



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of
General Membership/Executive Committee Meeting
January 18, 2017—Cañada College**

EC members present: Eric Brenner, Vicki Clinton, Katharine Harer, Teeka James, Dan Kaplan, Michelle Kern, Doniella Maher, Monica Malamud, Paul Naas, Joaquin Rivera, Paul Rueckhaus, Jessica Silver-Sharp, Anne Stafford, Rob Williams

AFT 1493 Members Present: David Eck (CAN, FT philosophy), Laura Brugioni (CAN), Lorraine Barrales-Ramirez (CAN)

Guests present:

Facilitator: Doniella Maher

Meeting called to order at 2:44 p.m.

1. Welcome and introductions.
 - a. We introduced ourselves.
2. Statements from AFT (non-EC) members on Non-Agenda Items
 - a. David Eck was happy to be at the meeting and is enjoying his new position at Cañada.
3. Minutes of November 9 and December 14 meeting
 - a. Minutes approved with small corrections
4. Negotiations Update
 - a. We have a meeting scheduled with Peter Landsberger. Monica and Joaquin had a very pleasant conversation with Landsberger in December. They will meet again on Tuesday, January 24, at 9:30 to resume negotiations with the District's team. We are also moving forward with selecting the neutral fact finder. We hope the selection will be finalized tomorrow (January 19, 2017). The District has hired someone from School Services of California to serve as their representative on the fact finding board. Joaquin did a lot of preparation over the break to get ready for fact finding.
 - b. Part time re-employment rights need to be addressed because the laws have changed. We can't add new items now, but we'll need to make arrangements to deal with it in the near future.
 - c. Full time faculty who are hired with grant funding and who are then hired into a non-grant funded position end up on a fast-track to tenure because the first year (or more) must count towards tenure unless they are terminated at the end of the grant. However, most often, they have not been evaluated by a tenure committee and their hiring process may not be equivalent

to the one followed for tenure-track positions. More and more positions are being funded through grants.

5. Building power campaign

- a. So what do we need to do next with our campaign? We'll continue our No Take Backs Tuesdays. Workload equity is still a huge issue for us. We need a solid definition of the full time workload.
- b. The steering committee will be meeting again soon, maybe January 26.
- c. How was first Tuesday? Nothing much at Cañada as far as folks know. CSM did ok—especially in Language Arts. Skyline, we're not sure. We want to stay in touch with and cultivate the folks who have been engaged in this campaign. We brainstormed some ideas for our next action. Let's fortify our No Take Backs Tuesdays, try to get even more faculty engaged. Maybe we should have another general membership meeting to update everyone; we should include students, as well. The sanctuary campus issue is critical right now. Our Union can take a more social justice position now to support this work. We could keep a count of how long we've been without a contract. Maybe make a time-line graphic? Put a counter on the website? Put what week it is on our weekly reminders. What about a solidarity dinner or meeting with CSEA? The next BOT meeting we need to be at is next Wednesday, January 25, 2017. The following regular meeting is February 22, 2017. Maybe we should see if CSEA is doing something and be there to support them. Katharine will be at the BOT meeting and speak for us.

6. Professional development discussion continued

- a. We need to rework/clarify some of the article 13 language. Skyline is having an issue in that the professional development committee (Rob is the chair of it) is being bossed around by the administration.

7. Community, Continuing, and Corporate Education

- a. CCCE is the for-profit arm of SMCCCD. It encompasses adult enrichment courses, customized training for companies, a summer program for middle school children, some CTE programs and an English language program (intensive English program). Some of their programs are in direct or tacit competition with existing programs in our colleges. Faculty have concerns about costs and quality of the programs. Some of the programs are offered exclusively online as MOOCs. We need to continue looking into this in more detail. Dan shared minutes from the BOT about looking into putting restrictions on CCCE offerings. Students have told counselors that they are very confused when they discover that they are not earning college credit from their CCCE courses. Students from the CCCE versions of programs can reflect poorly on the District programs who confuse the CCCE program with the more robust and comprehensive credit programs. Paul will coordinate our follow up about coordinating with the Academic Senate.

8. Continued discussion of Educational social justice for students

- a. We looked at a resolution that the BOT passed at their last meeting.

9. Faculty diversity internship program (FDIP)

- a. The District is exploring an FDIP in order to attract potential community college instructors with the goal of increasing faculty diversity. We have significant concerns about this proposal. We are going to consult Bob Bezemek on this issue.

10. AFT 1493 scholarship discussion

- a. Tabled till next meeting.
11. COPE: president and treasurer positions
- a. These two positions are currently vacant. We need to fill these positions.
12. Statements from EC members on Non-Agenda Items
- a. Paul N. had a question about seniority. There are tenure-track and non-tenure track counselors. Full-time non-tenure track positions, e.g. the Trio counselor. This relates back to the grant-funded positions. Seniority only relates to part-time assignment.
 - b. Monica reminded us that the CFT Convention is coming up—March 31-April 2 in Sacramento. Reserve a room ASAP.
13. Closed session discussion of faculty grievances and complaints
- a. We heard updates about ongoing grievances.

Meeting adjourned 5:00

Minutes approved 8 February, 2017