



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, December 14, 2022
2:30pm - 5:00pm
By Zoom**

EC Members Present: Monica Malamud, Katharine Harer, Teeka James, David Lau, Eric Brenner, Evan Kaiser, Joaquin Rivera, Michael Hoffman, Kolo Wamba, Tamara Perkins, Rika Yonemura-Fabian, Jessica Silver-Sharp, Kiera Travis, Bianca Rowden-Quince, Marianne Kaletzky (Executive Secretary)

Members Present: Jing Wu, Timothy Maxwell, Elinor Westfold, Nahid Khorram, Alpha Lewis, David Hasson, Cindy Moss, Masao Suzuki, Marc Gottlieb, Lori Slicton

Facilitator: Kiera Travis

The meeting began at 2:35 pm.

1. **Welcome and written introductions in chat**
2. **Comments by AFT members (non-EC members) on non-agenda items**
3. **Negotiations update.** Joaquin Rivera reported
 - a. AFT has not yet received a monetary proposal from the District or response to AFT's proposal for part-timers' healthcare being offered through the state. In their calculations the District overestimated the cost of part-time health insurance.
 - b. The District continues to park AFT's proposals and instead propose take backs on well established contract provisions without explaining the problems they are attempting to solve by doing so, and claiming to be restoring "management's rights." AFT remains firm: no take backs.
 - c. AFT will explain this situation to the Board this evening.
 - d. Property taxes are trending the same as last year, expected to be up 8%; the District cites the economy as the rationale for not increasing raises though Dr. Storti has shared that the District is doing well financially.
 - e. Members can continue to observe negotiations. Contact Marianne Kaletzky.
4. **Discussion of draft contract proposals around dual enrollment.** M. Kaletzky
 - a. Background: The Academic Senates have been discussing issues around dual enrollment; as these programs expand so do concerns. In negotiations, AFT's early proposals focused on DE being opt in. Now we're also looking at specifying details around dual enrollment related working conditions in the contract. MK screen shared

- the language in our working document. Contact her for access.
- b. Proposed contract language centers on mileage reimbursement/offer of district transit; payment for time spent in transit to faculty assigned to teach offsite; disclosing to faculty in advance other duties beyond ordinary faculty work when teaching in high school programs and pay for additional duties
 - c. Discussion:
 - i. This contract language is in the draft phase; could be amended that DE faculty have *exactly the* same duties as on SMCCD campuses.
 - ii. Are our dual enrollment faculty actually asked and qualified to carry out IEP/504 plans? Answer: These are done by the counselors/other specialists but the implications of these types of plans involve the faculty in other ways that take time and are unpaid. Faculty deciding to participate in dual enrollment should be made aware that there is a different process for accommodations in high school than at our colleges – hs students have different rights, too.
 - iii. What do HS teacher’s unions think of expansion of dual enrollment programs by our District? Answer: We’ve heard comments that they aren’t happy to lose classes to college teachers. Proposed that AFT work with HS teachers’ unions.
 - iv. Tim Maxwell shared *The Advocate* article, “Dual enrollment: a bridge to college or a highway right past us.”<http://aft1493.org/december-2022-advocate-viewpoint-on-dual-enrollment/> By agreeing to go forward with dual enrollment without faculty support but with our part-time labor going to the high schools, we sell our labor at a profit for SMCCD to help their bottom line. Spell out faculty rights clearly.
 - v. Lori Slicton shared that they recently talked about dual enrollment concerns in her CCC Legislation and Advocacy group; that our faculty are not trained or qualified to work with IEP/504s including parent/teacher conferences. Tamara Perkins also spoke of making her film teaching materials for students more accessible in her teaching work outside of SMCCD, asking are there people to work alongside our teachers on accommodations?
 - vi. Eric Brenner expressed that more is needed on AFT’s part, such as a task force or MOU, above negotiating around the edges of dual enrollment contractually dual enrollment must be opt-in. Answer: AFT agrees however the District has not been interested in coming to the table for an MOU.
 - vii. AFT seeks member feedback on DE starting with what we can do in the contract. Do we believe in this as an educational program? Questions on a larger scale need another forum because certain leaders strongly favor dual enrollment.
 - viii. Members shared additional feedback and volunteered to be part of a working group as recommended by Trustee Pimentel. AFT will continue to communicate with the DAS on dual enrollment issues related to teaching/pedagogy.
 - ix. Model dual enrollment contract language has been requested from other CC’s and is pending. Other districts are also using dual enrollment to boost their enrollment and revenue.

5. Contract Action Team (CAT) updates Jessica Silver-Sharp, Katharine Harer, Evan Kaiser

- a. Jessica reported on social/forums that took place during the first week of December organized by AFT/CSEA at each campus to build solidarity and escalate to win a fair contract with 20 to 40 members attending at each. CAT has gathered feedback about changes we can make to our Spring events.
- b. Katharine shared that at tonight’s BOT, trustees will be talking with Randy Erickson, Chief Neg. in closed session where AFT leaders will also update the BOT about how things are going in negotiations. Faculty members Malathi Iyengar and Nick Kapp

will read 33 faculty comment cards before closed session re. why faculty deserve a fair contract. AFT will continue gathering faculty comments.

