

## SALARY COMPARISONS

# While SMCCD administrators' salaries are ranked #1 in the state, full-time and part-time faculty salaries are in the middle of the pack among Bay 10 districts; Meanwhile, the number of district administrators increased 55% since 2012

by Eric Brenner, Advocate Editor

How do our district's administrator, full-time and part-time faculty salaries compare to the rankings of other California community districts statewide and within the Bay 10 districts? And how has the headcount of the number of administrators as compared to full-time faculty in our district changed in recent years? To answer these questions, we researched the latest data available from a number of sources including the California Community Colleges Chancellor's Office Data Mart, the Association of California Community College Administrators' annual Salary Survey, the California Federation of Teachers' annual Salary Comparisons and the Santa Rosa All Faculty Association's annual Salary Study. Our findings are pretty striking!

Quite impressively, **the average salary for all of the educational administrators in our district (\$198,975) is ranked #1 in the state (!),** based on the most recent (2018) [data from the California Community Colleges Chancellor's Office \(CCCCO\)](#). Looking at the statewide salary rankings for specific administrative positions, **the salaries of SMCCD's Chancellor,**

**College Presidents, Chief Business Officer, and Chief Human Relations Officer -- are all #1 in the state** according to the latest (2018) [Association of California Community College Administrators' survey](#).

## Full-time faculty salaries

While our district's administrators' salaries rank #1 in the state, our **Full-Time faculty salaries** are ranked quite a bit behind the top -- roughly in the **2nd-20th range** (depending on step/column) **statewide**. Among the Bay 10 districts, our FT faculty salaries are ranked behind Marin, Ohlone, San Jose and West Valley/Mission at multiple steps/columns, as shown in red in the tables below.

It is worth noting that along with our district, Marin, San Jose and West Valley/Mission are the other "Basic Aid" or "Self-Supporting" districts in the Bay 10 group, so it is logical to compare our salary rankings most closely to these districts. (Since "Basic Aid" districts are funded directly from local property tax income, rather from FTES, "Basic Aid" districts have higher revenues than FTES districts.)

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## Full-time faculty statewide salary rankings among Bay 10 districts

	San Mateo	Chabot	C.Costa	Foothill	Marin	Ohlone	Peralta	SF	SJ	W.V./Mission
MA/step 1	6	27	33	32	17	7	72	28	4	13
MA/step 6	2	17	54	22	19	7	72	24	3	12
MA+60, Step 21	20	34	54	56	11	3	59	26	4	9
Max w/ Doc.	16	25	61	64	7	9	50	36	13	3

(source: CFT Full-Time Salary Comparisons)

Red bolded figures indicate other Bay 10 districts' salary rates ranked higher than SMCCD

Note: The CFT Full-Time Salary Comparisons include salary rates in five separate selected steps/columns from salary schedules from all 72 community college districts in California in effect as of June 2019. The steps/columns included are: Masters Degree, Step 1; Masters Degree +5 Years, Step 6; Masters Degree +30 units +10 Years: Step 11; Masters Degree +60 units +20 Years: Step 21; Highest Salary with Doctorate. We omitted the MA +30 units data in this table because SMCCD does not have that column on our schedule.

## CONTRACT NEGOTIATIONS

# Amping up the campaign for a fair contract

by Paul Bissember, AFT 1493 Executive Secretary & Katharine Harer, AFT 1493 Vice President

After over 8 months of bargaining, without making much progress on the major issues affecting SMCCD faculty, AFT 1493's Executive Committee felt it was time to go out and speak with our colleagues. We wanted to hear from faculty about their priorities and work together to decide which steps we can collectively take to win a fair contract.

We started by holding Negotiations Town Halls in late September at each campus to provide updates and get important feedback from our colleagues. Next, we organized our first Negotiations Outreach Drive at Skyline College during the week of October 7th. The drive at Skyline was just the beginning; we'll be holding similar outreach drives at CSM and Cañada in November.

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## CONTRACT NEGOTIATIONS

# Bargaining Update

*The following is a significantly shortened version of the full report posted on the [AFT 1493 Contract Negotiations Update webpage](#). Please check the website for much more details.*

At the last bargaining session on October 8, we received responses regarding the Counselor caseload proposal, and on reassigned time for AFT business. We also had discussions on part-time parity, and faculty complaints and investigations. Finally, we presented a counter proposal on binding arbitration.

