



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting
November 14, 2018 - Skyline College**

EC members present: Salumeh Eslamiah, Doniella Maher, Paul Bissember, Paul Rueckhaus, Eric Brenner, Teeka James, Barbara Corzonkoff, Bianca Rowden-Quince, Rika Fabian, Steven Lehigh, Rudy Ramirez, David Laderman, Joaquin Rivera, Michael Hoffman, Monica Malamud (on skype), Jessica Silver-Sharp, Anne Stafford

Guests present: Thomas Broxholm, David Lock, Jude Navari, Nicole Porter, Amber Steele, Tiffany Schmierer, Michelle Hawkins, Amir Esfahani.

Facilitator: Paul Rueckhaus

Meeting called to order at 2:29pm

1. Welcome & Introductions.

2. Statements from AFT members (non-EC members).

- a) David Lock representing physics faculty explained that scheduling flex days on Mondays and Wednesdays disproportionately and negatively affects lab classes and that a summer session start date of June 10 will reduce physics summer enrollment as some high schools and UC schools on quarter system are still in session then.
- b) EC discussed how summer schedules, which are outside of AFT contract, are set by District and not usually negotiated by AFT, but could be.
- c) Solutions floated with recommendation for further EC discussion about organizing around this topic.

3. Minutes of Oct 3. EC Meeting. Approval of minutes tabled for email vote; approved following revisions via email on Nov. 26, 2018.

4. Dual enrollment - AB 288. Michael Hoffman read a statement by Candice Nance. See Appendix.

5. Negotiations survey results and priorities.

- a) Joaquin Rivera circulated and reported on a working document, "AFT Proposals 2019-2022 Contract..." Proposals described by document are based on recent negotiations survey sent to faculty, outstanding issues, and new issues that have arisen in past year.

- a) Prioritization of proposals will take place at AFT Spring Retreat.
- b) Workload issues are not included in this document, pending the final Workload Committee report. The EC intends for Workload to be part of next negotiations.
- c) Paul and Paul explained steps the EC will take to prepare for negotiations.
- d) Members and non-EC members recommended additional issues to be included in negotiations, with member input compiled in detail by Paul Bissember.
- e) A new task force was formed to address issues related to dual enrollment.

6. AFT office hours and meetings.

- a) Bianca and Rika are holding regular AFT office hours for faculty to talk in person every other week. Doniella and Salume are doing the same, weekly at Cañada on Wednesdays from 1-2.
- b) They are documenting faculty concerns and grievances, which will additionally aid us in organizing; Doniella and Salumeh have plans to do the same at Cañada.
- c) Permission from Deans has been received for AFT liaisons to report on union related issues at regularly scheduled Division meetings at all three Districts.

7. Treasurer's update

- a) As AFT Co-Treasurer, Teeka has requested a spending process for AFT office and related expenses.
- b) Tentatively decided, pending further discussion, that EC will provide discretionary budget of \$1K; once expended, entire EC to be notified, with five officers approving expenditures: treasurer/executive secretary/president/co-vice presidents and chief negotiator.
- c) AFT has new occupational liability insurance plan that covers faculty, similar to malpractice insurance.
- d) AFT also provides accidental death/dismemberment that we can promote for members. This would cover AFT members teaching onsite at local high schools.

8. Workload Committee.

- a) Not all Workload Committee (WC) members attended November Workload Committee meeting [add date] as they did not receive invitations and/or were not aware of meeting date.
- b) Anne Stafford reported that WC hasn't agreed on definition of reasonable workload.
- c) EC agrees that since we still lack shared governance and other data, workload data as presently compiled remains incomplete and cannot be accurately analyzed/quantified.
- d) EC recommends EC WC members respond to request for AFT recommendations by re-proposing weighted point system, converted to hours, with goal of returning to negotiations on workload.

9. Professional Development.

- a) Paul R., Bianca and Rika made presentation about professional development to Skyline Academic Senate where they expressed EC's concerns about funds

under Article 13 and how professional development committees on each campus process funding requests.

- b) A joint District Senate/AFT meeting has been scheduled for December to further discuss these and other issues.

10. Statements from EC members on Non-Agenda Items

- a) Doniella reported on voting issues relating to PBC at Cañada .

11. Closed session discussion of faculty grievances and complaints.

Meeting adjourned approximately 5:30pm.

Appendix: Statement by Candice Nance

Dual enrollment is when high school students take college courses while enrolled in high school. This can be on our campus, through distance ed, on the high school campus before or after school, or on the high school campus during the day. This is an overall benefit for these students. Credits earned may be applied in both systems for students.

In October of 2015, AB 288 (Holden) was created to allow district-to-district dual enrollment agreements called College and Career Access Partnerships (CCAP). This is a formal MOU that has to be presented at two open board meetings of both districts. Our district just happened to have our two be presented at the two summer board meetings earlier this year. This allows for a new option for Dual Enrollment and does not replace existing models. It is important to note, CCAP agreements must comply with local collective bargaining agreements.

Here is a summary slide from this year's ASCCC Curriculum Institute:

(Side note: this could have an impact on English/Math/AB705.)

The issues impacting AFT are:

- 1 CCAP agreements must comply with local collective bargaining agreements. AFT should be concerned about supporting and documenting the hiring process and minimum qualifications for these agreements, in collaboration with the local senate.
- 2 If a high school teacher is hired to teach the class at the high school, when does their local high school union represent them versus AFT? Which contract do we use and when?
- 3 As in instance above, what happens when SMCCD's calendar doesn't align with the local high school's calendar in terms of days in service, holidays, etc?
- 4 What is the impact on adjunct faculty, including load, seniority and rehire rights?

5 How are high school teachers, who are hired as college adjuncts, reviewed and how do you handle their assessments?

The process is not well documented at Cañada and I'd be interested to learn if the process is more supported at CSM and Skyline. As an impacted faculty member in business, I am caught in the middle of a college that has no process and having to increase my workload to figure it out as I go. College administration needs to move quicker on a task force to help solve these issues and document a clear dual enrollment process and procedure. As a faculty member, I shouldn't have a large role in determining the process but should instead have the ability to provide feedback on what college administration proposes we do.

I'm also very concerned because I've heard (but not seen directly) that my BUS 100 course is listed on an MOU under two teacher names down at Carlmont High School in Belmont. While I've started working with one of the two teachers on my own time, I don't know the other teacher and I don't know what process to follow. What exactly needs to be checked, other than minimum qualifications to make sure this class meets our standards? Course Outlines of Records? Does that go to the Curriculum Committee?

Especially concerning is that when I observed the two sections of the one teacher's classes at the high school, students had clearly already been told that they were receiving college credit for this course. Yet we, Cañada, have not hired the faculty member nor did a hard check on his qualifications.

Thank you for listening to my statement. I hope that AFT takes the lead on opening discussions with the district and our three colleges to ensure that faculty members are being appropriately represented.

Many thanks for your time,

Candice Nance
Business Faculty and Department Chair