- c. Evan shared a preview of CAT's planned actions including flex day. Contact your chapter chair if you need a red t-shirt. All are welcome to join CAT.

6. Discussion of union Discord server and how it can support our organizing and our members

Evan Kaiser.

- a. About 40 members are participating on Discord with plans to further engage members to join; ideas to increase engagement include linking Advocate articles on specific topics in our public channels.
- b. AFT is using Discord as a faculty organizing space more than a social space; therefore moderation is needed and permissions required for some channels.
- c. Discussion: Should we allow student collaborators? Members decided not, with the exception of AFT's interns or students directly involved with union work; the venting channel has been deleted; request that incoming participants be required to use their full names and fill out the "about me" feature; suggestion to have all comments vetted before published.
- d. Evan will also address usage norms going forward.

7. Discussion of proposed Board Policies 6.04. Class size minimums and 2.14. Outside employment. Monica Malamud

- a. These policies have now been reviewed by the DPGC four times - action is expected soon. AFT's input matters.
- b. 2.14 Screenshared current iterations showing changes not yet approved and asked for feedback on highlighted areas. Needs feedback on including timing of cancellation on 2.14.
 - i. Suggests "class will not be canceled by this date [after the first day of class] if it has achieved X students" to accommodate students enrolling late whether that number is 10 or another number.
 - ii. Suggested language: "before class is canceled it will be reviewed by a discipline faculty member in addition to the affected instructor" to involve more department members since we lack a chair structure
 - iii. Proposed addition: Each college must collaborate with campus [stakeholders?] to create and maintain a document to standardize how to determine if a class should be canceled in order to achieve a more transparent, structured process. Question: should this be by college or districtwide? Members debated pros/cons leaning toward districtwide. Monica shared link for members to suggest new language.
- c. 6.04 policy on outside employment has been changed by District administration from "shall" be able to work outside of the district with no restrictions to "may..." with addition of administrative procedures about how employees get approved.
 - i. Monica shared a new proposal suggesting "shall" as long as there is no conflict of interest, with prior authorization by faculty not required; any more in-depth procedures needed for administrators working outside of the District should pertain only to them. Question: Who decides whether there's a conflict of interest if faculty member and administrator disagree? AFT will build in information about who makes that determination/appeals process.

8. Health and Safety Committee Jessica Silver-Sharp

- a. Following a year of advocacy for greater transparency by AFT and CSEA, the District Safety Management Committee has begun recording their meetings and has shared their Dec 5 meeting recording on their website. They have posted a revised committee charge

that omits previous language about overseeing campus safety committees, now including language instead that Committee works in conjunction with our locals. The unions still lack representation on this Committee despite Skyline and Canada's unanimous recommendation for this change. See Advocate article for more details here: <https://aft1493.org/december-2022-advocate-health-safety-report/>

- b. Skyline College cell phone service project is in the works. Yoseph Demise has gotten the go ahead for a multimillion \$ project. Employees and students continue to push for more blue boxes and better visibility of existing boxes. A recent student editorial was published in the *Skyline View*. Demise explained that for building plans and renovations, robust coverage isn't included as this drives up the budget significantly.
 - c. Emergency managers have conceded that the District's emergency call system "RAVE" failed during Skyline's last power outage two months ago and AFT has pushed for answers. Managers reported that "an internal debrief is needed." AFT will continue to report back.
 - d. Ray Hernandez has retired as Covid officer with his duties being divided up between Michele Rudovsky and others. The District has made no such personnel announcements. Covid cases are again on the rise.
 - e. Gov. Newsom extended AB152 such that paid Covid sick leave has been extended through Dec. 31, 2022.
9. *Proposal to send a **resolution to the Board in support of ending repeatability restrictions**
Monica Malamud reported
- a. The CFT Higher Education Issues Committee which she chairs has been discussing a possible fix in the Ed Code to bring back repeatability of courses through legislation - since CC's are struggling with low enrollment. Districts receive less money when a student repeats classes than for their initial enrollment. Committee members are trying to get the CCC Chancellor's office involved. Seeking Board resolutions in support of this. Does AFT support asking the Board to pass a resolution? Comments were favorable, no vote was taken.

10. Presentation of resolution to CFT Convention regarding implementation of AB 928

Monica Malamud reported.

- a. Currently, UCs have IGETC and CSUs have GE CSU requirements, which are different. The single transfer path is CalGETC. In CalGETC, CSU GE Area E (Lifelong learning) and IGETC's Area 6 (Language other than English) are gone. Monica explained Marc Berman's AB 928, which creates a single transfer path for UCs and CSUs.
- b. Resolution was approved at CFT Higher Ed Issues Committee meeting but there is time to change it in January if our local wants to give input. Contact Monica with your input.

11. Comments by EC members on non-agenda items none

The meeting adjourned at 4:25pm

12. Closed Session of AFT1493. Adjourned at 5:00pm