



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, April 13, 2022
2:30-5:00p.m.
By Zoom**

EC Members Present: Joaquin Rivera, Teeka James, Kolo Wamba, Eric Brenner, Katharine Harer, Doniella Maher, Timothy Rottenberg, Evan Kaiser, David Laderman, Jessica Silver-Sharp, Vera Quijano, David Lau, Steven Lehigh, Monica Malamud, Salumeh Eslamieh, Rika Yonemura-Fabian, Marianne Kaletzky (Executive Secretary)

Members Present: Sumathi Shankar, Tamara Perkins, Nick DeMello, David Eck, Arielle Smith, Mandy Lucas, Lindsey Ayotte

Facilitator: Doniella Maher

The meeting was called to order at 2:35pm

1. **Welcome**
2. **Statements from non-members, non-agenda items.**
3. ***Approval of summer organizing reassigned time units for Jessica Silver-Sharp Marianne Kaletzky.**
 - a. Proposal to give 2 units of reassigned time to J. Silver-Sharp for Health & Safety Committee work districtwide during Summer 2022 and in recognition of her work during Summer 2021. Units are available and do not need to be purchased. The motion was approved unanimously.
 - b. D. Maher requested that EC agendaize a fuller discussion on unit distribution so that all three colleges are equally represented with equal resources.
4. **Nominations for elected union officers and delegates for May 2022-May 2024; overview of elections timeline** Teeka James, Eric Brenner, Doniella Maher
 - a. Members asked why AFT cannot conduct elections electronically? CFT does not allow its delegates to be elected by electronic vote; if AFT used electronic voting for our EC slate, we would still need to send paper ballots to elect delegates, which would mean running the election both ways.
 - b. The Election Committee will reach out to all nominees to confirm their interest in serving. Nominations close April 20, 2022.

- c. M. Malamud's availability to serve as President depends on whether she will be teaching abroad and whether we are working remotely next year. No other candidates for President have been identified to date.
- d. Nominations presented:
 - Evan Kaiser and Kiera Travis for co-EC, CSM
 - Timothy Rottenberg for PT Rep, Skyline
 - Kolo Wamba, EC Rep, Skyline and SM Labor Council
 - Rika Yonemura-Fabian for Chapter Chair, Skyline
 - David Lau for Chapter Chair, CSM
 - Tamara Perkins for PT rep, CSM
 - David Lau for CFT convention delegate
 - Monica Malamud for AFT president
 - Vera Quijano for Part-time rep, Canada
 - Katharine Harer & Joaquin Rivera for Co-VP
 - Joaquin Rivera for CFT delegate and SM Labor Council delegate
 - Teeka James for CFT delegate and SM Labor Council delegate.
 - Katharine Harer for CFT Convention delegate and SM Labor Council delegate
 - Salumeh Eslamieh for EC rep, Canada
 - Michael Hoffman for Chapter Chair, Canada
 - Monica Malamud for CFT convention delegate and SM Labor Council delegate
 - Jessica Silver-Sharp for Secretary and CFT Convention delegate
 - Eric Brenner for CFT convention and SM Labor Council delegate

5. Negotiations update and discussion of issues with dual enrollment courses.

Joaquin Rivera. Negotiations have not begun, scheduling remains in progress.

Dual Enrollment:

- a. The District has begun adding the following language to some job descriptions: "Faculty may be required to teach dual-enrollment courses at local high schools and/or participate in campus learning communities."
- b. The union has demanded the District negotiate this and remove all references to Dual Enrollment from job announcements. AFT has involved our attorney in these communications; this work is in progress.
- c. Canada College recently entered into an MOU agreement around dual enrollment with SF State & Sequoia Union HS:
<https://canadacollege.edu/planningbudgetingcouncil/2021-22/memorandum-of-understanding-canada-college-sfsu-suhds-draft-final.pdf>
- d.
- e. Members discussed concerns:
 - i. Adding the DE requirement for some faculty would put them in a status that's different from others they work with who were hired pre-dual enrollment, creating an unfair, two-tier work environment. The requirement is also inequitable; not all faculty can work at alternate locations (ability/mobility, transpo, childcare etc.).
 - ii. The lack of clarity around when and where dual enrollment will be taught gives the District an unacceptable level of discretion in decision making.

