



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

Community College, Oakhurst CCC

Web site: www.scftunion.org

Approved Minutes

August 29th, 2022

3:00 to 6:00: in-Person and via Zoom

1. Call to Order

2. Introductions & Welcome (15 min)

Bill Blanken, Case Bos, Sean Boyd, Kevin Callahan, David Campos, Michael Eissinger, Nelson Esparza, John Fitzer, Keith Ford, Rigo Garcia, Paul Gilmore, Doug Gong, Jacqueline Huertaz, Spencer Irish, Maryam Jamali, Janice Ledgerwood, Jay Leech, Jesse Merrell, Kristina Miko, Bernadette Moordigian, Enid Perez, Monique Quintana, Jeff Ragan, James Ryan, Mike Stannard, Mark Trezza,

Guests: Shannon Wilson, Inez Zuniga, William Mask, Ray Sanchez, Teresa Terazi

Absent - Jackie Alvarez, Lacy Barnes, Ryen Hirata, Lina Obeid, Chris Spomer, Ria Williams

a. Welcome of New Exec Members; AA (Acronyms Anonymous) Oath – Keith announced that Spencer Irish will be the Academic Affairs VP from Clovis and Jacqueline Huertaz will serve as PT At-large Representative from Reedley

b. Approval of Minutes: May 16th Exec and July 26th – **Motion to table the minutes as submitted: M: David Campos, 2nd: Jeff Ragan – without objection, motion approved.**

c. Member Address: Teresa Terazi – Raised serious issues about copyright issues and a serious attempt of the district to assert ownership to all of our materials.

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

3.1 Deliberations on 2c. and relevant attachments

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

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

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

4. Member Address: Ray Sanchez (10 minutes) – Ray Sanchez addressed the membership on two issues. First, he raised continuing concerns and objections to the way the district has dealt with the covid issue. Second, he raised academic freedom concerns over the initiatives throughout the district to implement a particular version of diversity, equity, and inclusion policies. He called on the union to take a stand on both of these issues.

Keith raised the point that the statewide union has opposed the efforts by the legislature to require particular forms of DEI competence in evaluations. The issue of academic freedom raised by Ray will be agendaized next meeting.

5. Committee Reports (45 minutes)

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

1. Updates – Bernadette and Rigo reported that they will update with numbers once the term really gets thoroughly underway. She issued an invitation to all to join them after 1 pm on Fridays at the main office.

5.2 Membership Committee (Doug, Inez, Bernadette, Sean, Rigo, Jeff)

1. Building Power Update (Bernadette)

2. Organizing/Membership Data – Bernadette announced that we got 80 new people last term and the Building Power campaign hopes to continue that good record.

5.3 Negotiations (John, Mark, Ryen, Rigo, Shannon)

1. General Updates – John announced that Mosier has been replaced on the negotiations team. He also reported that we have been making good progress on housekeeping articles and in late September will meet to discuss evaluations. Fairly confident that we will finish in the Fall.

5.4 COPE Committee (Nelson, Paul, Keith, Doug)

1. General Update – Nelson reported that the filing period for fall races has closed and that of the three races, Area 4's Magdalena Gomez is running opposed. That means we can focus our energy on Areas #1 (SCFT endorsed Destiny Rodriguez vs. Bobby and a third, Alfredo Miranda) and #5 (SCFT endorsed Robert Fuentes vs. Gilbert Felix). **6. Discussion Items** (15 minutes)

6.1 Financial Update (Doug)

1. Dues and Finances – Doug reported that we finished the COPE report and submitted the Treasurers report through email. (Attached). We are working on getting a loan for the office. We are hoping to be able to pay off the office in three years.

