- Compensation and benefits

UFF/Broward will continue to rigorously provide justification for its concerns and will rigorously

critique what it finds unacceptable for the Collective Bargaining Agreement.

In addition, UFF/Broward will continue to seek to address the disparity between Faculty starting salaries and the starting salaries of Broward County public school teachers. Your starting salaries, as of August 2007, are \$3,000 - \$6,000 lower than the starting salaries for Broward County public school teachers. Of interest concerning this matter is the fact that in August 2007 the starting salaries for Broward County public school teachers were increased \$1500 and salaries were increased 5.59%.

Of interest is also the fact that the Broward chapter is the only

United Faculty of

Florida chapter with bargaining rights that does not have a ratified collective bargaining agreement for academic year 2007-2008. Consider the chapters that have already ratified collective bargaining agreements for the 2007-2008 academic year:
-The Brevard chapter reached an agreement with its administration after three bargaining sessions. The Brevard chapter's agreement includes an increase to Faculty salaries of 4% - 6% depending upon a Faculty member's place on the pay scale.
-The Florida Community College at Jacksonville chapter reached an agreement according to which Faculty salaries are increased by 5% and starting salaries are increased by 5.5%.

Such collective bargaining agreements certainly help to address the increased cost of living in Florida.

By the way, the increases to Faculty salaries and starting salaries were accomplished at each of the aforementioned chapters without cutting Faculty positions. In the case of the Brevard chapter, seven Faculty positions were added. The above referenced collective bargaining agreements demonstrate that where Faculty are valued, honored, and respected, administrations and Boards of Trustees place a priority on Faculty salaries and starting salaries.

Consider a quote attributed to Jim Notter, the Superintendent of Broward County public schools, "This school board honors, values and respects our teachers. We always wanted to make sure we were No. 1 in the tri-county area with our starting salaries" (Sun-Sentinel.com, August 22, 2007).



2007 National Education Association Representative Assembly (NEA RA) By Damon Davis

The National Educational Association Representative Assembly (NEA RA) was held June 30, 2007 through July 6, 2007 in Philadelphia, PA. UFF/BCC had 10 delegates (Debbie Nycz, Tom Green, Catherine Leisek, Jim Lansing, Teresa Hodge, Barry Mowell, Damon Davis, Maria Bernal-Dobek, Barbara Klemm, and Bob Heppler) to attend the NEA RA and represent the chapter in the Florida Caucus. Each day, the Florida Caucus discussed various New Business Items. Also, we voted whether or not to adopt the New Business Items as a state organization on the floor of the representative assembly (to see adopted New Business Items for 2007 go to <http://www.nea.org/annualmeeting/raaction/070607nbi.html>). In addition, two BCC Faculty Members were elected to national office within the organization. Catherine Leisek was elected to represent Florida on the Resolutions Committee of NEA. This committee adopts policy for the NEA each year by selecting and writing the goals and priorities for NEA(s) 3.2 million members. Jim Lansing was reelected as the National Vice-President of the NEA Democratic Caucus. When you see Catherine Leisek and Jim Lans-

ing please congratulate these UFF members who are hard at work providing leadership in education on both the national and state levels, as well as, here at BCC.

Finally, we had the opportunity to welcome eight (8) presidential candidates appealing for education voters' support. The eight (8) presidential candidates were Democratic candidates Sen. Barack Obama, Sen. Hillary Clinton, Former Sen. John Edwards, Sen. Chris Dodd, Sen. Joe Biden, Congressman Dennis Kucinich, Gov. Bill Richardson, and Republican candidate Mike Huckabee the former Gov. of Arkansas. This impressive list of presidential candidates demonstrates NEA's ability to garnish the attention of our national leaders with respect to our issues and concerns with education reform on a national level. If you are interested in seeing the video clips of the candidates or view a prepared guide to their positions on NCLB/ESEA log onto

<http://www.nea.org/annualmeeting/raaction/index.html>.



2007 LEGISLATIVE UPDATE – October 8, 2007

The appropriations conference committees completed their work on Monday. The revised 2007-08 budget is now “cooling off” for the constitutionally prescribed 72 hours before going to final vote by both chambers. That means this Friday (October 12) the House and Senate will take the bills up for debate and vote. It has been reported that the Governor may extend the call of this session to include property tax reform or call another Special Session immediately following Special Session C. Stay tuned!

FEA lobbyist Marshall Ogletree created the following “Cliff Notes” version of the revised budget ? for your reading pleasure!

Senate Bill 2-C Budget Reductions/Appropriations

This bill is the budget reduction bill approved by the conference committee. A recap of the impact on education funding is reviewed below. [Click here](#) to access the budget. The education section is found on the first 23 pages of the bill. If the link does not work copy the following into your browser: http://www.flsenate.gov/data/session/2007C/senate/appbills/pdf/conference_report.pdf

Prekindergarten

Early learning coalitions are reduced \$22.1 million. This reflects a 5.9% decrease in funding but the per pupil funding was not impacted as it is intended to revert only funding for students who failed to enroll in prekindergarten.

