

**MSAC Faculty Association  
Representative Council Meeting  
May 4, 2021 via Zoom**

**Present:** Alvarez-Galvan, Anders, Avila, Benoe, Birca, Boyer, Burnett, Caldwell, Chan, Chen, Christ, Crichlow, Cridland, Davis, Daland, Doonan, Engisch, Esslinger, Ezzell, Greenberg, Hood, Howell, James-Perez, Jones, Kaljumagi, Knapp, Kunkler, Lawton, Lopez-Alix, Madrid, Martinez, McIntosh, McLaughlin, Meyer, Miho, Mullane, Nakamura, Necke, Ngo, Olds, Padillo, Pascoe, Pellitteri, Ponce, Richardson, Rivera, Rogus, Rojas, Staylor, Straw, Summers, Uyeki, Ward, Wolf, Wood, Woolery.

**Absent:** Aguilar, Berch, Burman, Calzada, Condra, Foisia, Garcia, Hamby, Heard, Holbert, Hughey, Klein, Kirchgraber, Komrosky, Landeros, Laverty, LoPiccolo, McKinney, Miller, Nixon, Page, Pham, Piluso, Romero, Roueintan, Stringfellow, Thomas, Uranga, Velasquez, Virgen, Wasson, Zine.

**Guests:** Espy, Estes, Greco, Horton, Kolta, Ortega, Ott, Quinn.

**I. Call to Order and Approval of the Agenda**

Emily Woolery called the meeting to order and a motion was made (Chan), seconded (Wolf) and carried to approve the Agenda with flexibility at 11:36 a.m.

**II. Approval of Minutes**

A motion as made (Chan), seconded (Wolf) and carried to approve the minutes of April 6, 2021 with minor edits.

**III. President's Report – Emily Woolery**

A. Commencement Day 2021 – The College is celebrating commencement on June 11 at Hilmer Lodge Stadium. Although commencement is a contractual requirement, the District seeks faculty volunteers for this event. More information will be shared after President Scroggins and Emily discuss a side letter.

B. Committee Appointments – Emily appointed the following faculty to the FA Awards Committee with confirmation from the Executive Board: Julie Laverty, Patricia Maestro, Masoud Roueintan, and Nan Shea. The FA thanks you for your contributions to this committee. Appointments to other committees is still in progress. A list of openings is appended to this report.

C. Faculty Celebrations – The FA is planning a faculty celebration for our colleagues: adjuncts, newly tenured, and soon-to-be retirees. More information will be share about these celebrations. Regarding the adjunct recognition, all departments are encouraged to select one adjunct professor to be recognized this year. Please email the name of your department's adjunct honoree to Emily (erwoolery@gmail.com) by May 25.

D. Membership – Liz Ward and Emily are leading a membership drive. We seek 5-10 volunteers to help with making phone calls. Please email Emily (erwoolery@gmail.com) to join in this work. Two new members joined the FA in April. Listed is a count of members according to Mt. SAC Payroll: Full Time Professors: 405 members and 32 non – members; Adjunct – 502 members and 454 non-members.

E. Personal Email Accounts – The FA needs members' personal email addresses for the upcoming elections and organizing activities. We have collected approximately 600 email addresses so far. Department representatives are asked to reach out to their departments to collect additional email addresses. A list of faculty that already responded to this request was appended to her report.

F. CCA Spring Conference – The April 23 – 25 CCA Spring Conference focused on membership. We also celebrated the We Honor Ours (WHO) Awards. The FA recognized Tamra Horton as our WHO award recipient. We were permitted to share a short statement about our recipients, and I have pasted our statement below. The FA greatly appreciates Tamra! The FA is also appreciative of the many members that attended this conference as attendees or delegates: Maya Alvarez-Galvan, Linda Chan, Patricia Cridland, Sandra Esslinger, Vicki Greco, Herschel Greenberg, Tamra Horton, Luisa Howell, Renu Katoch, Al Kirchgraber, Teresa Landeros, Judy Lawton, Ellen Straw, Liz Ward, Laura Wohlgezogen, and Emily Woolery.