6.2 Meetings and Actions

1. **Tomorrow! Part-Time Healthcare Now!** 4:30 p.m. OAB 251. Keith invited everyone to attend this event concerning the landmark legislation earmarking 200 million for PT health care. We will be discussing that bill and how to work to get the district to negotiate this into our contracts.
2. CLC Labor Day Tailgate 2022: 9/10, 3:00 p.m.
3. Salary Placement Workshop: 9/20, 4:30 via Zoom – Our salary advancement workshop worked well last time – we ended up getting our members some 75,000 in back pay and reclassification pay. This term, we'll do a salary *placement* workshop.
4. *Changing of the Guard Party* (9/29) **Volunteers needed.** (See below.)
5. STRS workshop (October, TBD) – Probably will have more to report in September.
6. GMM: Negotiations Updates (October, TBD)
7. PT Action: October BOT, 10/4 at MCC
8. Phone-banking and Canvassing (October, TBD)

6.3 Annual Leadership Survey – Keith and Inez will be working on it.

6.4 Additional FT Rep for MCC? – We will be confirming the latest numbers on the 10th and will probably be adding this position to the Executive Council.

6.5 AB 190 – Keith reported that this act passed, providing for PT health care. The questions were under what conditions can we access this money and how much could individual districts receive?

AFT had lobbied hard for the provision that districts would be reimbursed at 100% (that is, no cost to the district) of whatever money it spent provided health care to those adjuncts who qualify. The legislature agreed.

In addition, the legislature agreed the “freeway flier” provision for PT qualification for health care. That is, an adjunct must have a .4 load to be eligible, but that .4 doesn't have to be in just one district.

Finally, the legislature agreed to require districts to offer the same plans they offer full-time instructors.

Our job is to negotiate it locally. (See 6.2.1)

6.6 CFT's Annual Salary Comparisons – Keith urged council members to look at this annual report. They do a good job showing where we rank, both FT and PT. The best evidence of inequity. FT rank between 25th and 38th depending on the step and class. Our PT pay ranks 61st and 67th.

7. Action Items (30 minutes)

7.1 Report out from Closed Session – After discussion in closed session concerning intellectual property issues, there was a motion to carry grievances AC 2206 and 2207 to arbitration. **M: Sean Boyd, 2nd: Paul Gilmore. Motion approved unanimously.**

7.2 *Guard* budget (\$8000) – Keith reported on planning for those who retired and got tenure during COVID-time. Volunteers are needed. **Motion to spend up to \$8000 on this event. M: Paul Gilmore 2nd: Jim Ryan – Motion approved unanimously.**

7.3 Kamilah Okafor (\$5700 available) – Kamilah, a PT member, has passed away. Keith suggested helping her family with \$2,500 from the PT aid fund. Bernadette raised the issue that we raised the money with certain promises of how it would be spent. Others spoke up about sending our condolences differently. Keith will look into other ways to express our condolences – perhaps a scholarship. For now, we will send flowers.

7.4 New T-Shirts – Bernadette showed the new t-shirt. **Motion to spend up to \$1500 to produce 100 of these shirts. M: Paul Gilmore 2nd: Bernadette Moordigian. Motion approved unanimously.**

7.5 Negotiations Stipend for Rigo (\$500/month) – Keith reported that Rigo is our PT rep on negotiations. Our traditional way of giving the stipend has been to pay out the whole thing at the end of negotiations. Keith asked for approval to make this a monthly payment until the end of negotiations. **Motion to pay Rigo monthly. M: John Fitzer 2nd: Jeff Ragan. Motion approved unanimously**

7.6 *Federalist* – Keith reported that the day has come. Reedley will begin charging us for printing *The Federalist*.

7.7 New PT Representatives – Keith reported that Jackie Alvarez won in the Spring but has since moved to a FT job. He then recommended appointing Rigo into this vacancy. **Motion to appoint Rigo Garcia as PT At-Large FCC. M: Paul Gilmore 2nd: Mark Trezza – Motion approved unanimously.**

8. Member Reports (20 minutes)

8.1 President (Keith) – Keith reported that the candidates we are supporting for the Board of Trustees have enthusiastically supported continuing working with Nelson. Keith also asked William Mask to work with Nelson to “learn the ropes.”

8.2 Chief Negotiator (John)

8.3 Executive Vice President (Paul) – Paul thanked David Campos for taking over his duties during sabbatical.

8.4 Immediate Past-President (Lacy)

8.5 Secretary/Treasurer (Doug) – Raised again the issue of Dual Enrollment and the lack of any control over how this is being implemented.