## Counselors' Caseload Proposal

At the previous session, counselors presented their proposal to update contract language to reflect current duties and responsibilities, while setting a clear limit on counselors' caseloads. Unfortunately, the district's team outright rejected the counselors' proposal and offered no counter. We expressed our frustration at the district's response to the counselors' proposal. Counselors have made it clear that changes need to be made. We informed the district's team that we would bring this back to counselors and work with them to develop next steps.

## Faculty Complaints and Investigations

While we had a good back and forth discussion about contract language relating

to faculty complaints and investigations, the district's team explained that whatever we decide on, they would want to exempt it from the grievance process. Our team argued that if this language is not subject to a grievance process, it would be useless as there would be no way to enforce any negotiated procedures.

## Binding Arbitration

We submitted a counter proposal on binding arbitration. Instead of excluding almost all of the contract, as the district originally proposed, we proposed only excluding tenure review decisions from binding arbitration and set a cap of the number of arbitration cases to 3 per year.

## Compensation - Part Time Parity

The district's team asked why we set Part-Time pay parity at 85% and our Chief Negotiator explained that he actually calculated the instructional work of Part Time faculty is around 87%, but we proposed 85% to make progress towards parity. The district's team expressed skepticism that part time faculty do 87% of full time faculty work, to which we replied that full time faculty are over-worked and that we need to set a limit. □

## The Advocate

*The Advocate* provides a forum for faculty to express their views, opinions and analyses on topics and issues related to faculty rights and working conditions, as well as education theory and practice, and the impact of contemporary political and social issues on higher education.

Some entries are written and submitted individually, while others are collaborative efforts. All faculty are encouraged to contribute.

*The Advocate's* editorial staff, along with the entire AFT 1493 Executive Committee, works to ensure that statements of fact are accurate. We recognize, respect, and support the right of faculty to freely and openly share their views without the threat of censorship.

## AFT 1493 discourages full-timers from taking on excessive overload

The following resolution was passed at the December 6, 2017 AFT 1493 Executive Committee meeting:

Whereas economic instability affects the employment status and livelihoods of part-time faculty in the SMCCCD,

Be it resolved, that the AFT 1493 Executive Committee recommends that full-time faculty members **seriously consider refraining from taking on excessive overload in situations where part-time faculty will be displaced from courses to which they would have otherwise been assigned.**



**While our administrators' salaries are ranked #1 in the state, our full-time faculty salaries rank below the top tier of Bay 10 districts and our part-time faculty salary rankings are in the lower half of Bay 10 districts; Meanwhile, the number of SMCCD administrators increased 55% since 2012**

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### Full-time faculty statewide salary rankings among Bay 10 districts

	San Mateo	Chabot	C.Costa	Foothill	Marin	Ohlone	Peralta	SF	SJ	W.V./Mission
<b>Max Highest Non-Doc</b>	<b>17</b>	<b>30</b>	<b>54</b>	<b>21</b>	<b>6</b>	<b>5</b>	<b>23</b>	<b>27</b>	<b>23</b>	<b>2</b>

(source: [Santa Rosa All Faculty Association \(AFA\) Study](#)) **Red bolded figures indicate other Bay 10 districts' salary rates ranked higher than SMCCD**

Note: The AFA Study includes salary rates for 36 steps just at the Highest Non-Doctorate class (HND) from all 72 community college districts in California in effect as of 2019. For brevity, we only included the *Maximum* Highest Non-Doctorate step in this table. SMCCD's rankings for all HND steps ranged from #6 statewide at step 9 to #21 statewide at step at step 22.

### Part-time faculty salaries

Our **part-time faculty salaries** (according to the CFT's 2018-19 comps) are ranked **22nd** (MA / step 1), **14th** (MA / step 5), **11th** (MA+30 units / step 10) and **17th** (highest salary without PhD) **statewide** (according to the CFT 2018-19

survey.) **In the Bay 10 districts our part-time salaries rank behind Chabot, Foothill, Marin, SF, San Jose and West Valley/Mission.** We are roughly in the same range as Contra Costa and Ohlone and only significantly higher ranked than Peralta. See the details in the table below.

