

Resolution in Support of CCFF Negotiation Efforts

Whereas the Cerritos College mission statement affirms its commitment to provide students with high quality, comprehensive instructional programs and support services that improve student success and offer clear pathways to achieve personal, educational, and career goals; and

Whereas student engagement is central to student success and student empowerment; and

Whereas Cerritos College currently and historically enjoys strong reserves and healthy budget surpluses; and

Whereas Cerritos College received a 2.71% cost of living adjustment for the 2018-2019 fiscal year, which the District chose not to pass along to faculty or staff despite an already projected 5.7 million dollar surplus; and

Whereas Cerritos College is expected to hire an addition 27 full-time faculty positions to meet its FON requirement; and

Whereas the lack of competitive wages has led to high turnover rates of part-time faculty which has had a detrimental impact on many programs necessary for student success; and

Whereas the District-backed iFALCON Habits of Mind program rightfully reinforces and encourages the idea of greater contact between students and faculty while the District also limits its support for part-time faculty to hold adequate office hours deemed necessary for student success; and

Whereas it is imperative to the education of our students that outstanding faculty be attracted to apply for future employment and/or continue to remain at Cerritos College; and

Whereas a fully comprehensive and fair contract indicative of what California community college faculty throughout the state have enjoyed for decades would allow for a more vibrant and productive work environment here at Cerritos College;

Therefore be it Resolved, that the Faculty Senate of Cerritos College declares its support for the current negotiation efforts of the Cerritos College Faculty Federation in order to retain and attract the best qualified faculty applicants including:

1. competitive compensation and benefits for all Cerritos College faculty;
2. fair and equitable compensation for all faculty to hold office hours and a dedicated space in which to hold them;
3. an Assignment Article in the Collective Bargaining Agreement that would describe what their job entails; and
4. a Just Cause Article in the Collective Bargaining Agreement that would specify under what circumstances and the process by which faculty can be disciplined.

Be it Finally Resolved, that the Faculty Senate send a copy of this resolution to the Cerritos College Board of Trustees, the President/Superintendent of the Cerritos Community College District, and the Cerritos College Faculty Federation.