8.6 Vice President of Adjunct Affairs (Bernadette)

8.7 Vice President of Member Rights-Clovis (Janice)

8.8 Vice President of Member Rights -Fresno (Ria)

8.9 Vice President of Member Rights -Madera (John) – Raised awareness of email in Madera suggesting that faculty are COVID cops. He reminded folks that that is not our job. We should keep our ear to the ground on this one.

8.10 Vice President of Member Rights -Reedley (Lina)

8.11 Vice President of Academic Affairs-CCC (Spencer) – Raised an issue with evaluation forms and whether or not they had been approved. Keith will reach out to the Senate President and get clarification.

8.12 Vice President of Academic Affairs-FCC (David Campos)

8.13 Vice President of Academic Affairs-MCC (Jeff Ragan) – Jeff announced that Senate turnover is happening at Madera. New President, Bill Turini is taking over.

8.14 Vice President of Academic Affairs-RC (Case Bos)

8.15 Vice President COPE (Nelson Esparza)

8.16 Federalist Editor (Mike S. / Inez) – Mike reported that he’s working on a few articles. And he made a plea to be sure we have hard copies – more likely to be read. Keith suggested printing up QR code postcards that would direct folks to latest Federalist.

8.17 Members-at-Large-PT (Kristina, Rigo, Jackie H.)

– Rigo reported that plans are in the works to do “Grade-ins” – PT folks would gather in public areas on campus to grade papers in public.

– Jackie asked about PT office hours – Keith reported that we should know by the end of the week.

8.18 Members-at-Large-FT (Monique, Kevin, James, Mark, Ryen, Sean, Bill, Chris, Mike Stannard, and Jay Leech)

– Monique announced a November 2nd Day of the Dead event sponsored by the LSF. Asked for our participation.

– Jim Ryan raised the issue of the Science building having been closed for ten days and we need to figure out how to get folks paid for migrating courses for those days. Keith will follow up.

– Keith announced that Chris Spomer has moved to admin.

8.19 ED/O (Inez) – 31 confirmed attendees for tomorrow’s event.

9. Good of the Order. Announcements. Future Agenda Items -- Rigo announced a new Instagram account called The Salty Adjunct, a satirical look at adjunct life by someone in the valley, nobody knows who.

Remarks of Ray Sanchez

I am concerned that SCFT may be overly concerned with the short-term and far too little concerned with the fundamental changes occurring in our institutions. There is a power-hungry administrative bureaucracy imposing its divisive agenda upon us. I am urging you all to stand up in solidarity in two areas: COVID testing and DEIA evaluations.

a. First the testing

We now all know, and have known for over a year, that vaccinated individuals get sick and spread the virus. Two weeks ago the CDC finally acknowledged this and updated their guidelines.

I’ll give you two of the new CDC guidelines most pertinent to our situation:

1. **“People without symptoms no longer need to be screened”**

2. **“Unvaccinated people are to now operate under the same guidance as vaccinated people”**

Why isn’t the District changing this discriminatory practice? Is it because the District already purchased the new expensive Vending machines and they didn’t expect the CDC to reverse their guidelines? But why aren’t our faculty leadership groups speaking up against the anti-CDC testing practice? Why aren’t we now following the CDC guidelines when we obeyed the CDC to a T, previously? Do you know why? Because there is no incentive to change anything! There is no pressure upon the District by faculty, and emergency COVID funding is still available, and in fact our classes, your classes, are being forced into the California Virtual Campus Consortium on the threat of the District not being allocated the COVID-19 emergency conditions allowance – to the tune of 20 million dollars.

You know why the District won’t change this discriminatory practice? Faculty have not risen up in solidarity to speak the TRUTH. Whether SCFT or the Academic Senates, no faculty group has spoken about the discrimination, poor science, and ignorance of testing only 5% of potential spreaders, while the other 95% of potential spreaders continues to spread! You are academics, after all, and the evidence is right before your eyes. And yet no one speaks on behalf of truth and for your marginalized colleagues.