- iii. To what extent is a job posting descriptive of our job when it's the contract that dictates our work? How binding are they? Incorrect language in a job posting could discourage applicants. Who is writing job descriptions in this way?
- iv. Currently off-campus assignments are to be voluntary; if teaching DE is in job description, there's passive acceptance that the Dean has the right of assignment, and could require the modality or pressure faculty to "volunteer" during their application process.
- v. Could eliminating "at high school campus" from job descriptions serve as a compromise?
- vi. DE enrollment is at 3500 enrollment/2800 students yet faculty lack a clear view of this program. While DE increases enrollment; some high schools exploit our part-time faculty; full-time teachers are more beneficial for high schools. Regular high school teachers have a clear administrative infrastructure they are plugged into if there are classroom management issues, while faculty teaching dual enrollment are often unsupported. Members discussed some challenging experiences teaching DE at high schools.
- vii. Members agreed that DE benefits students if administered fairly & appropriately.
- viii. CFT is working on DE issues as well, reporting the same problems AFT has heard from SMCCD faculty. What should our local advocate for? More support for faculty? What would a just implementation look like? Which circumstances and conditions would make teaching DE an acceptable option for faculty?
 - 1. Responses: Focus on implementation to make sure assignments are fair. Provide more clarity/bring issue to Academic Senates, whose purview is hiring, so they can advocate for faculty. Take DE off the job descriptions and make sure it's truly voluntary with opt-out option. Raise awareness among those who are applying. The union should now use legal avenues as we've had little success working with the District to make changes. AFT plans to negotiate dual enrollment to ensure it stays voluntary.

6. Discussion of issues with enrolling in activity classes and how AFT can address them.

Vera Quijano

- a. V. Quijano reported on District's recent marketing efforts to prospective students including mailer and SMCCD/Here For You <https://smccd.edu/hereforyou/> website listing areas of interest for each campus. Members discussed challenges/potential solutions.
 - i. On Here For You website, CSM & Skyline list undecided/exploratory categories and physical education paths, while Canada does not. While impact of website is unknown, KAD feels unrepresented, with no marketing budget with results that their new building is underutilized, courses are under-enrolled, and students are not served. Quijano and her colleagues have previously shared these points with their Deans.
 - ii. AFT agrees that marketing work must be allocated equally amongst the campuses as this directly impacts enrollment.
 - iii. Canada group including V. Quijano, D. Maher and D. Eck will reach out by email to President Lopez and VPSS Manuel Alejandro Pérez to propose changes to

current marketing approaches: suggest better ways of engaging students through Here for You website to highlight each campus's areas more equitably, highlight specialties (ex.: auto), and direct students to other websites like metamajors <https://skylinecollege.edu/metamajors/>. Explain what an "Area of Interest" is.

- b. Quijano reported that KAD labs are weighted variously and hour for hour weighting is inequitable. There's false assumptions that there is no grading work. Coaches receive stipends that others in KAD do not. She asked if AFT believes, "Is an hour an hour?"
 - i. Committee tasked to work on FLC allocations for various labs should put together a proposal for AFT to consider to guide determination of more equal weighting across the disciplines and correct assumptions about grading workloads. AFT supports whatever is most fair but may not have the expertise in house.
 - ii. Quijano encouraged members to sign up for Summer term yoga on the roof, 8am @ Canada to allow us the experience first hand.

