



OHLONE COLLEGE MONITOR

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Dia de los Muertos celebration



Photo by Manal Bejaoui

Eva Griffen paints Chris Berania's face at the Dia de los Muertos event in the Cafeteria Wednesday, which included costumed Aztec dancers. It was part of a two-day celebration of the Mexican holiday that honors the dead. Tuesday's event was in the Archer Art Gallery, Building 7, first floor. See another photo on Page 3.

Retention program under way

By SHELBY LACY

Staff writer

First it was named Umoja meaning "Unity" in Swahili. The program was then renamed Nishiti, meaning "Strength," also in Swahili. The program has been named by the students. The retention program is for students who would like to study African American history and literature.

To be eligible to join the program, you must be registered for ENGL-151B, the Fundamentals of Composition; ENGL-163, techniques of reading; HIST-114A, African American history, and PD-113, Strategies for Succeeding in College. Students must be full-time, taking 12 or more units. It is a year-long course both fall and spring semesters.

According to Yvonka Headley a counselor and teacher of the college success class in the program, the goal of Nishiti is to make it through the challenges, knowing that someone else cares and to help through peer support.

The program is described as a learning community, a group of two to four classes linked together so the student may connect in the separate subjects. Headley is the counselor and coordinator of the program.

Headley has worked at Ohlone for three years as a full-time counselor. Her dean requested that Headley attend a conference back in 2007. Since that conference for the last two years, the program has been in the making. Fall 2009 is the program's debut. Nishiti is a very interactive program and the students are required to visit Headley at least two times a semester and talk about their grades and goals.

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Agreements near on pact that would reduce pay

■ President will refuse pay raise during budget cuts

By KATHRYN DIXON
Staff writer

Ohlone California School Employee Association (CSEA) President Linda Evers said Wednesday any contract between its 144 members and Ohlone to take a pay cut to offset its share of the college's 2009-10 budget deficit depends on the college cutting about 100 student employees.

CSEA is a union of clerical-type full-time permanent employees. Evers said it is unfair for CSEA employees to take five unpaid furlough days, equivalent to a 4 percent pay cut, when its employees' work is indispensable as compared to that of student assistants.

Student assistants are deployed throughout the college to do jobs such as filing papers, helping

with lab maintenance and tutoring other students. These students are employed by the college "at will" and can be laid off without cause and usually work 10 to 15 hours per week for minimum wage or slightly higher.

According to Dean of Business Services Joanne Schultz, Ohlone reduced payments to student assistants from \$250,000 to \$170,000 and is likely to pay substantially less than \$530,000 to student employees next year.

The negotiations between the district and the college's three unions is aimed at resolving a budget deficit of \$700,000 which developed when the state announced mid-year cuts in college funding.

Ohlone has responded to the reduced state funding by cutting 20 percent of last summer's classes, plus more than 170 class sections for fall semester. A retirement incentive package for teachers and staff members is expected to save more than \$650,000 this year.

In addition, severe cuts are expected in next summer's class offerings, and there is even a possibility that another round of budget cuts will be necessary in the next fiscal year.

The CSEA based its bargaining position on California Education Code Section 88017. According to Section 88017(c), "[a] classified employee may not be laid off if a short-term employee is retained to render a service that the classified employee is qualified to render."

The college has employed attorney Deanne Mouser of Atkinson Andelson Loya Ruud & Romo to negotiate on its behalf with CSEA. Evans questioned the college's choice of paying expensive attorney's fees during this budget crisis when administrators are qualified to act as negotiators for the college.

Since 2008, the Dean of Human Resources position at Ohlone College was being held on an interim basis. According to Schultz, employing an attorney was necessary

to ensure continuity in negotiations because Ohlone did not have a permanent Dean of Human Resources to act as a negotiator with the unions. Shairon Zingsheim joined Ohlone College as the permanent Dean of Human Resources this month.

Alan Kirshner, chief negotiator for the United Faculty Ohlone (UFO), said UFO has reached an agreement with the district, subject to a ratification vote Friday. This agreement would tentatively save the college \$400,000 by waiving \$130,000 to \$140,000 in back pay from the 2007-'08 contract.

To save the college an additional \$140,000, the faculty will be furloughed for four flex days or 24 hours, equivalent to the faculty losing 1.2 percent of their salaries for the spring semester.

Evans, who works as a supervisor and technician in the biology laboratory, has several students working under her supervision. She said she is sad about the prospect that

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How to tell if it's swine flu

By GLORIA FRANCO
News editor

It seems like many people are not very clear on what the H1N1 symptoms are. There are differences between a cold, seasonal flu, and H1N1.

It's a bit early for sea-
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