How many of you, for example, had COVID even AFTER getting vaccinated?

Can you see the idiocy of testing less than 5% of employees while the other 95% spread the virus as well? Why do we continue to look the other way? Will you stand for truth and with the new CDC guidelines? Sadly, we lost longtime English faculty member Teresa Tarazi over testing issues.

1. Let me change the topic to DEIA

Throughout the District there is an expected orthodoxy that cannot be questioned and must be followed religiously! It is surprising to me that all the atheists in the room don’t see what equity and antiracism is: a religious orthodoxy. You must fall in line, you can’t speak out, you must yield to certain speakers, you must “do the work”, you must repent of bias and

privilege, OR you will be a labeled and marginalized – some may even call you a bigot or racist as they have me. In the end you will be excommunicated!

Let me remind you what Columbia Linguistics Professor, John McWhorter wrote in his recent book *Woke Racism*:

--**First wave antiracism** was opposed to slavery and segregation

--**Second wave antiracism** was opposed to racist attitudes

--**Third wave antiracism**, which opposes MLK's colorblind ethic, and opposes other second wave antiracists like myself, is the Ibram X. Kendi brand, the Chancellor's Office, ASCCC, and State Center brand. It teaches that racism is baked into the structure of society, so all white people, whatever their backgrounds, are "complicit", while all black people particularly, but also so-called POC, are universally oppressed. **These people believe, without question, that our institutions are DESIGNED TO produce inequitable outcomes for black students —and I know this because I've attended a dozen or so Chancellor's Office or ASCCC sponsored webinars where they say this explicitly.**

They literally say that our institutions--as currently functioning--are DESIGNED TO produce unequal outcomes. They also claim to have racial battle fatigue – I'll let you figure out what is behind that phrase.

And now, last May, the BOG approved Title 5 regulation changes to require all faculty, all employees actually, to demonstrate DEIA competencies – in every evaluation and in the tenure review process. Here are some recommendations from the Chancellor's Office. Listen to the 3rd wave ideology:

- Develops and implements a pedagogy and/or curriculum that promotes a race-conscious and intersectional lens
- Acknowledgement of any internalized personal biases and racial superiority or inferiority.
- Demonstrates a commitment to continuous improvement as it relates to one's DEI and anti-racism knowledge, skills, and behaviors to mitigate any harm caused (whether intentional or not) to minoritized communities.
- Recognizes the ideological disproportionate impacts on historically minoritized racial groups.
- Develops and implements a pedagogy that fosters an anti-racist and inclusive environment for minoritized students.

These are some of the Chancellor's Office proposed competencies that your Supervisor is going to evaluate you on. They want your total commitment to 3rd wave antiracism, your curriculum to align with 3rd wave antiracism, and your students to become 3rd wave antiracist activists.

Where will this end up ultimately? In Minneapolis, "A k-12 teachers union contract stipulates that white teachers will be laid off or reassigned before "educators of color" in the event Minneapolis Public Schools needs to reduce staff.

Look, many of us in this meeting are willing to take easy steps to signal our "support" for academic freedom, but far fewer are willing to act. Our colleges ought to adopt, as just a starting point, the Chicago Principles on Academic Freedom, like over 100+ universities have around the country. Or adopt the 1967 Kalven Report, which emphasizes "institutional neutrality on political and social issues" and explains that free expression depends on such neutrality.

We need to act. SCFT leadership needs to be vocal and vigilant. We must not accept theories as orthodoxy, or accept required competencies in our evaluations that presuppose that whole racial or ethnic groups are being oppressed and another whole racial group is doing the oppressing.

The 1940 Statement of Principles on Academic Freedom and Tenure by the American Association of University Professors stated the following: "The common good depends upon the free search for truth and its free exposition." This must be our highest priority to achieve faculty solidarity in these times of bureaucratic overreach into academic freedom and free expression of ideas.

Right now, we are not free to stand against non-neutral third wave antiracism. Right now the unvaccinated are forced to test weekly, contrary to the new CDC guidelines. So, let's stand together. Our students are counting on us.