7. Proposed Changes to Faculty Evaluation Forms: David Lau, Doniella Maher, Salumeh Eslamieh (AFT subgroup) reported

- a. The subgroup seeks AFT's detailed feedback on extensive changes to faculty evaluation forms proposed by District Academic Senate, whose members are soon to vote on changes. AFT requires more feedback from faculty before we can approve and forward to AFT's negotiations team. The subgroup reported on their work to date:
 - i. The forms use the phrase "equity-minded pedagogy," but provide no clear definition of the concept. There is also no clear process for how to achieve this pedagogy without training, training that is also not specified.
 - ii. We had discussion about whether there should be exemptions for this sort of pedagogy based on disciplines. We discussed the relevance of this pedagogical approach in the humanities, social sciences, math, and hard sciences.
 - iii. The forms also point to "diverse" tenure committee composition. While this may be possible in some depts, we discussed whether this might put more burden on faculty from "diverse" backgrounds to participate on tenure committees.
 - iv. The previous forms use the term diversity, while these forms use the language of gender, race, ethnicity. We discussed what was lost or gained in the substitution of these terms for the previous term.
- b. Members discussed issues around framing and promoting equity work effectively through these extensive documents, and how AFT can digest proposed changes within a single EC meeting.
- c. AFT will ask the District Academic Senate to extend AFT's deadline for feedback and propose an AFT study session to examine all of the forms for fuller discussion. DAS will bring their final proposal to AFT to bring to negotiations.
- d. DCPG looked at board policy related to evaluations; for administrators there is objective to recognize excellence; our "exceeds expectation," like their "excellence" rating is subjective; members should let M. Malamud know how they feel about this rating.

8. Contract Action Team (CAT) update and Week of Action — 4/18-4/21 Katharine Harer and others reported.

- a. CAT members described activities planned for April's Week of Action with activities on each campus including tabling, flex day workshops with part-time and full-time faculty focus (workload pilot), and zoom rally moderated by CSM faculty member Evan Kaiser.
- b. Members can RSVP here: <https://bit.ly/AFTWeekActionRSVP>
- c. Please sign up to help, wear your t-shirts, use the zoom background.

9. AOC update on Title IX. Rika Yonemura-Fabian & Kolo Wamba reported.

- a. K. Wamba reported that AOC drafted a list of demands for improved Title IX accountability and procedures intended for the College Presidents, the Board of Trustees and Chancellor, and circulated a petition including these demands: <https://actionnetwork.org/petitions/we-demand-a-fair-and-transparent-title-ix-process>. The Chancellor viewed the petition before the demands were presented, and worked with HR to write a 54 page response to AOC (shared with EC by email) that AOC has concluded does not adequately address their concerns and shows that the District's Title IX program is not functioning. AOC also learned that a Title IX report filed by a faculty member had been lost by Skyline College. Wamba reviewed several problems inherent in the Chancellor's response document.
- b. Yonemura-Fabian reported that AOC brought the petition to the Skyline Academic Senate where it was approved, and will do the same for the other college senates, and also to CSEA and AFSCME, and make a presentation at our next BOT.
- c. Members advised AOC to respond to the Chancellor to let him know AFT will present to BOT, and to let Senates know what's missing from Claire's response that still needs to be addressed.

10. *Discussion of donation from solidarity funds to refugee aid. Jessica Silver-Sharp and Tim Rottenberg.

- a. Members discussed the process and rationale of donations to a Polish NGO that is supporting Ukrainian refugees, a direct ask made to the union by a Skyline College student activist. J. Silver-Sharp shared the student flyer. Members felt AFT should do more research before making any donations from our solidarity fund.
- b. A motion to support with a statement and advertising through an Action Network Message and possible flyer for our student request from Ukraine, and others from Burma, and to promote the work of other community groups rather than endorse them, was tied 4 to 4 with 2 abstentions, and did not pass.
- c. Members requested that we agendize a future more general discussion of what we envision our solidarity fund being used for.

11. *Approval of March EC Minutes. Jessica Silver-Sharp. The minutes were unanimously approved.

12. Closed session. The meeting adjourned at 5:45pm.