K-12

The bill reduces K-12 FEFP appropriations by \$269.8 million. The reduction incorporates the total 2007-08 Merit Award Program (MAP) appropriation of \$147.5 million. See Senate [Bill 6-C](#) for more on MAP.

Most line items were reduced 0.69% except there was no reduction in the Teachers Lead program that is designed to reimburse teachers for buying student learning materials and school supplies. After the reduction, the net increase from the 2006-07 appropriations is 5.19% per student. All school districts were reduced 1.4% but this includes their MAP distributions that were not available for 2007-08 expenditures. To see what this will mean in your district go to the online [FEFP report](#) from the conference committee with county-by-county detail. If the link does not work, you may access the site by copying the following into your browser: <http://www.flsenate.gov/data/session/2007C/senate/appbills/pdf/FEFP08.pdf>

In the non FEFP category, Excellent Teaching funds were reduced by \$14,150,000. See the description of [SB 6-C](#) below for details on language.

Public School Workforce

This program was cut a total of \$9.5 million or 2.3%. This reflects a nonrecurring allocation of \$629,614 (see [SB 8-C](#) below) to restore lost tuition revenue from the first 6 months of this fiscal year. This is the five percent tuition increase passed in May that was vetoed by Governor Crist.

Community Colleges

Community college programs were cut a total of \$19.4 million or 1.8%, after nonrecurring funds were added back. The recurring cut was \$35.3 million but \$15.9 million was added back in nonrecurring funds. Of the non-recurring funds, \$11.4 million were to restore lost tuition revenue (funds vetoed by

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the governor) from the first semester of this school year (see [SB 8-C](#)). Note: Some of the specific impacts on each college can be found in [SB 2-C](#).

Universities

The final reduction number for state universities was \$58.8 million or 2.5%. The recurring cut was \$83.8 million that was offset by a nonrecurring add back of \$25 million. A total of \$9.5 million of the nonrecurring funds were to restore lost tuition revenue (funds vetoed by the governor) from the first semester of this school year (see [SB 8-C](#)). Note: Some of the specific impacts on each university can be found in [SB 2-C](#).

Senate Bill 6-C Relating to Adjustments to Education Appropriations/Pre K-12

Bill highlights:

Authorizes commissioner to reduce the class size penalty transfer to fixed capital outlay by 10 percent if the class size operating categorical is reduced in a subsequent appropriation during the same fiscal year.

Provides for flexible but limited use of reading instruction and instructional materials funding if districts do so by a resolution of the school board.

Modifies the use of 2-mill capital outlay funds to clarify that school districts' class size reduction compliance does not include schools (charter) that do not use district facilities and that for 2007-08 up to \$25 per un-weighted FTE can be used for 2007-08 expenses for property and casualty insurance and purchase of certain vehicles.

Provides that MAP funds are distributed by July 31 and changes the distribution of funds from September 1 to October 1. Documentation of district MAP expenditures is moved back to November 1.

Allows proration of the National Board mentoring payments in any year where funds are insufficient to pay the full amount of the payment.

Expresses the intent of the Legislature that any reductions in expenditures by school districts in response to any of the appropriation reductions for the 2007-2008 fiscal year be made in functions other than classroom instruction.

For the full text of SB 6-C [click here](#) or copy the following link into your browser:

<http://www.flsenate.gov/data/session/2007C/Senate/bills/amendments/pdf/sb0006Ce1032768.pdf>

SB 8-C Tuition and Fees for Higher Education

This bill increases tuition by 5% for Public School Workforce, Community Colleges and Universities for the remaining school term. Part of this tuition increase must be used for need-based financial aid and each school district, community college and university must submit a plan to do so by November 21, 2007. The bill also appropriates the nonrecurring funds that restore the lost tuition funds caused by the governor's veto.

For the full text of SB 8-C [click here](#) or copy the link below into your browser:

<http://www.flsenate.gov/data/session/2007C/Senate/bills/amendments/pdf/sb0008Cc1091490.pdf>

NEA Representative Assembly

2007 National Education Association Representative Assembly
(NEA RA)
By Damon Davis

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Fantasy Fest in Key West

UFF/BCC is sponsoring its annual bus trip to Fantasy Fest in Key West on Saturday, October 27, 2007. The bus will leave from building #19 on Central Campus at 8:00 am. There will be refreshments and coffee on the bus. The cost for UFF/BCC Members, BCC staff and guests is \$50.00. Non-members cost are \$80.00. The cost for Faculty joining as new members is free.