### Part-time faculty statewide salary rankings among Bay 10 districts

	San Mateo	Chabot	C.Costa	Foothill	Marin	Ohlone	Peralta	SF	SJ	W.V./Mission
<b>MA/step 1</b>	<b>22</b>	<b>10</b>	<b>23</b>	<b>5</b>	<b>1</b>	<b>17</b>	<b>58</b>	<b>3</b>	<b>6</b>	<b>4</b>
<b>MA/step 5</b>	<b>14</b>	<b>9</b>	<b>25</b>	<b>6</b>	<b>1</b>	<b>15</b>	<b>53</b>	<b>5</b>	<b>4</b>	<b>2</b>
<b>MA+30 / step 10</b>	<b>11</b>	<b>8</b>	<b>19</b>	<b>6</b>	<b>1</b>	<b>15</b>	<b>31</b>	<b>7</b>	<b>4</b>	<b>3</b>
<b>Highest w/o PhD</b>	<b>17</b>	<b>12</b>	<b>13</b>	<b>7</b>	<b>2</b>	<b>18</b>	<b>10</b>	<b>3</b>	<b>5</b>	<b>4</b>

(source: [CFT Full-Time Salary Comparisons](#)) **Red bolded figures indicate other Bay 10 districts' salary rates ranked higher than SMCCD**

Note: The CFT Part-Time Salary Comparisons include pay rates in five separate selected steps/columns from salary schedules from all 72 community college districts in California in effect as of June 2019. The steps/columns included were: Masters Degree, Step 1; Masters Degree Step 5 or 9th Semester; Masters Degree +30 units, Step 10 or 19th semester; Highest Salary without a Doctorate.

### Number of administrators compared to full-time faculty

Not only are administrators' salaries in our district the highest in the state, but the number of academic administrators has increased significantly over the last 7 years (according to the California Community College Chancellor's Office Data Mart's "Employee Category Headcount Distribution by District/Primary Location," as shown in the chart at left.) In 2012, SMCCD had a total of 29 academic administrators and 318 full-time faculty in the district. By 2018, the number of academic administrators in the district had jumped to 45, a **55% jump from 2012 to 2018**, while the number of full-time faculty had increased to 362, a 14% rise from 2012 to 2018.

Given that our district has a healthy budget and has provided our administrators with the highest salaries in

### SMCCD Employee Headcount

	Academic Administrators	FT Faculty
2018	45	362
2017	38	353
2016	42	338
2015	40	333
2014	38	338
2013	31	319
2012	29	318

#### Summary:

**Administrators: 55% increase from 2012 to 2018**

**Faculty: 14% increase from 2012 to 2018**

Source ([CCCCO Data Mart](#))

the state, it is time that our colleges' full-time and part-time faculty salaries should be comparably top-ranked!

## With slow progress in negotiations, the campaign for a fair contract is heating up

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### What is an Outreach Drive?

An outreach drive is a method of union organizing where volunteers (Executive Committee members, CFT organizers and, most important, faculty members on each campus) visit colleagues in pairs to engage in conversations. It gives us a chance to talk with one another -- to hear one another's stories and experiences of working in the district and to identify issues, concerns, and ways to bring about positive resolutions.

In the outreach drives, our volunteers also provide faculty with negotiations' updates, collect feedback on bargaining priorities, and ask members to fill out blue "Count on Me" cards. These cards allow us to assess ways each faculty member can get engaged in collective action to win a contract that meets the needs of all faculty members. Our aim is to hear from as many members as possible across the district.

### Common theme: Excessive workload

Many faculty members we spoke with expressed concerns about excessive workload. As one instructor asserted, "There needs to be clear expectations, and limits, on our professional duties and responsibilities." Another faculty member brought up student learning outcomes, which is commonly mentioned when faculty discuss their overloaded schedules. "SLOs were pushed by those at the top and has led to an increase in bureaucracy over the years. I don't see how SLOs help with our teaching. While I have support in my department with SLOs and other tasks, many others do not, and it makes them want to retire early." Another instructor talked about their overly large classes: "I teach classes with over 90 students that could be broken up into smaller classes to better serve my students, and that could allow for full-time employment. The district won't do this because they know they save money. The administration seems to be spending money on so many things, but not investing in faculty."