G. Grievance Report – The following grievance report was given: 1.) CTA is handling arbitration for a probationary professor, whose tenure was denied; 2.) A professor member seeks support in clarifying their job duties. a.) FA filed a Level 3 grievance. It was denied. b.) FA filed a Level 4 grievance. It was denied. c.) FA requested arbitration. d.) FA and District agreed to mediation. Mediation was unproductive. e.) FA requested arbitration. As we await arbitration the FA and District continue discussion. 3.) A professor filed a Level 1 grievance regarding a special evaluation. a.) FA met with the District this week and is awaiting a response. b.) This grievance was denied at Level 2, 3, and 4. c.) The member declined moving this grievance to arbitration. This grievance is closed. 4.) Adjunct professors expressed concerns about seniority rights with scheduling. a.) FA filed a Level 3 grievance. The District responded and FA is reviewing the response. OTHER CONCERNS: 1.) An adjunct professor requested support with a student grievance filed through Student Life. 2.) A professor requested support with filing a sexual harassment complaint against a manager. 3.) A professor expressed concerns that their department is experiencing a negative environment following the recent hiring of a manager. 4.) An adjunct professor reached out about possible disciplinary actions taken by their manager.

H. CTA Opportunities – 1.) CTA Human Rights Cadre – Application Deadline is May 26, 2021 Find information about the program at the CTA website: <https://www.cta.org/human-rights-cadre-training-program-trainer-information>. 2.) CTA Summer Institute – July 26 – 29, 2021 (virtual) Sessions are offered on Bargaining and Finance, Communications, Community Engagement, Instruction and Professional Development, Member Benefits and Member Engagement. Contact Emily Woolery ([erwoolery@yahoo.com](mailto:erwoolery@yahoo.com)) if you wish to participate.

#### **IV. Vice President's Report – No Report**

#### **V. Treasurer's Report – Linda Chan**

Treasurer Chan reviewed the September 1, 2020 – May 4, 2021 Treasurer's report and stated that we are caught up on all of our bills and our Webmaster has been paid. Treasurer Chan made a trip to the bank and we now have new checks. A question was asked regarding the membership dues breakdown paid by Full-Time and Part-Time faculty. The following is the breakdown: Full-Time Annual Dues: State - \$836, NEA \$200 (local dues amount to be researched); Part-Time Annual Dues: State - \$248.75, NEA \$67.50 (local dues to be researched but estimated at \$7/month).

#### **VI. Negotiations – Sandra Esslinger**

A. Contract Negotiations – Contract negotiations are funded by ongoing financial commitments the State apportions to the district based on the student centered success formula (SCFF) and proposition 98 monies. On Monday, May 3, 2021, the FA and the District engaged in contract negotiations for the academic year of 2020-21. The District concluded with their response on Article 10: Workload and presented responses to Article 7: Salaries, and Article 8: Contract Employee Benefits in the subsequent negotiation sessions. We are outraged by the lack of willingness to compensate faculty equitably for their hard work and dedication. Mt SAC is lagging in health insurance; and, our faculty are due increases in salaries. The District seems to be taking advantage of the remote work environment caused by the Pandemic and the perceived difficulties of organizing our membership. They basically threw us crumbs for our health care with an offer capped at \$199,000 if the faculty would give up things that were previously negotiated. These take-aways would be matched at 50% until we hit the ceiling of \$199,000. In other words, we would have to reallocate \$398,000 toward health and welfare to get the \$199,000. If we did that, it would appear as if the District provided a health and welfare package worth substantially more than they gave us. This is utterly unacceptable. Faculty gave their hearts and souls to the institution to keep it running during the Pandemic, with no promise of compensation. A salary increase, would be just a nod to the work that has been done and the devotion we have to our students and loyalty to the institution. They offered us nothing at all for salaries. The FANT is working hard. We have done substantial work on at least 8 articles. We have some things in those articles that we think you will appreciate, but we have no TAs! What comes next? We know we are negotiating and counters are often not what we end up with, but in all the years I have negotiated I cannot recall a counter that gave us so little. The FA Negotiation Team will continue to work their hardest to get the best outcomes. However, now it is time for the members to work for the Negotiation Team. We need volunteers to assist the organizing committee, develop strategies and talking points and activities. The membership is the union and the union is its members, their willingness to participate in activities at various levels, like speaking at the Board of Trustee meetings, participating in labor actions, and to show their willingness to stand together and make a difference will give us more leverage to negotiate. Frankly we need more participation overall. It is complicated to organize in a virtual world, but we can do it. We can have letter writing campaigns, and more. This was a very bad time to disrespect the

