



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting
April 14, 2021
2:30pm - 5:00pm
By Zoom**

EC Members Present: Doniella Maher, Jessica Silver-Sharp, Annie Corbett, Teeka James, Shaun Perisho, Joaquin Rivera, Evan Kaiser, Joshua Avera, Katharine Harer, Monica Malamud, Bianca Rowden-Quince, Salumeh Eslamieh, David Lau, Eric Brenner, Steve Lehigh, Timothy Rottenberg, Michael Hoffman, Rika Yonemura, Kolo Wamba, Marianne Kaletzky (Exec.Sec'y)

Members Present: Nathan Jones, Jenna French, Zhanna, Pate Hui, Lindsey Ayotte, T. Lee, Masao Suzuki, Danielle Pelletier, Cindy Moss, Lia Thomas, Sumathi Shankar, Anne Stafford, Amy Sobel, Amanda Barden, James Clifford, Mandy Lucas, Dan Ghiorso, Edward Carrigan, Ana Miladinova, Gampi Shankar, Lee Miller, Anna Miladinova, James Wong, Lorraine Barrales-Ramirez

Facilitator: Doniella Maher

The meeting commenced at 2:35pm.

1. **Introductions**
2. **Non-EC members on non-agenda items.** None.
3. **EC members on non-agenda items.** None.
4. **Overview of tentatively agreed contract for 2019-2022 and EC vote on whether to recommend ratification to membership*** Joaquin Rivera reported.
 - a. Reviewed highlights of the tentatively agreed contract, also described [here](#).
 - b. AFT will hold a faculty forum on April 28 to provide information and respond to questions. Members will vote to ratify the contract in early May, followed by the Board of Trustees' vote on May 12.
 - c. Faculty in attendance voiced questions related to the contract's provisions, especially around parity and pay. Answers follow:
 - i. Projected parity increases: after 2021, we'll be at approximately 69/70% parity, by 2022 up to 74%. At this time, percentages are estimates only.
 - ii. Non-instructional faculty will not see more steps on their salary schedule but will receive the cost-of-living allowances.
 - iii. New contract provisions go into effect in Fall 2021 except for salary increases and increases to medical caps for FT faculty and to medical

reimbursements for PT faculty, which are retroactive to Fall 2019.

Instructional faculty will see their new rate of pay reflected in their May 2021 paychecks. The date for retroactive salary payments is unknown.

- iv. Pension benefits for faculty who are using their 2019-2020 and/or 2020-2021 salary for final compensation calculations will be based on updated salaries which includes the negotiated salary increases.
 - v. For instructional adjuncts the new salary schedule will mirror the full time schedule with 25 steps. Faculty who've been at step 11 for 3 years will be moved to step 14 initially, and then move up one step per year until we reach 85% parity; then the methodology for increasing steps will change to a mix of load and time.
 - vi. Adjunct faculty remain ineligible to continue to claim the medical insurance premium reimbursement if their classes fall below a 40% load as a result of class cancelations.
- d. The EC approved the Tentative Agreement unanimously.

5. Update on upcoming negotiations for Summer/Fall 2021 MOU

- a. AFT is beginning the process for drafting a new MOU regarding continued remote instruction for Summer & Fall, continuing the provisions of the previous MOU.
- b. Members suggested language around
 - i. Extending family leave benefits and clarifying payment for QOTL classes resulting from District miscommunications that's resulted in CSM course evaluation and payment backlog.
 - ii. Lower, more strictly observed class caps for courses such as math (due to AB705, students need more support) or classes entailing heavy writing (heavy grading work) and extra compensation for larger classes.
 - iii. Vaccines: the District has not yet raised this issue with AFT.
 - iv. Class caps discussion/actions
 - 1. On WebSchedule, some class sizes are reduced but not others; needs to be universal and consistent.
 - 2. AFT should work with faculty to figure out what reducing large class pay would look like. We might have to commit to not offering that extra pay. Might be controversial but important for academic/pedagogical reasons.
 - 3. As a basic aid district there is no connection between enrollment and funding because SMCCCD is not funded based on FTES but by county property taxes. SMCCCD has therefore enjoyed increasing revenues as enrollment has declined and can afford to lower class sizes.
 - v. The AOC will send a class size survey shortly. The CFT is also doing research on this topic that AFT can draw from.
- c. AFT members should email additional priorities, concerns and suggestions to their chapter chairs or Marianne Kaletzky: kaletzky@aft1493.org

6. Hiring and Evaluation of Temporary Full-Time Faculty: Feedback on Board Policy

Monica Malamud reported.

