



**SAN MATEO COMMUNITY COLLEGE  
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting  
April 10, 2019 – College of San Mateo**

**EC members present:** Paul Rueckhaus, Paul Bissember, Nathan Jones, Anne Stafford, Bianca Rowden-Quince, Teeka James, Steven Lehigh, Joaquin Rivera, Katharine Harer, Eric Brenner, Barbara Corzonkoff, Daniella Maher, Michael Hoffman, Salumeh Eslamieh, Rika Fabian, Jessica Silver-Sharp, Monica Malamud, Michael Hoffman, David Laderman

**Members present:** Arielle Smith, Jude Navari, David Meckler, Michelle Hawkins, Zachary Bruno, Mike Galisatus, Jane Jackson

The meeting was called to order at 2:27pm.

- 1) Welcome and Introductions
- 2) Statements from AFT members (non EC members) on Non-Agenda items
  - a) Arielle Smith reported on discussion of dual enrollment at Academic Senate.
- 3) Negotiations – Discussion of Counselor Load
  - a) EC discussed counselor load discrepancies with respect to contract/current negotiation priorities.
- 4) Negotiations-Discussion on Music/Art Faculty Load Credit (FLC)
  - a) Discussion on FLC challenges for Art Department including
    - i) Skyline Art department requests change to contract with addition of specific line for Art labs in Appendix F giving Art labs parity with science labs.
    - ii) Art professors' load includes doing the work of lab technicians.
  - b) District music faculty reported challenges resulting from TMC (AAT) and problems including:
    - i) Recently decreased pay for adjuncts due to lab rate.
    - ii) Despite nomenclature, music labs are not “pure” labs but instructor directed courses with lecture interlaid and homework assigned; students in these classes must demo specific skills to transfer, requiring extra work by faculty to achieve transfer outcome.
    - iii) Full time music faculty must teach six courses per semester to retain full time status.
    - iv) Courses formerly 3 units reduced to 1 unit without corresponding workload decrease,
    - v) Performance classes like ensembles consistently have 50+ students per course.
    - vi) Curriculum prevents change from “lab” to “lecture;” however labs require more contact hours than lectures.
- 5) Negotiations – Discussion on Distribution of Total Compensation & member feedback.
  - a) EC discussed ideas and methods for surveying AFT members about upcoming distribution.
- 6) Initial Workload Draft Proposal for AFT EC and Member feedback.

- a) EC had in-depth discussion on how to survey members and content of survey and collaboration with Academic Senate on draft proposal for negotiations.
- 7) February and March 2019 EC Meeting Minutes.
  - a) Starting May 2019 AFT EC meetings will begin at 2:30. Moved and reflected in minutes.
  - b) Motion to approve minutes. Unanimous.
- 8) AFT 1493 Student scholarships.
  - a) Discussion around volunteers to help review student scholarships.
- 9) CFT Communications - Hustle.
  - a) Discussion to use CFT communications platform around union sponsored educational event for unemployment workshops.
- 10) CFT Communications awards announced. 8 awards received.
- 11) Announcement of Statewide day of action for Public Education- May 22 initiated by California Educators Rising.

The meeting was adjourned at 5:15pm.