faculty with such a low-ball offer. You can be an arm-chair activist and work from your computer and/or zoom platform! Please join us toward gaining a “Fair Settlement Now!”

B. Return to Campus Side Letter Negotiations – Side letter negotiations are funded primarily by Federal monies designated for COVID related expenses. We signed the second side letter last night. We have made some progress and seem to be nearing agreement on a few things: • Allowing for virtual training and meetings • Stipends for SPOT certification • Paying for the cost of @One Training • Dedicating LHE for faculty who are researching for possible equivalencies for SPOT to be submitted for Senate Review and working with the DL Coordinators • Roll over the Spring 2021 side letter for alternative assignments for fully displaced adjunct with 3 LHE. • Date for 11 and 12-month return to campus work • Reasonable Accommodations which allow for applying banked leave to leave or spreading load into winter. • Adjunct professors who lose their full assignment may request a 3 LHE alternative assignment. • COVID/OSHA training at the regular instructional rate. Discussion is continuing on: • Contractual on campus requirement of 5 LHE • Contractual on campus requirement of three days • The role reassigned time will play in relationship to the 5 LHE • Virtual office hours • Date when District makes a final decision to return or revert to online. We are also discussing building cleaning schedules, PPE available and HVAC in general. We will be sending out information with the side letter with charts and building ventilation upgrades. There are also two more additional vaccine clinics on campus this month. You can find links to signed side letters on the HR website.

## VII. Old Business – Action Items

A. Adjunct Faculty Advisory Committee Approval – AFAC is currently a pilot program. It has been recommended by the FA Executive Board that the Adjunct Faculty Advisory Committee (AFAC) be approved as a standing FA Committee. The budget for AFAC is \$16,000 of which we usually spend less than \$4,000. A motion was made (James-Perez), seconded (Jones) and carried to approve AFAC as a permanent FA Committee.

B. FA Elections – **MOTION:** A motion was made (Alvarez-Galvan), seconded (Wolf) and carried to discuss the FA Elections nominations. The following nominations have been made: **President** (2 year term): Emily Woolery; **Vice President** (1 year term): Tamra Horton; **Secretary** (1 year term): Liz Ward, Vicki Greco; **Full Time Director** (2 year term): Sandra Esslinger, Steve Lancaster, Eric Kaljumagi, Kristina Allende, Maya Staylor; **PT Director** (2 year term): Herschel Greenburg, Ellen Straw, Patricia Cridland; **AFAC: Arts(1 Rep); Business (1 Rep):** Teresa Landeros – Business/Child Development; **Humanities/Social Sciences (HSS) (3 Repts):** – Herschel Greenberg (if not PT Director) – HSS/English, Ellen Straw (if not PT Director) – HSS/English, Doug Mullane – HSS/English, Natalie Solodjagin – HSS/Art History; **Learning Resources/Student Services (1 Rep):** Sandra Padilla – Student Services/Counseling, **Natural Sciences (2 Repts) –** no nominations; **Non Credit (2 Repts):** Marina McLaughlin – Non-Credit/Adult Ed, Patricia Cridland – Non-Credit/Adult Ed. **MOTION:** A motion was made (Chan), seconded (Howell) and carried to close FA nominations.