- a. The problem of abuse of temp. full-time faculty positions by the District, previously addressed by AFT without success, is gaining traction.
- b. Description: These are positions created by the colleges that bypass usual hiring processes with the result that these faculty lack protections that other faculty enjoy.
 - i. The District isn't following the Ed Code related to these positions.
 - ii. The District Academic Senate approved a [policy](#) on the topic, scheduled for discussion by DPGC. In addition to Ed Code, policy requires temp full-time faculty to be evaluated as if in their first year of a tenure track position; these faculty can apply if their current positions become ten. track positions; if selected, they would receive one year's credit toward the tenure process; if the position is terminated, they would be automatically added to the adjunct pool.
 - iii. Discussion: Examples of ways that the District has not followed Senate policy and Ed Code in our divisions.
 - iv. Monica Malamud intends to vote yes on the proposed Board Policy.
 - v. If the Board of Trustees adopted a policy on this, the District must follow it.

7. Announcement: Invitation to discuss SMCCD Trustee John Pimentel

Trustee Pimentel has drafted a proposal around the future of our two athletic centers at CSM & Cañada (attached).

- a. Members are invited to join an upcoming conversation by contacting Marianne Kaletzky to be included. Faculty who know the history of our athletics centers are encouraged to join. David Lau expressed interest.

8. Proposal and vote on a process for faculty to evaluate administrators* Monica Malamud reported.

Background: Several years ago, our local, supported by CFT, conducted an evaluation of deans; Chancellor Galotolo shared the resulting data to the college presidents, however President Stanback Stroud refused to share it with faculty. Our district currently uses an administrator evaluation process created by Eugene Whitlock which is ineffective; for example, only a very small number of hand-selected faculty get to evaluate their dean, and the process is not truly anonymous. AFT also tried to gain a new process through negotiations but was told this was outside of AFT's purview.

- a. The Cañada College Senate passed a Resolution, "[Early and Inclusive Evaluation of Administrators and Academic Supervisors](#)" last year.
- b. Monica shared a draft proposal for AFT to provide a survey that would give each faculty member the opportunity to anonymously evaluate either their dean, vp, college president, chancellor or possibly a non-faculty director to influence our District to take administrator evaluations seriously.
- c. The following people are available to finalize and conduct the survey by the end of the Spring semester 2021: Jesse Raskin, Michael Hoffman, Marianne Kaletzky and Rika Fabian Yonemura.
- d. The EC unanimously approved the decision to move forward with the survey.

- e. At the May EC meeting, members will discuss how data gathered can be used.

9. Update on previously proposed member hardship fund. Katharine Harer reported.

- a. In response to feedback from adjunct faculty who lost their health insurance premium reimbursements from SMCCD when classes were canceled, AFT has formed a standing Solidarity Committee to hear from faculty about their emergency needs so that we can help channel resources. Committee to include: Kolo Wamba, Marianne Kaletzky, Monica Malamud, Katherine Harer and Jessica Silver-Sharp. Interested volunteers can contact any of us to join.
- b. As a Committee member, Monica Malamud has created a survey to provide AFT information about whether faculty have been vaccinated or plan to be, and whether they need support to find available vaccine appointments.

10. Contract action team (CAT) update. Katharine Harer & Rika Yonemura Fabian reported.

- a. CAT has been discussing how to communicate new contract provisions to members. A Contract Forum will take place April 28. However, an in person member celebration will not take place due to Covid19 safety concerns.
- b. Eric Brenner will meet with Daly City's Black Lives Matter & Change SSFgroup to discuss future cooperation around events and actions.
- c. CAT is looking into how we might help Santa Clara University faculty to form a union.
- d. Also in discussion about how to gather information for AFT's Summer/Fall MOU.
- e. The San Mateo Labor Council has planned a May Day celebration for those interested on May 1 at 10am. Several CAT members are attending.
<https://www.facebook.com/events/359814005394653>

11. Anti-oppression Committee (AOC). Doniella Maher reported.

- a. As part of its class caps campaign, AOC has drafted a faculty survey on class size/class caps in response to concerns expressed by faculty. The survey was presented to the District Academic Senate (DAS) this week. DAS has agreed to help distribute the survey. AOC meets every other Friday at 11:00-12:30. All members are welcome.
- b. AOC is organizing a May 14 "Sharing Space" virtual safe space forum for challenging gender oppression in the workplace and building solidarity between employees and students. Three Skyline College students are participating. The event includes an anonymous zoom forum for those who don't want to be identified. A student will read statements. Topics will cover helping students connect with personal counselors and for staff/faculty, address experiences that are subject to mandatory reporting. Faculty interested in either AOC or "Sharing Space" may contact Doniella Maher or Rika Yonemura Fabian to get involved.

12. Vote to approve March Membership Meeting minutes*. The minutes were unanimously approved.

13. Closed Session.

The meeting adjourned at 5:12.p.m.