



State Center Federation of Teachers, AFT Local 1533
1575 N. Van Ness Avenue, Fresno CA, 93728

A Professional Union Serving

State Center Community College District

Fresno City College, Reedley College, Clovis Community College, Madera CCC, Oakhurst CCC

Web site: www.scftunion.org

Approved Minutes

April 26th, 2021

3:00 to 7:00: via Zoom.

1. Call to Order

2. Roll Call / Introductions & Welcome.

Bill Blanken, Case Bos, Sean Boyd, David Campos, Nelson Esparza, John Fitzer, Keith Ford, Rigo Garcia, Paul Gilmore, Doug Gong, Roger Hitchcock, Maryam Jamali, Ronda Kelley, Janice Ledgerwood, William Mask, Kristina Miko, Bernadette Moordigian, Rebecca Nelson, Enid Perez, Monique Quintana, Jeff Ragan, Mike Stannard, Mark Trezza, Ria Williams

Guests – Inez, Jennifer Shanoski (Peralta), Bethany Hazen Jones, Kira Tippins, and Jerome Countee

a. Approval of Minutes: March 22nd, (Exec) – M: Case, 2nd: Jeff Ragan – approved without objection.

b. Moment of Remembrance for Sheila Martin

c. Moment of Recognition for The Armenian Genocide

3. Closed Session. Personnel and Negotiation Matters (30 minutes) – 15:20 – 32:00

3.1 Report from VP of COPE (those items not for open session)

3.2 Report from Grievance Committee (those items not for open session)

3.3 Report from Negotiation Committee (those items not for open session)

4. Guest Presentations (60 minutes) --

4.1 Jennifer Shanoski, President of the Peralta Federation of Teachers –

Shanoski shared a presentation about the campaign Peralta adjuncts engaged in to get parity. She went over various elements of a nearly ten-year campaign – from defining parity (hourly) to slogans and tactics in getting their FT members on board and pushing the Admin and the BOT to make the right choice.

Slogan: Equal Pay for Equal Work

Nearly a ten-year fight.

Some highlights of the parity fight:

First big win was 2014 – same kind of salary schedule (step and column) as FT. Once the schedule was out there, it was comparable with FT so you could make the slogan clear.

2017 -- 50/50 campaign – half the total dollars of a 3.5% across the board raise would go to FT and half of the total would go to PTers.

19-20 contract campaign got halfway there

20-21 reopener on parity where it was already agreed that if the money was there it would be devoted to finishing the trek to parity.

Got a lot of community partners in the process. Demonstrations on Flex Day. Willing to embarrass the chancellor – Brd Meetings but also public appearances of chancellor.

Also, a political campaign. BoT, mayors, assembly members, etc.

Ratification was a big party – why? – she speculates that nearly half the faculty had showed up to at least one event and so had a buy-in.

What to do now? Increase FT positions, expand benefits, pay for service work, and expand to statewide.

Shanoski was thanked for her very useful presentation.

4.2 Guests, Bethany Hazen Johns, District Research, Jerome Countee, and Kira Tippins, Dean of Student Service at CCC gave a Compressed Calendar Presentation (with Q&A)

The committee is charged with investigating moving from 18 to 16-week semesters – without loss of instruction time. Their charge is to determine the best way to transition and make a recommendation to Cabinet.

Bethany gave a detailed presentation about impacts – whether outcomes changed due to calendar compression. Cutting to the chase, there seems to be little statistically significant change in outcomes for students.

In Q&A, some concern was raised that data hasn't been disaggregated for disparate impacts.

There are some concerns over operational challenges for staff.

There was some discussion of moving to a trimester (two semesters with an inter-session) and the problems with 4-6 week classes.

It would most likely take about 6 years to transition if such a thing was decided on. She left a place for questions and concerns.

5. Committee Reports (45 minutes) --

5.1 Part-Time Faculty Advisory Committee (Bernadette, Jackie, Maryam, Rigo, Paul)

1. Updates – Bernadette reported that we are working on surveys and getting out a video in support of the relief fund. Maryam reported that she has contacted other colleges about a long-term relief fund. The committee called for other members to join.

2. Adjunct Relief Fund – we've begun to distribute funds. Keith reported that he has received some nice thanks from those who have received funds.

a. Funds Collected: ~\$20,500

b. Ongoing Efforts

5.2 Elections Committee (Paul, Inez) – No Report

5.3 Negotiations (John, Mark, Keith, Bernadette) –

1. Compensation for Online Migrations (from Spring 2020) – John reported that we are still in talks about online migration compensation.

2. Evaluation Forms – these should be ready by the fall

3. Vaccines – Keith reported that we have no new information. SES correlation with zip codes – low rates in South and SW Fresno.