National Education Association (NEA) Student Program Outreach to Teach

**By
Damon Davis**

On Tuesday June 26, 2007, I had the opportunity to represent UFF/BCC in the National Education Association (NEA) annual student program called "Outreach to Teach." Outreach to Teach is a student initiated program in which NEA Student Program Members are joined by higher education, education support professionals, retired, and K-12 members along with parents, community partners, and school staff to make Great Public Schools a reality for every child. Working together, 300 plus volunteers from around the United States met together in Norristown, PA at Gotwals Elementary School to perform an extreme make over of the school. We spent the entire day painting, cleaning, repairing, raking, sweeping, washing walls, landscaping, decorating, and much more. I was very fortunate to work with a group of college students (education majors) from Arkansas, Tennessee, Massachusetts, Iowa, and Florida to paint the inner walls of the school. After the project was completed, we watched the elementary age students who attend Gotwals Elementary School enjoy the schools new and improved look. As a result, it gave me great pleasure to be a member of the union and provide a helping hand to make our schools Great Public Schools.



August Faculty Meeting

On August 16, 2007 BCC held its semester Faculty meeting in the Omni on North Campus. The new BCC President, Mr. David Armstrong was introduced and gave an overview of his vision for BCC. UFF/BCC President, Ms. Debbie Nycz gave a motivational speech on the condition of education at BCC and challenged the Administration to work with UFF/BCC to improve the educational experience here at BCC.

Professors Tom Green and Lorenzo Harrison were presented awards by UFF/BCC President, Debbie Nycz for service to UFF/BCC during their many years at BCC. They will retire by the end of this semester.





**United Faculty of Florida
Broward Community College Chapter**

Bus Trip to Key West for Fantasy Fest

Saturday, October 27, 2007

Leaving from Central Campus Building #19 Parking Lot

**7:30 am Check-in
8:00 am Departure**

**Depart Key West 10 PM Saturday Night
(We'll depart Key West from the drop off point.)**

Seating limited – Reservations on first come basis.

**Price \$50.00 for UFF Members; UFF Member's Guest and/or BCC Employees
Price \$80.00 for Faculty Non Members
New UFF Members Free (Join August –October 23, 2007)
Price includes bus trip and refreshments**

**Seating priority will be given to UFF/BCC members and guests;
other will be seated on a first come first serve basis after**

**Forward checks payable to "UFF/BCC" to:
Lorenzo Harrison, Bldg 41, Room 137, North Campus, x2083**

Name _____
Name of Guest _____
Name of Guest _____
Name of Guest _____
Cell # _____ **Amount** _____

**United Faculty of
Florida at
Broward Community**

Primary Business Address
Your Address Line 2
Your Address Line 3
Your Address Line 4

Phone: 555-555-5555
Fax: 555-555-5555
E-mail: someone@example.com

UFF/BCC is on the Web!
<http://www.uff-bcc.org>

DEBBIE NYCZ
President
201-6744

DAMON DAVIS
Vice-President
201-6539

LORENZO HARRISON
Treasurer
201-2083

DANIEL RIEGER
Archivist/Secretary/Chief Negotiator
201-2451

BOB HEPPLER
Communications
201-6896

EDERAZO
College-wide
Contract Enforcement
201-6489

JIM LANSING
Gov. Relations/
Political Action
201-2296

BARBARA KLEMM
Insurance
201-6657

CATHERINE LEISEK
Negotiations
201-6506

MARIA BERNAL-DOBEK
Public Relations
201-2481

DAMON DAVIS
Membership
201-6539

NEIL LINGER
Research
201-6482

Membership Form

I authorize Broward Community College to deduct per pay period from my pay, beginning with the pay for the first full period commencing at least seven (7) full days from the date this authorization is received by the College, membership dues in the United Faculty of Florida in such an amount as may be established from time to time in accordance with the Constitution and By-Laws of the UFF and certified in writing to Broward Community College by the UFF Secretary-Treasurer. And I direct BCC to pay over the sum or sums so deducted to the UFF Secretary-Treasurer.

This authorization shall continue until either (1) revoked by me at any time upon thirty (30) days written notice to the college and the UFF, (2) the cessation of employment, or (3) my transfer out of the bargaining unit.

Employee's Signature

Date

Print Name

Campus

Home Address

Building/Room BCC Phone

City/State/Zip Code

Department

Social Security Number

Home Phone

Dues payments to UFF and FEA-NEA are not tax deductible as charitable contributions for Federal Income Tax purposes. However, they may be tax deductible under other provisions of the Internal Revenue Code. Please return this form to Damon Davis, Bldg. 19, Rm. 116A, Central Campus, x-6539. Dues are 1% of your regular salary and may be deducted from each paycheck. If you wish, dues may be paid in one lump sum. †

Membership News

UFF/BCC Welcomes New Members By Damon Davis

Welcome! After a 45-day new membership campaign which include a trip to Fantasy Feast in Key West, FL, a \$25 gift card to Barnes and Nobles Bookstore, UFF note pads, pens, pencils, mugs, etc., 18 new faculty members joined the union this Fall. These new members will receive various publications and member benefits from our member affiliates NEA, AFT, AFL-CIO, FEA, and UFF. As a result of our membership campaign, our overall membership is now approaching 65% of faculty. So, encourage colleagues in your departments and campuses to join the union. We are a hardworking and caring group of professionals committed to each other, our students, our college, and our community. If you or any of your colleagues would like more information on becoming a member of the union please contact Damon Davis at ddavis@broward.edu or ext. 6539.