As we walked the campus at Skyline wearing our bright red union T-shirts, many faculty members greeted us and began talking about their working conditions, their exhaustion at being pulled in too many directions, their frustration with the behavior of deans and upper administration, and their hope that we can win a fair contract. We waited outside the doors of classrooms while faculty members spent extra time helping their students and walked with colleagues to meetings because they had no free time in their schedules, but they wanted to talk about the issues that mattered to them.

### Part-time faculty express frustrations

We met with many part-time faculty members, who raised various issues specific to adjuncts. One part-timer talked about the problems of commuting to multiple colleges and the minimal medical coverage: "I'm a freeway flyer. I



Some of the faculty activists participating in the outreach drive at Skyline were (l. to r.) Jacquie Escobar (Counseling), Rika Yonemura-Fabian (Sociology), Lachlan Batchelor (CFT), Nick Langhoff (Engineering), Tina Watts (Child Development), Paul Bissember (AFT 1493 Executive Secretary), Valarie Bachelor (CFT)

also teach at S.F. State and De Anza. I wish I had more opportunities to teach here so I didn't have to commute all over the Bay. At S.F. State, if you are part time and teach 2 classes you receive benefits. Why can't we have that here?" The most common theme among adjuncts was pay parity and some full-time faculty also expressed support for addressing the part-time parity issue: "It's a problem that part-time faculty get paid so little compared to us full-time faculty, even as they do comparable teaching work." Although many part-timers raised their concerns with us, most were reluctant to talk about any of their problems publicly: "As an adjunct faculty, I'm afraid to speak up about issues because of possible retaliation."

Many faculty members we heard from also expressed frustration with deans and upper management who don't seem to really understand how much faculty do and how hard they work. As one counselor said: "I wish the administrators could walk a day in our shoes to learn more about all the work we do. It would be good to identify ways to collaborate with our instructional faculty to better understand our working conditions and build support for each other and our students."

During the Skyline outreach drive we:

- Covered 21 outreach shifts over five days with 15 different volunteers
- Spoke with over 50 faculty members and gathered feedback around contract priorities

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# Equal pay for labs: SMT faculty members share their thoughts

by Katharine Harer, AFT 1493 Vice President

During this current round of bargaining, a group of Art & Music faculty at Skyline wrote up a proposal for our Executive Committee and our AFT bargaining team to consider: to assign the same load credit for labs across disciplines. As the contract reads currently, science is assigned a larger load credit for teaching labs than art and music, or PE for that matter. In this short article, we'll focus on the principle of "parity" rather than parsing the numbers. Note: AFT's negotiations with the district on lab rates are still unresolved as of this writing. ([See the latest Negotiations Updates at AFT1493.org.](http://AFT1493.org))

Nick Kapp has taught in the SMT division at Skyline for 23 years. He teaches biology and biotechnology, both of which have labs. Nick teaches the BTEC Series: 170/171, 150, 210,220 as well as biology courses 215, 230 and 240. Nick told us: "I find that I like the lab classes because they involve a lot more student interaction." He added, "We need to value the work that people do. Most people have the idea that lab instructors are sitting at a desk just ensuring safety of the lab class. It is thought that the classes run themselves as students do "cookbook" instructions for their activity, but

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- Collected 58 "Count On Me" cards detailing actions faculty would take to win a fair contract
- Signed up 15 new COPE (Committee on Political Education) members (who donate a few dollars from their pay checks to a fund that supports pro-faculty Board of Trustees candidates)

## We're counting on you

We will continue reaching out to faculty to continue to provide updates, and gain feedback regarding bargaining and other issues. Our next outreach drives are planned for the week of November 4th at CSM and then during the week of November 18th at Cañada! Feel free to reach out to [bis-semester@aft1493.org](mailto:bis-semester@aft1493.org) if you are interested and able to volunteer for a couple of hours to help us reach all of our faculty!

