



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of  
General Membership/Executive Committee Meeting  
December 14, 2016—College of San Mateo**

**EC Members Present:** Eric Brenner, Nina Floro, Katharine Harer, Teeka James, Dan Kaplan, Michelle Kern, Doniella Maher, Monica Malamud, Paul Naas, Joaquin Rivera, Paul Rueckhaus, Jessica Silver-Sharp, Rob Williams,

**AFT 1493 Members Present:** Barbara Corzonkoff (SKY), Elizabeth Terzakis (CAN)

**Guests present:** Maurice Goodman

**Facilitator:** Paul Rueckhaus

Meeting called to order 2:45

1. Closed session
  - a. Discussion of faculty grievances and complaints.
2. Welcome and introductions.
  - a. We introduced ourselves.
3. Employee Housing (Maurice Goodman)
  - a. Maurice is here to talk about employee housing. An employee contacted him about housing concerns. A concern for one faculty member, in Maurice's view, is a concern for all. He has talked with Mitch in the District office (the Chief of Staff). How can we help faculty save money in order to get other housing (is it even realistic that faculty can save enough in seven years to buy a house in the Bay Area)? Would extending the time limit of living in the employee housing be a good solution? What about a tenants' bill of rights? It is a bit awkward having your employer also be your landlord. The faculty member who contacted Maurice wants to extend his time in his apartment because he is not able to get another place to live that he can afford right now. Maurice also said that we should provide tool kits for employees to learn how to save, manage money, and so on, if they need that support. We want to hold people accountable, but we also want to have compassion.
    - i. How long is the waiting list for the apartments? When will the Skyline complex be ready? Times have changed; maybe we need new parameters.
      1. There are 150 people on the waiting list (for both apartment complexes). That may not be as long a wait as it sounds. When units open up, the District goes down the list. But not everyone is able to move at any given time, so sometimes you might get a place sooner than you think.
      2. The Skyline apartment complex will be open in the next two years. It will be half the size of the complex at Cañada.

- ii. Even if you have nine years to be in the complex and can save \$50,000, that's not really enough to actually buy a home within a reasonable commuting distance. How realistic is it for folks to find affordable housing?
- iii. It seems like the District needs to engage in a review of the original mission/goal of the housing program.
- iv. The District itself can't solve the housing crisis, but it can do somethings: transportation support (e.g. shuttles from BART, for example, to the campuses). SFUSD has floated ideas of no evictions for teachers; maybe that's something we could look at (in partnership with other school districts).
- v. For whom is the housing actually available? Administrators are living in the housing (and remember that administrators make a lot more than faculty and staff do). Transparency around the waiting list. Part timers on the list have to stay at a 60% workload in the District to remain on the list (even though they're entitled to teach up to 67%). This seems ridiculously unfair, especially given that there are families headed by two District administrators currently living in the housing complexes.
- vi. Maurice is on the housing board. He's bringing a tenant-focused perspective to that board. The board has Maurice, Karen Schwarz, a District administrator, Kate Brown (who is a tenant), a CSEA rep, community member rep (Dennis McBride), other community members, as well as the property management group, and Mitch.
- vii. The next step is to fast track these projects (housing). How about using proceed from housing towards transportation, etc.?

4. Statements from AFT (non-EC) members on Non-Agenda items

- a. There was an SLO workshop at Skyline, and everyone was encouraged to attend. IT was focused on linking SLOs to ISLOs. Barbara gave up her whole Friday. Part timers went to ask deans whether they could get paid for their time. Some said no, but some said yes. The issue is that part timers continue to not be paid for the time they spend on non-teaching duties. We'll agendize this for spring.

POINT OF ORDER: we were running short on time, so we started slashing the agenda and adjusting time allotments. Maybe we can make a subcommittee to deal with the community, continuing and corporate education item.) We created the subcommittee: Dan and Paul R. and Jessica. Dan will email the group to set up a meeting time.

5. Minutes of November 9, 2016

- a. We are behind.
- b. Minutes were approved with an unprecedented number of corrections due to the Secretary's slopping proofreading. She apologized.

6. Student presentation by Alfredo Olguín Jr., Celeni, Cano, Isabelle Valdes, Iridián Martínez from SMCCCD Rise Up.

- a. The students presented us with their list of demands for the District. They're going to give us a presentation and then discuss how AFT can support their efforts.
  - i. They helped organize the November 21<sup>st</sup> walkouts which were attended by 150 to 200 people at each campus
  - ii. They are working on a mission statement because they want to make sure they're represented correctly in the press (e.g. in the Skyline View). It sounds like there's a lot of confusion about who they are. (They have a Facebook page.) Their relationships with Associated Students is "okay." They are working to improve

it. They want to be clear that their movement is not an Associated Students initiative.

- iii. They are presenting the Sanctuary campus resolution from CSM to the BOT tonight (December 14, 2016). This will go District wide.
- iv. How can AFT help? Be vocal in the spaces where students are not. Invite students to present the list of demands to classes. Take time out of class to talk about these issues. Alfredo has worked with AFT 2121 in the past. Maybe that's a model for us—e.g. affinity group meetings—to help the knowledge base continue from student to student as students move on in their education.
- v. We passed a resolution supporting the students. Follow their Facebook page: SMCCD Rise Up.

#### 7. Professional Development (Makiko Ueda/ Monica Malamud)

- a. A part time faculty member who requested professional development support for a year-long class had it turned down by HR after the CSM professional development committee and CSM President Claire had approved it. Monica went to talk to Eugene Whitlock about this. Whitlock said that the proposal didn't fit the criteria in article 13 of our contract. He said we could write an MOU, but that hasn't happened yet. He still didn't want to approve the current proposal. However, today, Leigh Anne Shaw wrote to Monica asking about this. Monica invited her to come to our meeting (but she's not here). The District is looking at professional development at a district level, but it's only looking at PD for classified and managers. Leigh Anne said that Whitlock had contacted her about this because DPGC was discussing it. Monica says we could pursue the MOU. Nina suggested we be proactive. Article 13.10 of our contract does, in fact, restrict PD funds to regular and contract faculty (this means full timers exclusively). We'll come back to this next time.

#### 8. We tabled items 8 and 10 and deferred item 9.

#### 9. Negotiations

- a. Joaquin met with Eugene, who gave him a proposal about flex day. The change in their proposal is to make the first two flex days be on campus and the third flex day of the semester be flexible. We currently have six flex days per academic year.
- b. Ron Galatolo wants former CSM president Peter Landsberger to work with us all as an additional facilitator. Landsberger is the recently elected trustee of the De Anza/Foothill District. Ron wants Landsberger to work for the District and the union and have Landsberger present directly to the BOT.
- c. We are still trying to select the neutral fact finder.
- d. Ron told Joaquin that the District does want to deal with the issue of faculty workload.

#### 10. Statements from EC members on Non-Agenda Items

- a. Monica said that the District convened an EEO group (Equal Employment Opportunity). There has not been faculty representation on this committee. Dan was going to EEO for us. The FDIP group made a presentation at DAS, where Monica heard about this. FDIP wanted approval, but DAS was not ready to do that.
- b. The EEO committee wants to resuscitate the diversity training for hiring committees.

#### 11. Building Power

- a. We explained the evening's upcoming action.

The meeting was adjourned at 5:05.

Minutes approved 1/18/17