4. Parity Pay – Keith reiterated his excitement for launching our own campaign after the presentation from Peralta.

5.4 Membership Committee (Doug, Inez, Sean, Rigo, Jeff)

1. Organizing Data --

2. REPORT OUT: FT Application Process Workshop

5.5 COPE Committee (Nelson, Paul, Keith, Doug) – No report.

5.6 Constitutional and Bylaw Revision Committee (Lacy, Inez)

1. Call for members – Paul, David, and Mike, Doug, and Case volunteered

6. Discussion Items (15 minutes)

6.0 Compressed Calendar – We discussed the presentation of our guests. After the presentation this afternoon there were very few enthusiastic supporters of the idea. There are a great number of considerations that would be difficult to implement for little, if any, gains. Rebecca Nelson, who is a member of the committee studying the issue, argued that there is little reason to change.

6.1 Financial Update (Doug)

a. Purchasing the VN – no update.

6.2 Upcoming Meetings and Actions

1. Class Advancement Training (postponed until next semester) – Keith reported that fatigue hit us. We need to do this next term..

2. Get to know the Union (Rigo, Maryam, Sean, Mike, Monique, Kristina)

Postponed...? – Rigo supported waiting until next term. Without objection, we decided to postpone.

Ria asked to fold in a flex day know your rights activity for adjuncts.

William raised the issue of our need to participate in adjunct orientation.

3. Student Loan Debt Clinic (with CFT), moved to 5/20 (Inez, Valarie, and Keith)

4. GMM (or Town Hall?) – In terms of constitutional duty, we have succeeded in holding General Membership Meetings, but Keith suggested we do one more on 5/13. On the agenda will be transition to face-to-face issues and vaccination requirements.

5. EDD Clinic – Keith reported that it will be held on 5/20

6. May Exec: 5/17 (poll on location) – Keith launched a poll and the result was that the majority supported an in-person meeting at Keith's house.

6.3 Maintenance on the VN (vote on colors!) – Deep discussion was held; fiery arguments conclude with the decision to go with sage.

6.4 IAF Leaders' Summit, April 29th at 6:30 p.m. (register at bit.ly/FresnoAssembly) – Keith invited everyone to attend.

6.5 *Federalist* – Mike asked for one of the members of the adjunct committee to help him do a story on the relief fund.

6.6 CFT Standing Committee Nominations, for '21-'23 (see attached) – Keith appoints folks to Standing Committees. Called for volunteers to serve in any of the various committees – Keith has served on the PT committee and gave a testimonial in favor. 2 year commitment. Contact Keith if interested.

6.7 May Exec Meeting (poll) – see above #6 – 5/17

7. Action Items (20 minutes)

7.1 Constitutional/Bylaw Amendments – Keith reported that he's happy we now have a committee membership because the following needs to be dealt with and voted on. **Paul suggested that these three items be committed to the By-laws committee to meet and report back in May with firmed up language.**

- a. The creation of a Vice President of Adjunct Affairs (see attached)
- b. Retirees: those who retire in good standing, remain in our unit in perpetuity and are eligible to participate in the (yet-to-be-formed) SCFT Retiree Chapter
- c. Definitions (and duration) of "Good Standing" for out of work adjunct

7.2 Initial financial commitment to the Industrial Areas Foundation – Sponsoring Committee launch. The IAF folks want to have financial commitments. \$.50 per member per month for 6 months. **M: Paul 2nd: Case – Motion approved unanimously.**

7.2 Dues Increase (possible first read) (see attached) – Keith went over several options. Doug offered his support for the raise in dues, raising the issue of the fact of the older faculty retiring and lowering our income. **Motion by Paul to support the .6% scenario. 2nd Jeff Ragan – The Motion was tabled.**

7.3 Clovis Evaluation Forms (seeking permission to delegate) – Smaller group of folks – Keith asked for authority to name an ad hoc committee to deal with this – **Motion to this effect was made by Paul; 2nd Bernadette – The Motion was approved unanimously.**

7.4 Vote of Solidarity for Association of Clovis Educators – **Motion: Sean; 2nd Paul – Motion approved unanimously.**

Keith suggested delaying reports. Agreed.

8. Member Reports (20 minutes)

8.1 President (Keith) (see attached)

8.2 Chief Negotiator (John)

8.3 Executive Vice President (Paul)

8.4 Immediate Past-President (Lacy)

8.5 Secretary/Treasurer (Doug)

8.6 Vice President of Grievance-CCC (Janice)

- 8.7 Vice President of Grievance-FCC (Ria)
- 8.8 Vice President of Grievance-Reedley (John)
- 8.9 Vice President of Academic Affairs-CCC (Roger Hitchcock)
- 8.10 Vice President of Academic Affairs-FCC (David Campos)
- 8.11 Vice President of Academic Affairs-MCC (William Mask)
- 8.12 Vice President of Academic Affairs-RC (Case Bos)
- 8.13 Vice President COPE (Nelson Esparza)
- 8.14 Federalist Editor (Mike S. / Inez)
- 8.15 Members-at-Large-PT (Bernadette, Kristina, Ronda, Maryam, Enid, Jackie, Rigo, Vacant)
- 8.16 Members-at-Large-FT (Monique, Rebecca, Gerard, Mark, Ryen, Sean, Jeff, Bill, Chris)
- 8.17 ED/O (Inez)

9. Good of the Order. Announcements. Future Agenda Items

Adjourned after 4 hours, 30 minutes and 29 seconds.