Please continue to show your support for AFT's contract proposals:

- Remember to wear your AFT 1493 T-shirts on contract negotiations days. The next bargaining session is on **November 5**.
- Please post a "Faculty deserve a fair contract!" door placard on your office door. (If you need a placard, contact your college Chapter Chair or Co-Chair.)
- Keep an eye out for other upcoming activities and events where faculty can support our proposals. ■

this is no longer the case." When asked specifically about the principle of parity for lab load credit, Nick stated:

"The idea that doing science is harder or of more value than art is a fallacy. Labs take a fair amount of planning to ensure that things will work, as well as to prepare the student for the background of what they'll be doing. After the lab, there's reflection and analysis about what was done and what it means for the class. Many people think that the active learning that goes on in a lab is important.

Labs already have a factor in them. Typically, labs require 3 hours of face time with students for every 1 unit. On top of that, these units have a factor of 0.8 or lower depending on the discipline. I think it is time we take this original 3 to 1 ratio and make the units equal."

Another issue that Nick addressed is the impact of an increased load credit on part-time faculty: "The last problem that we have is the load for part-timers. It is possible that part timers will hit their max and not be able to teach as many classes. We will need to look into this."

Emilie Hein has taught Physics in the SMT Division at Skyline for five years, and she just transitioned to a full-time position. She's taught almost all of the Physics courses offered at Skyline. Emilie told us: "My load is currently evenly split between lectures and labs, but it was more lab-heavy in the past. Courses I teach or have taught include: PHYS 105 (Conceptual Physics lecture), PHYS 106 (Conceptual Physics lab), PHYS 210/210 (two semesters of General Physics, which include lecture and lab), PHYS 250/260/270 (three semesters of calculus-based Physics, which include lecture and lab), PHYS 211/221 (calculus supplements 1 and 2, lecture only)."

When asked about the principle of parity, Emilie stated, "I highly value the work of my art and music faculty colleagues and support their effort to achieve parity for the lab load credit they deserve. My concern with this process is in how it may affect adjunct lab instructors of all disciplines. A load credit increase may result in a reduction of the number of courses they would be able to teach, which would translate into a loss of income."

Clearly the two science faculty members we interviewed are supportive of the principle of parity for labs across disciplines; at the same time, both are concerned about the impact on our part-time faculty members. AFT 1493 supports the principle of parity and we're opposed to dividing faculty by discipline. AFT 1493 negotiators are also aware of how lab load credits affect adjunct lab instructors and are definitely taking these factors into consideration as they bargain on pay for labs.

We are interested in other faculty members' opinions on the question of lab load credits. Please send your thoughts to Advocate Editor Eric Brenner at [brenner@aft1493.org](mailto:brenner@aft1493.org). ■

ADMINISTRATION-STAFF RELATIONS

# AFT and CSEA raise concerns about administrator's intimidating comments at Skyline public forum

At the Skyline Presidential Hiring public forum on October 15, a faculty member who expressed her concerns regarding the College culture and operations was publically called out and intimidated by an administrator. Representatives of both AFT Local 1493 and CSEA Chapter 33 (classified employees union), read messages of concern regarding this incident at the Board of Trustees meeting on October 23.

An abbreviated version of the following message was read by AFT 1493 Executive Secretary Paul Bissember. (The author of the

I make this statement on behalf of the Executive Committee of the faculty union, AFT 1493.

On October 15, 2019, the SMCCD invited all Skyline College employees to a Town Hall meeting to discuss the search for our next college President. In his welcoming remarks, Interim Chancellor Claire encouraged all attendees to speak with candor about the attributes the attendees most wanted in a new president and the challenges the new President would be face upon joining Skyline.

Subsequently, several employees stepped forth to say that the new President would need to be ready, willing, and able to address a campus climate which has some real positive aspects and also is characterized by a fears of bullying and retaliation by supervisors against employees, experiences of a lack of inclusion, and an obvious lack of transparency and democratic decision making. It is important to note that all but one of the non-managerial employees who had the courage to speak up were women, most were women of color.

