



**SAN MATEO COMMUNITY COLLEGE
FEDERATION OF TEACHERS**

Advocating for faculty since 1963

**AFT Local 1493 Membership Meeting
Wednesday, March 8, 2023
2:30pm - 4:30pm (Closed Session, 4:30-5:00pm)
By Zoom**

EC Members Present: Eric Brenner, Katharine Harer, Jessica Silver-Sharp, Joaquin Rivera, Vera Quijano, Teeka James, Bianca Rowden-Quince, Rika Yonemura Fabian, Keira Travis, Monica Malamud, Steve Lehigh, Kolo Wamba, Evan Kaiser, Marianne Kaletzky (Executive Secretary)

Members Present: Alpha Lewis, Jeramy Wallace, Cindy Moss, Masao Suzuki, Kent Gomez, Sam Abboud, Nadine Ferguson, Nick Kapp, Lori Slicton, Marc Gottlieb, Rachelle Marquez, Gampi Shankar, Jennifer Van Sijll, David Hasson, Mandy Lucas, Azatullah Noori, Michelle Brown, Doniella Maher

Facilitator: Keira Travis

1. **Welcome** and written introductions in chat
2. Comments by AFT members (non-EC members) on non-agenda items (none)
3. Contract Action Team: presentation of **plan for March and April actions** (Rika Yonemura-Fabian, Katharine Harer, Jessica Silver-Sharp, Marianne Kaletzky)
 - a. Recommitment cards update. Members present were asked to name two faculty colleagues they are planning to reach out to for card outreach and Katharine said she'd send reminders to them
 - b. Reported on Solidarity hours events, recent and upcoming, at all three campuses, and shared new economic data fliers.
 - c. Announcement of plans for reaching out to new PT faculty and Know your Contract workshops for PT faculty this Thursday by zoom
 - d. Faculty spoke out for PT healthcare at Feb 22 BOT in person/virtually
 - e. CAT is planning a petition drive for a fair contract to also include students and classified employees and community members
 - f. At March 22 BOT, members and representatives from unions who have won PT healthcare will speak out at 5pm before closed session since bargaining will be discussed then.
4. Discussion of **recent strike by Yosemite Community College Faculty Association** (Lori Slicton)
 - a. Lori has spoken with faculty union leaders from YCC. She summarized their experience of a 2 day strike that resulted in a 10% raise and back pay for faculty as well as pre-negotiated salary increases going forward. Students participated in public protests with faculty. AFT could invite YCC leadership to speak to EC in more detail.
5. Discussion of [proposed new Board Policy and Administrative Procedure for](#)

establishing class sizes (brought forward by DAS and AFT) Jeremy Wallace and Rika Yonemura Fabian.

- a. Background: 2 years ago the Anti-Oppression Committee (AOC) passed a resolution naming class caps as a social justice issue. Since then, AFT and DAS created a joint Task Force which agreed that large class sizes are detrimental to student learning, especially for marginalized students. The task force has drafted board policy and procedures to determine class caps for all disciplines. (Thank you to Doniella Maher for her diligent work here).
 - b. To gather feedback before DPGC reviews this draft in April, Jeramy screen shared the draft and explained the task force's first goal of having class caps governed by consistent rules in SMCCD, and second goal of tying class caps to the curriculum.
 - c. The task force recommends that class caps be associated with each COR, and approved by the campus curriculum committees.
 - d. Task Force recommends a standard class size of 30-35 students for all lecture courses regardless of the course outline (except English comp that already have their own size requirements in the contract) and labs with 20-24 students, with additional reductions justified through the COR.
 - e. Discussion/questions/comments:
 - i. Would this affect Science lecture classes of 60 when there are two sections of 30 taking the lab? Response: Yes, this can be made clearer in the draft.
 - ii. How are we choosing the class caps, and are KAD activities courses falling under the lab classes? Our KAD classes are leveled, all in the same space, and this happens in the Arts as well; instructors need decisions to be at their discretion (in cooperation with their dean) especially as the *levels and enrollment will vary each semester*. Response: The task force will consider taking additional input from KAD faculty and make the language clearer.
 - iii. Monica explained the precedent for a successful process at Canada where faculty effectively made class caps decisions and they were included in CORs, until the District adopted Curricunet, resulting in a new process. The task force recommendation is consistent with the process that Cañada followed in the past, which worked very well.
 - iv. Teeka suggested the need for a procedure, grounded in the needs of the discipline - that could go through the curriculum committee - to increase class caps *for special situations* such as sports teams or orchestra where students need to all meet at once. Jeramy agreed to add language that any exemptions can be approved by the curriculum committee.
 - f. AFT is presenting AOC's work to date on class caps at CFT convention this month.
6. Update on proposed **logistics for submission of Professional Responsibility Plans** for 2023-24 (Marianne)
- a. Background: AFT is entering year two of a pilot that's attempting to quantify/make equitable faculty's workload, in response to members' demands and comments that committee work, etc. had become unsustainable. In year one, the District's Formstack system for submitting prof. resp. plans was extremely problematic. At February EC meeting, members suggested improvements including Canada Hum/SocSci division's transparent process where all faculty complete a shared, dynamic google document listing their points and activities and allowing dean to give feedback and promote division-wide

collaboration.

