



**SAN MATED COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**Minutes of General Membership/Executive Committee Meeting
September 8, 2021
2:30pm - 5:00pm
By Zoom**

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

Members Present: Aditi Joshi, Ame Maloney, Cindy Moss, Pate Hui, James Wong, Jennifer Van Sijll, Anton Zoughbie, Mary Valenti, Masao Suzuki, Nick DeMello, Patty Hall, Tamara Perkins, Tammy Calderon, Tina Watts, Yaping Li

Facilitator: Teeka James

The meeting commenced at 2:35pm.

1. **Welcome and introductions.**
2. **Statements by members (non-Executive Committee members) on non-agenda items.** None.
3. **Discussion: 2021-22 faculty salary schedules.** Steven Lehigh reported.
 - a. Raise for all faculty for 2021-2022. Steven presented an overview of the current formula and specific reasons behind the reduced cost of living raise of .05%.
 - b. Total Compensation Formula: how it works, broader context
 - i. Why do we have a total compensation system? Our previous compensation formula was based on increasing property taxes but not on total compensation, providing faculty with a larger percentage of revenues; the current “total comp” model was developed by Ron Galatolo and Kathy Blackwood three years ago. CSEA and AFSCME settled with this model, while AFT opposed it unsuccessfully - the fact

finder sided with the District. This year, total comp. did not work to faculty's advantage, however CSEA and AFSCME and CSEA will not receive any raise.

- ii. AFT remains unaware when the increase will be paid or whether administrators will also receive it.
- iii. Members discussed options for negotiating, requesting and/or organizing for an improved raise. It was also noted that over the life of our current contract, AFT successfully negotiated an approximate 10% raise for all faculty.

c. Adjunct instructor raise for 2021-2022

i. AFT negotiated an additional \$1.5 million on the instructional part-timers salary schedule which translated to a 7.22 % increase in their August 2021 paychecks.

4. Informational item: negotiations update and AY 2023-2024 calendar. Joaquin Rivera reported.

- a. AFT will survey faculty to gather input on priorities for negotiation for the next contract.
- b. Campus chairs are requested to resend the calendar to members for input; EC to vote on calendar at October 2021 EC meeting.

5. Contract Action Team: purpose of the Contract Action Team, goals for the year. Katharine Harer, Rika Yonemura- Fabian, Timothy Rottenberg, David Lau, Jessica Silver-Sharp reported.

- a. CAT explained its purpose and provided a sign-up link for non-EC members present to get involved with organizing. AFT needs more people to join to build our campaigns.
- b. CAT is considering holding forums around contract issues to receive input from faculty.
- c. Each campus has faculty members and AFT chapter chairs are now regularly attending CAT meetings, which are open to all faculty and take place Wednesdays at 4pm.
- d. CAT will continue to focus on class cancellations made in advance of the Fall 2021 semester. AFT leaders have met with individual Trustees on this issue, as well as with President Moreno, who asked the Skyline College Academic Senate to take up the issue.
- e. Members present described their recent experiences of technical glitches (Banner) and other factors that resulted in prematurely canceled classes as well as lack of transparency by deans around their decision making; that such cancellations have negatively and disproportionately impacted adjunct faculty livelihoods and medical benefits as well as students' educational plans. They called for the union to demand more accountability from administrators.

- f. In the next contract, members asked that AFT consider the work of childcare services coordinators (non-instructional), paid at the special rate and working outside of contracted hours, in comparison to other faculty.

6. Anti-Oppression Committee (AOC): purpose of the committee, goals for the year. Rika Yonemura- Fabian, Doniella Maher, and Evan Kaiser reported.

- a. AOC's Vision: Works to improve our workplaces by challenging oppressive working conditions that have a particular impact on individuals of marginalized identities, including people of color, women and non-binary people, people with disabilities, LGBTQ+ individuals, and others.
- b. AOC addresses issues brought to us by faculty, staff, and students, such as the connection between class size and student success. AOC held an August 2021 flex day activity and is forming a task force with District Senate and AFT to explore processes for determining class size. Please contact Rika or Doniella if you would like to join the AOC.
- c. Other project: Anti-gender oppression. This project seeks to create female-to-female connecting spaces and to collect information and data on gendered workload.
- d. AOC also has three student members and two classified professional members.

7. Organizing for a safe return: update and how to participate; counselors' organizing. Jessica Silver-Sharp, David Lau, Michael Hoffman

- a. AFT's petition for counselors was signed by more than 300 faculty members and presented to the Board of Trustees on Sept 9, where individual counseling faculty also spoke out. AFT continues to advocate for counselors facing mandatory return to face-to-face work this Fall and regarding their safety concerns for Spring. Interested members are invited to get involved by attending CAT meetings.
- b. Discussions took place on the need for consistent policies across campuses, transparent decision making processes, aspects of safe return to campus that require further clarification, potential use of outdoor space for appointments, and Covid funding for alternate solutions, as well as future actions if petition fails to achieve results.
- c. Health and Safety Committees at each campus are now meeting monthly with AFT reps appointed to each. More than 100 employees attended each summer meeting. Each committee has been asked by the District to review its charge. Faculty are able to provide input, but committees remain mostly ineffectual in implementing real change. More faculty are needed to attend and speak out. Meeting schedules and agendas are posted on each campus Health and Safety Committee website and meeting reminders sent by AFT reps to all faculty in advance of each meeting.

8. Advocate: plans for the year and invitation to contributors. Eric Brenner

- a. The Advocate will continue to be published online with plans for printed newsletters undecided.

- b. The Advocate is seeking more writers and contributors. Interested members should contact Eric Brenner.
- c. A new column beginning that began May 2021 (issue 45) features profiles of individual faculty members, beginning with Skyline College Adjunct Professor of Sociology Rod Daus-Magbual in May, and continuing this month with Skyline Promise Scholar Counselor Mandy Lucas. Members can suggest faculty members to highlight and interview.

9. Statements by EC members on non-agenda items

Jennifer Van Sijll reported that her adjunct salary calculated for her upcoming retirement, according to her Calstrs summary, does not appear to include her office hours. Recommends CAT learn more about retirement issues facing adjuncts. AFT to follow up. [follow up revealed office hours were included].

10. Closed Session.

The meeting was adjourned at 5:00pm.