Next the Executive Director of the Equity Institute, responded to these comments in way that has been described by attendees as "aggressive", "targeted", "vitriolic", and "unprofessional". In his lengthy retort, after voicing his strong disagreement that bullying or silencing occurs at Skyline College, he specifically and loudly singled out two of the prior speakers by name, both of whom were women. He criticized their comments and suggested that their comments were off the mark and/or part of a pattern of complaints by the speakers. He also used the phrase "first world problems" to describe his opinion of the comments raised by employees. The effect was harmful, hurtful, and immediate: no non-managerial spoke up again at the meeting. This is unsurprising - few people will volunteer to be insulted or yelled at in the workplace. Furthermore, none of the upper level administrators present at the time intervened and in the week since there has been no communication about the incident.



AFT 1493 Executive Secretary Paul Bissember reads statement of concern to the Board

As this District is well aware, it is a violation of a California law for an employer to fail to take all reasonable steps necessary to prevent discrimination and harassment from occurring at work. We believe, given the tenor, tone, and words used by Executive Director Hotep, that the events of October 15, 2019, created an unsafe work environment and present a potential legal violation. Even if you disagree, we are confident that you seek the same end as do we: that all employees of the District, regardless of high pay or high title, will be held to account for basic standard of respectful, civil, and collegial communication.

This confidence is built on the foundation you have built, specifically:

The Board's Employment Philosophy which states "The Board subscribes to the principles of equal treatment and fairness",

The Board's "unwavering belief that universally all humans have inherent value and every person should be treated with dignity and respect", and

The Board's "expectation" that the "District's colleges be community focused institutions where students, faculty, staff and the general public participate without fear or concern for retaliation or intimidation."

Thus, the Executive Committee of AFT 1493 respectfully requests that the District and the Board of Trustees fully investigate this matter and commit to take all reasonable steps to ensure that the Board of Trustees' Core Values and Principles guide your response to this unfortunate and ugly incident.

The following message was read to the Board by Linda Allen, CSEA Chapter 33, 2nd Vice President, Skyline.

I am here today on behalf of several classified staff at Skyline College.

On Tuesday October 15, 2019 during the Skyline Campus Town Hall Meeting, several individuals had expressed their personal thoughts and concerns on various issues from a hydration station and air conditioning in Building 5 to concerns about Building 12.

In response to these comments, the Executive Director of Equity erupted into a profanity-laced rant putting down the ideas and personal thoughts of individuals who had spoken during the forum.

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# Invited but unpaid: The adjunct faculty dilemma

By Jessica Silver-Sharp, AFT 1493 Secretary, Adjunct Librarian, Skyline & Cañada Colleges

When I was a new adjunct on campus several years ago, I attended just about everything I was invited to. While this helped me get up to speed on my new job and I met wonderful people, almost immediately my part-time job threatened to become full-time. The majority of these “optional” events, forums, trainings and meetings were unpaid.

During the first two weeks of October, my email inbox was once again completely flooded with invitations to events, trainings and forums I should know about. Our 600 or so part-timers in the District probably experienced the same. Because I work for two of our campuses, I was invited to:

Accreditation Open Forum and Accreditation Team Exit report, Skyline 50th anniversary events (I’m on the Committee), webinars recommended by colleagues and directly related to my job, Unconscious Bias training, various Council meetings, Academic Senate, Division meetings in my two divisions, an All Staff meeting in one my divisions, a Faculty meeting in one of my divisions, October 9th Flex Day at two campuses, CCTL’s First Flex Fridays, District Professional Development workshops, planning meetings for UndocuWeek. I was also invited to visit a free community market, a faculty art exhibit, events at my Library on days I don’t work, and to office hours with my Deans at each college and with one of my VPIs. I was even invited to get a flu shot!

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There was an online article from the Palo Alto Daily Post which garnered 84 mostly negative comments about the management of this District and Skyline in particular, and this administrator continued to verbally strike out against anyone who had posted an anonymous comment. During his loud, demeaning and profanity-laced rant none of the administrators in attendance: The Interim Skyline College President, Skyline College Vice President of Instruction, Director of Human Resources, Cañada College President and Interim Chancellor, interceded and asked that comments remain professional or respect the voices of our colleagues. It was only after a faculty member tried to calm the situation (she was verbally attacked as well) that the Skyline VPI also spoke up. This is the exact type of offensive behavior that has created fear among classified staff, silenced their voices, and why people felt the need to make anonymous comments online.

