



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

**Advocating for faculty since 1963**

**Minutes of General Membership/Executive Committee Meeting  
October 3, 2018 - Cañada College**

**EC members present:** Paul Bissember, Paul Rueckhaus, Rudy Ramirez, Nathan Jones, Doniella Maher, Salumeh Eslamieh, Bianca Rowden-Quince, Barbara Corzonkoff, David Laderman, Michael Hoffman, Steve Lehigh, Jessica Silver-Sharp, Joaquin Rivera, Katharine Harer, Teeka James, Anne Stafford, Sandra Rodriques, Monica Malamud

**AFT 1493 Non-EC Members Present:** Candice Nance, Paul Naas

**Guests present:** none

**Facilitator:** Teeka James

Meeting called to order at 2:25pm

**1) Welcome and Introductions**

**2) Statements from AFT members (non EC members) on Non-Agenda Items**

- a) Candice Nance seeks AFT guidance on district to district agreements regard dual enrollment with high schools.
- b) She has requested future agenda item for EC discussion of AB 288 and provided handouts.
- c) EC will invite Ms. Nance to next EC meeting to continue discussions

**3) Minutes of May 9, 2018** AFT meeting were approved with three abstentions. Minutes of September 12, 2018 AFT meeting conditionally approved with 15 in favor, and two abstentions.

EC appointed Michael Hoffman as EC rep for Canada. 17 in favor. None opposed.

**4) Red-to-Blue Action with CCSF & Peralta** AFT has been invited with CCSF & Peralta to participate in Red to Blue campaign on October 20, 2018.

- 5) **Temporary full time hires.** Discussion centered on inconsistencies and probable injustices with current practice
  - a) Temporary full time hires are generally appointed by deans and not selected by faculty hiring committees, bypassing regular hiring processes.
  - b) CSM Evaluation Guidance Committee has found that District administrators are not consistently applying evaluation processes from campus to campus.
    - i) Some faculty evaluated as adjuncts according to AFT rules, and others' work experience counted (or told it will count) toward their first year for tenure.
    - ii) EC considers this unfair as well as threat to our existing process for hiring full time faculty.
  - c) Paul Rueckhaus discussed situation with Leigh Anne Shaw of Academic Senate and Ron Galatolo in September.
  - d) Doniella Maher has been involved with Canada Academic Senate discussions on the same.
  - e) Decision: AFT will issue MOU with the goal of putting new rules for evaluating temporary full time faculty in our contract.
  
- 6) **Member outreach & new hires.** Katharine Harer reported:
  - a) AFT Membership applications received from half of District's 30 new hires.
  - b) She has made welcome visits to eight new faculty members and signed up four new COPE members.
  - c) Dan Kaplan's retirement party has been organized for October 18, 5pm-8pm at College Vista.
  
- 7) **Division Liaison Update**
  - a) Paul Rueckhaus will draft messaging for EC members who are serving as Division liaisons to report on union related business at Division meetings.
  - b) Paul Rueckhaus and Paul Bissember will begin organizing meetings with EC members, campus by campus.
  - c) Congratulations to Bianca and Rika for successfully initiating this process at Skyline this Fall 2018.
  
- 8) **District budget.** Steven Lehigh, member of the District Budget Committee, reported:
  - a) District Budget Committee charge excludes budget analysis, with responsibility passed to campuses, which do not provide their analysis to the committee.
  - b) New compensation formula has prevented faculty from arguing for larger budget share for purpose of augmenting faculty, resulting in increased workload outside the classroom for current faculty.
  - c) Administration provides budget projections, but lacks transparency in sharing details of current and previous budget allocations. Steven has encouraged more transparency.
  - d) The District incurs no penalty when it violates 50% law because District does not receive California state funding.
  
- 9) **Workload Committee.** Anne Stafford and Doniella Maher serve on Workload Committee established during negotiations.

- a) Anne provided updates on Workload Committee's progress and requested more EC guidance on how to proceed.
- b) The Workload Committee has reviewed the workload survey numbers and narratives and encourages all EC members to read narratives.
- c) Monica Malamud pointed out that data faculty was asked specifically not to include in their survey responses because the District already has a record of it (attendance at Department, Division, and Senate meetings, time spent on hiring committees) remains absent from the total calculated workload.
- d) EC discussions focused on
  - i) Burden of responsibility for coming up with solutions to determine "reasonable" workload.
  - ii) Failure of survey to tell the story behind the data: lack of policies and philosophical discussion to guide faculty work priorities toward teaching, away from clerical work; lack of acknowledgement about the changing nature of faculty work.
  - iii) Challenges of creating effective system for weighting different types tasks.
  - iv) Overall need to hire additional full-time faculty/increase ratio of full timers to adjuncts.
  - v) Need to reduce 15-unit teaching load without losing track of teaching as primary priority.
- e) EC recommends workload survey report be required reading for all administrators.
- f) Workload Committee's recommendations will require eventual approval by AFT.

10) **Endorsement Procedures.** Paul Bissember and Barbara C reported.

- a) Paul and Barbara presented handout/argument in favor of creating both COPE and AFT best practices to guide endorsement processes.
- b) EC discussed whether new endorsement guidelines should include both established timeline and filing date rules and/or emphasize transparency and communication issues.
- c) Paul Naas argued in favor of waiting until end of filing period to make endorsements, noting that EC's early endorsement of Holober at May 2018 EC meeting interfered with academic schedule (finals). Believes an EC early endorsement decision would result in lost union membership.
- d) Joaquin Rivera and Monica Malamud explained it's become the norm for endorsements to take place earlier, that a strict timeline might prevent EC from its responsibility to recruit BOT candidates willing to best serve faculty/student interests.
- e) EC acknowledged that continued discussion about best practices is essential

11) **Statements from EC members on Non-Agenda Items**

12) **Closed session discussion of faculty grievances and complaints**

Meeting Adjourned 5:15pm.