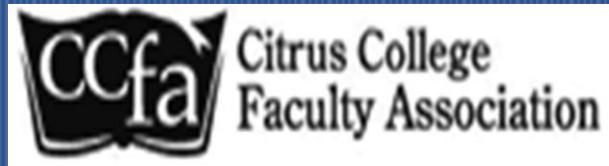


Union Times

December 2016



Class Cancellations

~Dave Ryba, CCFA President

Does my class make money? I suppose the real concern is whether I make money teaching my class. That answer is... obviously yes! But more seriously, what is the break-even point for the school? That is, how many students need to be in seats for the college to be able to sustainably offer my, or your,

exceptions. Also, the CCFA contract with the district Article 5, especially Section 5.8.8 & 5.8.9, describes how classes are assigned, and protections against class cancellations. I, however, wish to briefly discuss the financial side of the discussion.

There are multiple ways to address this question, and we should

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course? We saw an increased number of classes cancelled this fall, so the logic that leads to class cancellation has been the topic of several discussions. Everyone recognizes that the school loses money if it has too few students in too many classes, but we also know that students lose out if their schedules are disrupted, and faculty lose out if they lose income or have a significantly disrupted schedule.

Chief Negotiator, Dave Brown, lead a discussion on class cancellations a few weeks ago. He included that BP 4270 suggests classes with less than 20 students could be cancelled, although there are numerous

consider separately one’s regular vs overload assignments. Let us assume, for the sake of easy math, that an average faculty member costs the school \$120,000 (salary of \$90k plus benefits of \$30k). A full time student is worth about \$6,000. Note that a “full time student” is really a number of hours. That number is: 15 hours/wk x 2 semesters x 17.5 weeks/semester = 525 hours. Two numbers are worth keeping in mind that come from this. First, a “typical” lecture instructor needs 20 students in all of his/her classes just to cover the salary. Second, a student is worth about \$11/contact hour. However, an instructor’s salary is less than

*Words from the
Wise – Dave
Brown*

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“I believe it is very important that we have a diverse group from our own membership with their eyes on the ball. I would like as much participation as we can get. We are strongest when we are unified and most effective when we all participate. It is important we identify and understand issues within the scope of bargaining as fully and completely as we can. A strong contract is very important. An engaged Faculty who understand their contract is equally important.”

half the cost of running the school; those students also fund the salaries of managers, classified employees, non-instructional faculty, utilities, etc. So, "break even" for the college is really closer to 40 students in a class.

We do not go broke, fortunately, because we also have overload, intersession, and part-time taught classes. Overload and part-time taught classes, cost about \$80/hr. in instructor salary. Intersession is a bit more, perhaps \$100/hr. There is arguably additional cost for managers, utilities, etc., but if that is paid for by the full-time faculty load of 40 students, it is a minimal contribution here. Thus, an overload or adjunct taught class pays for itself with as few as 8 students.

Part of the success of a college like Citrus, is being able to adapt to new

situations, including changing enrollment, demographics and student needs. This requires a certain flexibility, which in turn requires the occasional "taking chances". By this, I specifically mean that the school will at times find itself starting a term with classes that, on the surface, are losing money. This might be a surprise, or it might be an expected result of having been flexible.

The purpose of writing this short article, is to remind faculty that decisions made regarding enrollment management are important. Additionally, I'd like to emphasize that there are very productive and ongoing discussions between the CCFA and the district about this. Adding an extra student, where appropriate, in a full class allows a smaller class to not break the bank (it won't!). I think we all know and appreciate this. Where

we (the faculty) are weak, though, has been being too accommodating. I've heard the phrase "we let our professionalism take advantage of us", resulting in classes that get too big, or smaller classes being cancelled. Going forward, it is my hope that faculty is more involved in various aspects of enrollment management, and most importantly, recognize that they have both a strong contract AND defensible accounting strategies that support creative scheduling and protecting the occasional smaller classes. There are several reasons a class might face cancellation, and ultimately that might happen. But the faculty member should, and must, be a big part of that decision, and cannot be guilted into unhappily accepting it, especially if the argument is one of finances.

CCFA Social Calendar

Social Gathering	Coffee & Donuts	BOT Meetings
December 1, 2016 Alosta Brewery 3-4 pm	December 6, 2016 3-4 pm	December 6, 2016 4:15 p.m. @ AD 109

CCFA Executive Board

*Dave Ryba ~ President
Brian Waddington ~ Past President
Justina Rivadeneyra ~ Vice President*

*Susan Bautista ~ Secretary
Paul Swatzel ~ Treasurer
Dave Brown ~ Chief Negotiator
Lisa Villa ~ Academic Senate Liaison*

*****Bring this flyer to one of the social events for a raffle to win a gift card!!**

*****Bring this flyer for \$1.00 off Alosta Brewery in Covina**



To: CCFA Unit Members

