

**Citrus College Adjunct Faculty Federation, AFT-6352**  
**Executive Board Meeting Minutes**  
**of December 17, 2021**

Linda Chan called the meeting to order at 4:35 PM. The meeting was held remotely via Confer-Zoom.

#### ATTENDEES

Present at this meeting were: Linda Chan, Mark Wessel, Bill Zeman, Laura Wills, Jason Elias, Ruth Wilson, Samantha Roth, Olufemi Gonsalves, John White, Antonio Valdez.

#### ANNOUNCEMENTS AND INTRODUCTIONS

Linda called the meeting to order in honor of Anne Battle. She died Friday after Thanksgiving. Moments of remembrance and appreciation were relayed by those present. No Memorial Service plans have been conveyed yet.

John was scheduled to teach a class that was cancelled due to a precipitous drop in student enrollment for on-campus attendance.

#### AGENDA APPROVAL

Mark moved and Bill seconded that the agenda be adopted with flexibility. Approved by unanimous consent. Ruth added Compensation for hours to member issues.

#### APPROVAL OF MINUTES

Mark moved and Bill seconded approval of the November 19, 2021 meeting minutes. They were approved by unanimous consent.

#### OLD BUSINESS

##### A. Member Issues

1. Ruth said Dean Yvonne McCraven wants faculty to offer both on-line and in-person classes. There is no compensation for the on-line class preparation or instruction. (Double booked classes). There are no limitations to enrollment numbers either. Laura, Bill and Linda will be going to Dr. Sammis in Human Resources to address this issue. This is for Winter Semester.

2. Antonio has an on-going issue of not being invited to faculty meetings. As far as he knows no other adjuncts are being invited either. It was brought up that even full-time faculty are disinclined to include

B. Grievance level 3 meeting was scheduled for January 5, but an attempt to reschedule will take place. Laura said at a meeting December 1 with Dr. Sammis and Dr. Joumana McGowan the MOU language is clearly stated as Academic year for the stipend, which was not agreed to as to the meaning, and that there was a violation of the time limit for filing the grievance. The next meeting will include Dr. Shultz. Minutes from the CCAFF meeting will be used to press our case as understanding the compensation applying to classes for the academic year. Bill provided a memo from Dr. McGowan responding to the grievance. Jason made it clear that our minutes were not enough to have confidence in our position. Linda is trying to obtain numbers of adjuncts

Topics:

affected by this understanding of the MOU. Arbitration is the Level 4 next step. Level 5 is Advisory Arbitration of the grievance. The District has an abundance of money through Federal and State stimulus. This money is insignificant to them and extremely important to individual adjuncts.

C. Workshops - Unemployment Workshop dates - Friday, December 3 at 11:00 AM, Debrief: A few people showed up. Jason said we could look at the small attendance as a sign that the information has been distributed effectively over the past years. But it was acknowledged that even if only one person was helped, it was worth the time.

D. Spring Back to School Night Feb. 16, 2022: Promotion with current members needs to take place. Topics may include: 1. Reading Paycheck 2. Student Mental Health presentation, resources available to adjunct faculty for addressing student mental health. 3. Going through the Adjunct Faculty handbook was proposed. An update to this is needed, as well as Individual handbooks by department tailored to the individual disciplines. (refer to last minutes for mor possibilities)

E. Donation to the Black Scholars Program: No new news.

F. Statewide Part-time Campaign: 1. Legislation will be used to address Healthcare issues. 2. Part-time conference will take place at the end of February, which will probably be a hybrid, Zoom/In Person event.

Healthcare will be addressed first, then Pay and Equity issues.

## NEW BUSINESS / DISCUSSION ITEMS

A. Celebration of Anne Battle: A tentative in-person meeting on Friday, January 21 will potentially take place as a celebration of Anne at Marie Calendar's.

B. Action Alert: Please sign letter to Gov. Newsome about funding healthcare for part-time community college faculty. There is a link on the agenda for this.

C. Student Survey Results: The largest ever student survey results came back in demographic groupings that notably responded to questions about class modalities, expressing preferences for in-person or on-line. Results seemed to indicate a 50/50 split, indicating the need for the college to provide as many modality options as possible. There is no interest in participating in a Baccalaureate Program. The document is in the Google drive for more thorough reading.

D. Negotiations - Sushine Letter: January of 2023 is the deadline. Members need to be polled on their priorities. A Negotiations Committee is needed as well.

E. Other: None.

## RECESS TO COPE

No report

## SECRETARY AND COMMUNICATIONS REPORT

No report.

## TREASURER

Bill submitted STATEMENTS OF ACTIVITY and STATEMENTS OF FINANCIAL POSITION and Budget reports for December 17, 2021. Our total assets to date are \$242,050.68. There is \$17,574.49 in the COPE account. He showed the 990-EZ tax return he completed without the help of a professional accountant. Bill will be putting together a tutorial for his successor.

## REPRESENTATION OFFICER REPORT

Laura had no report.

## VICE PRESIDENT'S REPORT

Laura has been appointed interim V.P. Union materials need to be reclaimed from Anne's family when it's convenient for them.

## PRESIDENT'S REPORT

Linda submitted reports from the following meetings:

1) Academic Senate, Nov. 23, and Dec. 8, 2021: At the Nov. 23 meeting Dr. Shultz discussed the largest student survey to date, in which 1074 students responded. Results of the survey were provided. It provided a demographic breakdown of 916 students who answered this portion. Students were asked to choose one modality they are most likely to enroll in for Spring 2022. 32% of respondents prefer a combination of online/on-campus classes, 22% prefer online classes with no scheduled video conference meetings and 22% prefer online classes with real-time/scheduled video conference meetings, while 18% prefer on-campus classes solely. This speaks to the need to offer a variety of modalities for the maximization of student enrollment.

At the Dec. 8 meeting Dr. Shultz said there would be sixteen new full-time faculty hires for next fall. Also, the District will continue the vaccine requirements and testing for winter and spring semesters.

2) President's Steering Committee Meeting, Nov. 22, 2021: Measure Y money will be used for Sequencing Plan for campus renovation. A map of the projected construction and dates was presented. Various AP's and BP's were considered.

Nineteen new full-timers will be hired for next fall.

3) Community College Council (CCC), Dec. 3, 2021: Legislative analysis: CFT lobbyist, Michael Young, discussed the state budget. There is a \$31 billion surplus, \$20 billion for Prop 98, and \$10 billion in new funding. This bodes well for community colleges, with a minimum guarantee of a 12% increase from this past year. A COLA of 5.35% for 2022-23 is anticipated. There are a lot of union busting measures being advanced by the usual suspects - the "Vergara Group" and the "Howard Jarvis Group".

4) CFT Legislative Priority is the \$300 mill. healthcare funding request. CFT will also be reintroduce AB 375 which will raise the part-time load cap to 85%, tying it to budget priorities.

5) CFT Part-Time Committee, Dec. 4, 2021: a) A discussion of how various Districts handle MOU's. b) Concerns over retaining intellectual property rights on Canvas was discussed. c) The issue of shared small office space in the midst of COVID was discussed. d) Acceptance of overseas vaccination eligibility was another issue.

## CFT FIELD REP REPORT

Jason had no report.

## COMMUNITY OUTREACH/MEMBERSHIP ORGANIZING

none

## COMMUNICATION COMMITTEE REPORTS

none

## FUTURE AGENDA ITEMS

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1. Debrief Back to School Night updates/topics

The winner of the end of semester \$200 raffle was Samantha Roth.

Next meeting: Friday, February 18, 4:30.

The meeting was adjourned at 6:25.