



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting  
December 9, 2020  
2:30pm-5:00pm  
By Zoom**

**EC Members Present:** Joaquin Rivera, Jessica Silver-Sharp, Katharine Harer, Monica Malamud, Teeka James, Eric Brenner, Doniella Maher, Rika Yonemura Fabian, Salumeh Eslamieh, Bianca Rowden-Quince, Steven Lehigh, Rudy Ramirez, Anne Stafford, Marianne Kaletzky (Executive Secretary)

**Members Present:** Nick DeMello, Annie Corbett, David Lau, Shaun Perisho, Minham Nguyen, Masao Suzuki, Thomas Broxholm, Sue Broxholm, Dr. Shulamit Hoffman, Don Uy-Barreta, Tabia Lee, Ame Malone, Cindy Moss, Diana Tedone-Goldstone, Karen Vanuska, Nicole Porter

**Facilitator:** Doniella Maher

The meeting commenced at 2:37.

**1. Welcome and Introductions**

**2. Statements from AFT members (non-EC members) on non-agenda items**

- a. A full-time faculty member from Skyline reported their Dean is citing contract provision 6.1 limiting overload by full-time faculty as a reason for not offering a Spring 2021 course, as their specialty department lacks adjuncts qualified to teach the night classes. Faculty member is being denied overload.
  - i. Chapter chairs to contact Dean to explain how that language in contract was not intended to be prohibitive in this way.
- b. A CSM faculty member reported on problems faced by temporary full-time faculty: "We are treated as a second class of faculty, we live in fear, we can't speak as freely as others, there are Title V violations."
  - i. Chapter chair to work with member and contact CSM Academic Senate.

**3. Negotiations update.** Joaquin Rivera and Monica Malamud reporting.

- a. After District was unavailable to negotiate after Oct. 22, AFT's negotiations team met with District Dec 8, 2020 and presented Spring MOU proposal & parity req's.
- b. Proposed Spring 2021 MOU mirrors Fall 2020 MOU with these additions:
  - i. District should reduce enrollment caps by 25%/ improve large classes.

- ii. Tenured faculty evaluations and adjunct evaluations should be canceled during Spring, resuming when campuses re-open. Newly hired part timers will be evaluated during Spring.
- iii. Librarian evaluations to be modified as suggested by librarians.
- iv. Faculty should be paid \$1500 for course conversions to distance ed.
- v. Other training (beyond QOTL) should be compensated at hourly rate.
- vi. District should continue to provide parental leave benefits.

**4. Info. Session and Q&A: AFT's Proposals for Part-time Pay (including definitions of the "mirrored schedule" and "85% parity").** Rika Fabian & Katharine Harer reporting.

- a. AFT has sent series of action network messages/fact flashes re. to pt parity.
- b. Discussion on the health insurance premium stipend
  - i. Stipend more advantageous for adjunct faculty working at one college. Members should be able to add their loads at multiple colleges to qualify for one community college health benefits plan.
  - ii. Annie Corbett and Jessica Silver-Sharp to research whether part-time faculty can buy into District health plan.
  - iii. Faculty who cut back on teaching often find selves no longer eligible for medical premium reimbursement. Faculty working less than 40% should receive a partial premium reimbursement, not all or nothing.
  - iv. CFT has priority to achieve legislation allowing all part-time faculty to buy into a health insurance group plan especially for adjuncts.
- c. Discussion on "mirrored" pay schedule where adjunct schedule mirrors full-timers
  - i. Members requested to help educate colleagues on the benefits of a mirrored schedule for part-timers & make public comments at BOT mtgs.

**5. CAT update.** Katharine Harer and Rika Fabian reporting.

- a. CAT members have taken a number of actions toward part-time parity.
  - i. Held small meetings with Board members, sharing packets of data showing how poorly our district has been treating part-timers.
  - ii. Conducted flash message campaign: email to all faculty containing adjunct facts extracted from AFT's Fall faculty survey, sent twice weekly.
  - iii. Organized members to speak out at Board Meetings.

**6. Anti-Oppression Committee (AOC) update (including progress on smaller class size resolution).** Doniella Maher reporting.

- a. AOC includes faculty and students across the district, working on multifaceted issue of class size, relating it to student equity goals and proposing solutions.
- b. AOC members presented [resolution](#) to BOT, asking for participatory governance process to address issue of class sizes by course/discipline instead of leaving decisions to administrators.
- c. AOC student members also presented on how large classes affect their educational achievement/ well-being.
- d. AOC student members surveyed their peers, receiving 300 responses showing how large class sizes have affected them diversely.

- e. The BOT maintains class size is a “contract issue” although it’s not currently being negotiated. Districtwide flex day session on this topic at Canada College.
- f. AOC welcomes all faculty to meetings, generally Fridays at 2:30pm.

**7. Discussion about collaboration with District Academic Senate.** Rika Fabian reported.

- a. Three task forces recently formed that AFT might consider membership on.
  - i. **Evaluation Task Force** to begin meeting regularly Feb. 2021 and complete proposed revisions by May 2021. Includes sub-task force of librarians. Resulting proposals to go through negotiations process. Special focus mtgs and EC discussions to address Task Force’s work in progress are recommended.
  - ii. **Professional Development Task Force** will look at the application process at each campus and how each grants funding differently, including the possibility of using rubrics, and how to integrate language from grid in [May 2019 Advocate article](#). Task force will need EC input.
  - iii. **Class calendar taskforce.** EC to sit out task force during Spring 2021

**8. Briefing on Skyline College Climate Survey Report.** Jessica Silver-Sharp reported.

- a. Summarized some of the findings of [this report](#), published March 30, 2020 and released in Nov. 2020 by Skyline College President Moreno.
  - iv. Discussion of prevalence of redactions and questions about accountability of administrators for major problems cited by the report.
  - v. Dr. Nicole Porter shared her belief that by releasing the report, President Moreno sought transparency; that Skyline is making changes to improve climate; that other troubling incidents predated Hotep “trigger” incident.

**9. Discussion of Advocate format.** Eric Brenner reporting.

- a. Proposal to move Advocate to web based (online only) format, ending pdf formatted newsletter and providing shorter articles, more timely communications through improved email version.
- b. Printed newsletter is powerful but less useful during campus closures; faculty are reading newsletter less.
- c. EC voted unanimously to cease the pdf format of the Advocate during campus closures with option to publish print articles as needed, especially for organizing.

**10. Elections update and logistics.**

- a. Ballots are being mailed this week and in person vote count to take place in Dec.

**11. Approval of November Meeting Minutes**

- a. The November 4, 2020 EC minutes unanimously approved.

**11a. [added]: EC members on non-agenda items:**

- a. Question: What boxes to check on evaluation summary form for full time temp faculty? Answer: Mark “B.”
- b. BOT minutes have not been posted since February 2020. Members noted that posted video recordings of sessions do not substitute for minutes.

**12. Closed session.**

**The meeting adjourned at 5:25p.m.**