## VIII. New Business – Discussion Items

A. Student Awards – The FA has always provided Student Awards for the top one or two candidates in each Students of Distinction categories. This year, the Executive Board has proposed giving each student \$100. There was a proposal to give additional FA funding and this proposal will need to be approved by the Representative Council. This will be an action item at the next Representative Council meeting on June 1, 2021.

B. 2021 – 2022 FA Budget – Linda Chan presented the proposed 2021 – 2022 FA Budget and noted that Social Activities (from \$20,000 to \$10,000), Postage (from \$4500 to \$4000), and Conference and Training (from \$22,500 to \$15,000) were reduced from last year’s budget and that Student Awards was increased (from \$2000 to \$2500). It was noted that we can always amend or change this budget and that this is just proposed spending limit. It was noted that this budget was proposed at an additional Executive Board meeting that only half of the Executive Board was present with 7 in favor of the proposed budget and 1 against. This will be an action item at the next Representative Council meeting on June 1, 2021.

## IX. Announcements

A. Next Executive Board Meeting – Tuesday, May 11<sup>th</sup> at 11:30 am – 1:15 pm via Zoom.

- B. Next Adjunct Faculty Advisory Committee Meeting – Tuesday, May 18<sup>th</sup>, 11:30 am – 1:00 pm via Zoom.
- C. Next Representative Council Meeting – Tuesday, June 1<sup>st</sup>, 11:30 am – 1:00 pm via Zoom.
- D. Next Board of Trustees Meeting – Wednesday, May 12<sup>th</sup>, 6:00 pm via Zoom.
- E. “Know Your Contract” Event – Thursday, June 24<sup>th</sup> 9:00 – 3:00 pm via Zoom.

## X. Adjournment

The meeting was adjourned at 1:11 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association

## Other Reports – Due to time restraints, the following reports were provided but not reviewed

### XI. Academic Senate Report – Provided by Chisa Uyeki

A. Approved Appointments – Flex Planning Committee: Shiloh Blacksher (Psychology) Sp 2021-2022 and Beta Meyer, Sp 2021-2023; **President's Advisory Council**: Jean Metter (Nutrition), sp 2021 and 2021-2024; **Scholarship Committee**: Cuiwen He (Chemistry), 2021-2022; **Student Conduct Board**: David Yost (Aircraft Maintenance), Kelly Coreas (Respiratory Therapy), Hilary Lackey (Earth Science and Astronomy), Mary Beth Barrios (Counseling), Felix Jollevet II (Geography and Political Science), David Mrofka (ESA), Ellen Straw (English), and Doug Mullane (English); all 1 year term 2021-2022.

B. Program Learning Outcomes Faculty Divisions Liaisons (GPS Grant Project) – Lance Heard, Kelly Rivera, Kim-Leiloni Nguyen (Outcomes Coordinator), and Peter Gend (Outcomes COChair) met to review and consider interest from faculty to serve as PLO Liaisons. I have made the following appointments for one-year terms. Work will begin this semester and will include training. Liaisons will provide support to faculty in their divisions to develop and report on PLOs and will liaise with the Outcomes Committee. All PLO Liaisons will be supervised by Peter Gend for their reassignment. LHE is distributed across divisions proportionally depending upon the number of programs in the division. It was explained to me that LLR was not allocated LHE because we do not have any degree or certificate programs. Thanks to all faculty who expressed interest. • Christine Cummings for Arts: 4 LHE/year, • Maria Davis for Business: 9 LHE/year, • Kelly Coreas for Health & Tech for 6 LHE/year, • CLS Ferguson for Humanities & Social Sciences: 2 LHE/year, • Chris Jackson for Kinesiology: 2 LHE/year (will help other divisions in Fall), • Carrie Miller for Natural Sciences: 4 LHE/year, • Mary Ann Gomez-Angel for Noncredit/Continuing Ed: 9 LHE/year, • Bernie Somers for Student Services: 2 LHE/year.

