



**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](http://www.scftunion.org)

**Approved Minutes**

**July 20<sup>th</sup>, 2020**

**3:00 to 5:30: via Zoom.**

**1. Call to Order at 3pm**

**2. Roll Call / Introductions & Welcome.**

Tad Ballew, Lacy Barnes, Sean Boyd, David Campos, Karen Davies, Michael Eissinger, Nelson Esparza, John Fitzer, Keith Ford, Paul Gilmore, Doug Gong, Roger Hitchcock, Maryam Jamali, Janice Ledgerwood, William Mask, Kristina Miko, Bernadette Moordigian, Rebecca Nelson, Mike Stannard, Mark Trezza

Guests: Inez Zuniga

Absent: Cynthia Elliot, Gerard Johnson, Ronda Kelley, Enid Perez, Tracy Teran, Ria Williams

**3. Closed Session. Personnel and Negotiation Matters (30 minutes)**

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. Approval of Minutes: May 19<sup>th</sup>, 2020 (Exec). – Delayed until August Meeting**

**5. Discussion Items (30 minutes)**

**5.1 COVID-19**

**a. Bargaining/Negotiations Update**

0. DE Training MOU – Keith reported that the MOU was finally finalized. \$500 and office hours and column advancement for adjuncts. The same minus the extra office hours for FT. And for those who are in Class V, the use of this training as the year's flexible flex. Facilitators get 500 per session.

1. Comparable Load – Keith reported that some deans are ignoring this

Requirement, trying to suspend comparable load language for our adjuncts and citing the emergency as the reason for doing this. They had to be reminded that the District and Federation must meet and agree to such things.

2. Evaluations – Keith reported that we need to meet with the district to discuss evaluations. The major concern is to keep those on the tenure track on track to keep to their timelines – they shouldn't have their process slowed down. The other concern is to protect our members and be sure that they are evaluated on their teaching, not on their proficiency with the new on-line modality.

Some options: perhaps allow tenure track to opt-in in the fall or postpone until the spring.

David raised some concerns were raised about those on the committee who are not comfortable evaluating a course that is on-line.

3. Low Enrolments and Load Banking for FT – There are concerns in some places that even FT faculty aren't making load. Departments like math in Reedley may need something like this to avoid layoffs. We may be able to do reverse load banking – teach in the summer (except adjuncts will be hurt) or extra in the next fall. Athletics is already feeling the heat here. As coaches need classes because they have had released time for their coaching duties but athletics is cancelled.

4. Dual Enrolment – Keith raised the fact that the statewide union, CFT, has a letter and brief by the statewide's counsel concerning dual enrollment. This is a model "cease and desist" letter raising the issue that the district, by engaging in dual enrollment, is going outside of our bargaining unit and stealing our work. This is something to consider in the future. Right now, we need to workshop this – our adjuncts and sometimes our FT are doing dual enrollment to make load.

b. Fall Semester: Reopening? – FCC is still going to have some face-to-face elements.

c. Budget Ideas: how can the District trim costs and save jobs?

1. District are allowed to move restricted funds into the General Fund. Look into this.

2. Cost of loan is less than the cost of rehiring folks.

~~3. Golden Handshakes (early retirement)~~

~~4. Self-furloughing (Voluntary only)~~

5.2 Leadership Survey (see attached) – Keith announced that he will release the survey to the public soon.

5.3 Bargaining Unit and Organizing Data (Inez) -- We have 1858 in our bargaining unit and 1278 members – 580 non-members. 68.8%

1. SEIU Equity Caravan – Inez reported that their seemed to be a pretty good turnout – 120 cars for anti-austerity.

2. Migrating Data – Inez reported that we're moving data to a new software program away from "Toolkit"

3. Hustle and Board Action – we'll be doing phone banking for COPE, letting members know about BOT meeting and an action.

5.4 Financial Update (Doug) – Doug reported that we are holding steady. We are a bit behind in getting our staff rebate. Keith's FT status helps us out quite a bit.

- 5.5 AFT Convention – Keith praised Doug’s work in getting Lacy to the convention. Lacy will be going and will be chair of the higher ed committee for the AFT
- 5.6 Town Hall Meeting Reflection: What went well? What could be improved?

## **6. Action Items (20 minutes)**

- 6.1 CPA for 2019 Financial Review and Tax Preparation (Doug). Doug recommends Thad Scott. **Motion: Paul; 2<sup>nd</sup>, Michael E. Motion approved unanimously with one abstention.**
- 6.2 CLC Labor Day Donation (\$1500 last year). **Motion to donate \$1500: Nelson 2<sup>nd</sup>, Sean Boyd. Motion passed unanimously with one abstention.**
- 6.3 Elections: **no motion, will proceed with mail ballots for FCC PT-at-large as was agreed to in the spring.**

Open for additions.

## **7. COPE (10 minutes)**

- 7.1 Nelson to Report those items not covered in Closed Session – No report.

## **8. Member/Committee Reports (30 minutes)**

- 8.1 President (Keith)
- 8.2 Chief Negotiator (John)
- 8.3 Executive Vice President (Paul)
- 8.4 Immediate Past-President (Lacy) – Lacy thanked Keith and Doug for their work in getting her seated at the AFT convention.
- 8.5 Secretary/Treasurer (Doug)
- 8.6 Vice President of Grievance-CCC (Janice)
- 8.7 Vice President of Grievance-FCC (Mark)
- 8.8 Vice President of Grievance-Reedley (John)
- 8.9 Vice President of Academic Affairs-CCC (Roger Hitchcock) – Raised a concern that PT are losing courses while FT are getting overload. Mark raised the point that this needs to be raised at the district level and then disseminated across the district. Keith will remind Juliana about this – we need management to make a statement about this. PT get their assignments before FT get overload.
- 8.10 Vice President of Academic Affairs-FCC (Ria Williams)
- 8.11 Vice President of Academic Affairs-RC (William Mask)
- 8.12 Vice President COPE (Nelson Esparza)
- 8.13 Federalist Editor (Mike S. / Leah) – The Federalist is on hold. There is no Federalist right now.
- 8.14 Members-at-Large-PT (Bernadette, Kristina, Ronda, Maryam, Enid, Michael E., Tad, Vacant)
- 8.15 Members-at-Large-FT (Karen, Rebecca, Gerard, David, Cynthia, Sean, Vacant)

8.16 ED/O (Inez)

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

**Adjournment – 5:25**