A couple years ago, full-time Skyline instructor Jesse Raskin, an Academic Senate leader, wrote an article for The Advocate about his workload that kept my head spinning for days. I know that adjunct faculty are not alone in feeling overwhelmed at the sheer volume of things happening at our campuses and the quantity of events and training we’re “invited” to attend. But for salaried full-timers, these trainings are part of a full-time work week; for adjuncts they are largely unpaid.

The AFT and our Senates regularly advocate for adjuncts to be paid for all the work they do. In fact, the union is bargaining for that right now. But we have a role to play, too. As adjuncts, if we want to attend more of the events we’re invited to with pay, we can speak to our deans or supervisors and make a case for our participation as the team players we’re expected to be. We can also enlist tenured full-time colleagues to ask on our behalf, helping to remind supervisors that adjuncts are part of the team, that our participation matters. I’ve been successful trying both methods. I didn’t get what I asked for every time, but I got a lot more than I would have if I hadn’t tried. The more of us who advocate in this way, and the more frequently we ask, the greater the impact we can make. Imagine the effect that 600 part-timers might make. We have to try. ■

It is concerning that once this administrator completed his rant, the Interim Chancellor thanked him for his passion and again did not remind the group to be professional or respectful of others or do anything to signal this behavior was not ok.

I was contacted by several classified staff at Skyline College who related to me they feel even less comfortable speaking up now.



Linda Allen, CSEA Chapter 33, 2nd Vice President, with CSEA supporters, reads statement of concern to the Board

Board Policy 4.45. 6 (h) Discourteous, offensive, or abusive conduct or language toward other employees, students, or the public is reason for Dismissals or Disciplinary Action.

CSEA has similar language for disciplining our members who engage in this sort of offensive conduct.

We hope we can count on the Board to hold administrators to the same standard of conduct the rest of our District employees are held to, so we don’t continue the bullying, intimidation and feelings of retaliation your frontline employees feel right now. ■



SUPPORTING OUR STUDENTS

# AFT 1493 endorses and supports UndocuWeek

By Jessica Silver-Sharp, AFT 1493 Secretary & Doniella Maher, Cañada Chapter Co-Chair

AFT 1493 Executive Committee (EC) voted to endorse UndocuWeek, a week of action -- October 14 to 18 -- to raise awareness and visibility of hundreds of undocumented students on our campuses. Our union recognizes that our students need to know that we support them and their fight for education, especially during a period of increased attacks and marginalization.

As part of UndocuWeek, Cañada College EC members joined students and faculty at several of the activities coordinated by the Dreamers Task Force and the Dreamers Student Club including a collaborative art project and a screening of Jose Antonio Vargas's film Documented, which was attended by almost 100 students. AFT 1493 also contributed snacks for activities. Following the film, instructors led class discussions on the film's major inquiry: "How do YOU define American?"

A full week of UndocuWeek events at Skyline College, coordinated by tireless Dream Center leader Pamela Ortiz Cerda, also saw many AFT EC and regular members involving their students in awareness and empathy events. Skyline personal counselors and Peninsula Humane Society volunteers with therapy dogs were on hand for emotional support on Thursday. On Friday, Sociology professor Rika Yonemura Fabian and English professor and Puente leader Lucia Lachmayer joined Ms. Cerda, SparkPoint Director Chad Thompson and librarians Jessica Silver-Sharp and Pia Walawalkar in hosting students at the Library to build a "Wall of Support for Undocumented Stu-

dents" with paper flowers and protest posters. Students also wrote and posted their "immigration stories" to the Wall. AFT and Skyline College Library provided snacks and modest outreach funds toward the week's events -- too many to describe in this article -- while ASSC generously provided the primary financial support for the week. □



Above, students wrote their "immigration stories" and posted them to the "Wall of Support for Undocumented Students" (below)



## AFT 1493 Exec. Committee / General Membership Meeting:

Wednesday, Nov. 13th, 2:30 p.m.,  
Cañada, Building 3-104

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