- b. AFT presented this idea to Aaron McVean who will invite Dean Carranza to present at managers meeting (recently delayed).
 - c. Please share your feedback on this proposal with Marianne Kaletzky.
7. Announcement regarding **Skyline College campus climate survey**. (Lori Slicton)
- a. Lori (Skyline Anthropology faculty) sits on the Skyline gender equity task group formed in response to the 2020 McPhail Group report, and is seeking feedback from faculty who took the survey as to whether they found it hit on gender equity in a meaningful way. Please contact her.
8. Discussion of [proposed academic calendar for 2026-27](#) (Joaquin Rivera)
- a. Shared key dates on proposed calendar and asked EC members to share any feedback received from faculty. EC will continue to discuss at our April meeting. The academic calendar is an agreement between AFT and the administration that does not include summer.
 - b. Questions and responses:
 - i. What is District's calendar committee? It's a committee of administrators, registrars, faculty etc. that Joaquin sits on as well.
 - ii. What feedback are we getting from other committees that work on calendar? From EC and other faculty?
 1. Avoid double flex days at the beginning of the semester; do we need to keep opening day for the Spring term?
 2. There is strong preference for a compressed calendar. What's the hold up?
 3. Why does the May calendar end date appear earlier than usual?
Response: In the past faculty have wanted to end before June. However, we could finish 5/27, which would give only one week break for summer faculty. Then we would finish finals 12/21, a bit later than usual. Early Fall start is challenging for enrollment.
 4. Move Jan 7 & 8 flex days to later that month because airline prices are so high around the holidays for visiting family?
Response: JR will look into it.
 5. Is there conversation about local school districts and our January start date? How much consideration of HS schedules should be taken into account when we do our calendar? Response: There are many school districts in San Mateo county, and each one decides on their own academic calendar, so it would be impossible for SMCCCD to be aligned with all of them.
 6. Is there a subcommittee working on a compressed calendar and can their work be folded into this calendar building process?
Response: They haven't presented recommendations yet.
 7. Could we glean something from other CC's calendar experiences?
DeAnza has a shorter calendar, so does Cabrillo and Peralta.
 8. Can we not approve the calendar sooner than three years out?
Response: The reason behind this timeline is planning needs by administration.
 - iii. Additional Comments:
 - District task group should have some recommendations soon
 - Split finals are becoming more common in community colleges.
 - We are seeing an increase in late start classes which is an end run around a compressed calendar.

- Many planning roadblocks are reduced now that we have more online classes and need fewer classrooms.

9. Update on **Board policies under consideration at DPGC** Monica Malamud

- a. Monica shared a draft of board policy around **SB 893** for implementation by BOT and reviewed it. The current policy is temporary for Spring 2023; the BOT wants a policy to put into place for 2023-2024, for discussion at March 22 BOT. Steven Lehigh weighed in as member of District Budget Committee.
 - i. The draft describes two levels of funding: 1) if students meet San Mateo County residency requirement they receive tuition waiver; 2) support toward education that's need-based (district must create criteria to determine). Different levels of support available for FT students vs. PT (the majority).
 - ii. The BOT could also decide to contribute to other expense categories that would be laid out by administrative procedure rather than Board policy that would not need to go through DPGC.
 - iii. No response by admin to AFT's question as to who decides "approved" educational technology.
 - iv. The preliminary budget for free college is now \$10 million out of approx. \$240 million total District budget. This would lower the operating budget distributions to all three colleges relative to where they are now (with 5% salary raises already allocated to colleges for 2022-2023 but not yet to faculty)
 - v. Study abroad support has been lowered.
 - vi. Discussion/comments:
 1. This model is great for students in concept; but if we are doing that we should also be at the forefront of fac/staff salaries. Free college should not be at our expense. That's inequitable
 2. How are they determining need eligibility? Currently it's 600% of EFC which is so high that everyone is need based except for millionaires. Please read and send feedback to Monica. editable/need your name on google doc. Important impact on students and district budget, impacting money available for our salaries and benefits.
- b. Board policy on outside employment
 - i. All that the BOT wanted was to avoid conflict of interest. Monica has recommended the District not create administrative procedure around this policy as we've never had one before/ faculty don't want a pre-approval process. David Eck is proposing a procedure around the conflict-of-interest potential.

10. ***AFT appointments** (none)

11. **Comments by EC members on non-agenda items**

- a. Jessica Silver-Sharp reported that the February EC meeting minutes were approved. YES votes: 13 yes, zero no and zero abstentions
- b. Teeka James relayed that a member shared that Delta Dental has changed their contracts with dentists such that members must file their own claims/pay up front for their families' dental care. Bianca Rowden-Quince clarified that Delta has not been efficient at paying their bills back to the dentists such that many dentists have un-partnered with Delta. Could we choice of dental insurance providers?

The meeting was adjourned for Closed Session.

12. Closed Session