C. Faculty Advisory for Academic Support – The following are the Faculty Advisory for Academic Support: CLS Ferguson (Comm), Michael Ngo (ESL), Donna Necke (ABE), Shazia Aziz (TERC), Maya Staylor (Comm), Pauline Swartz (Lib), Dianne Rowley (LERN), and Jimmy Tamayo (Math), Phil Wolf (PENG)

D. Other Senate Actions – The following are additional Senate Actions: 1) Revised BP and AP 7211 Minimum Qualifications and Equivalencies passed Senate, 2.) The formation of a Social Justice AA-T Task Force was passed, 3.) Nominations were opened for Senate Exec Board Elections for Co-VP, Secretary, 3 Directors and 3 Senators-at-large.

E. Committee Openings – Committee Openings If you are interested in being appointed to a committee or council please fill out the Committee Interest Form. There is information on the shared governance committees and councils are available on the Committees webpage. If you have a committee term that ends in June 2021 and you are in your first or second term and are interested in continuing please send an email to Michelle Ravel [mravel@mtsac.edu](mailto:mravel@mtsac.edu) and Chisa at [cuyeki@mtsac.edu](mailto:cuyeki@mtsac.edu) so we can consider your interest in planning for next year's appointments.

F. Honors Coordinator Interest Form – Honors Coordinator Interest Form 12 LHE for faculty to support the Honors Program. See 5/1/2021 all faculty email for more details.

G. CSU Ethnic Studies Requirement – Faculty have been working to get courses that will meet the CSU Area F requirements ready to submit for curriculum approval. Because of the requirements from CSU these courses need to be cross-listed with at least one of the following prefixes which were approved in early April. These are now available in WebCMS. o AABS: African American/Black Studies o APIS: Asian American and Pacific Islander Studies o ETHS: Ethnic Studies o LCAS: Latina/o/x and Chicana/o/x American Studies o NAIS: Native American and Indigenous Studies. If you have questions about Area F and curriculum please be in touch with Dianne Rowley drowley@mtsac.edu.

H. Emergency Grants for Students – Emergency Grants for Students with critical needs continue to be available. If you become aware of a student in need you asked to refer the students using the linked form. To make a referral, you will need to complete the CARES Emergency Grant Referral Form at <https://www.mtsac.edu/financialaid/forms/2021/fa-cares-act-referral-form.pdf>

I. Accreditation Steering Committee – Accreditation Steering Committee 4/2/2021: Reviewed draft timeline for the 2024 Institutional Self-Evaluation Report ISER 2024 Timeline. Support staff is going to be provided for the accreditation team.

J. Expanded PAC 4/14/2021 – Expanded PAC met to reviewed Strategic Planning process, worked in small groups to do gap analysis of College mission, vision, and core values, and reviewed themes that were culled from multiple campus plans and drafted meta-level College goals based on the themes. This work will be used to inform the next steps of strategic planning for the Institutional Effectiveness Committee.

K. ACCCC – Registration is open for spring Academic Senate for California Community Colleges virtual events. If you are interested in the Senate sponsor your registration at one of the following events please fill out the **Spring 2021 ASCCC Event Interest Form**. To attend you will need to fill out a Conference & Travel form, register yourself, and get reimbursed. (ASCCC is not allowing payment by check as they have in previous years). If it isn't feasible for you to prepay and get reimbursed please let me, Kelly, or Lance know and we can make arrangements for a limited number of registrations to be pre-paid. **2021 Faculty Leadership Institute**, June 7-9, 2021, on Pathable. The Faculty Leadership Institute is the cornerstone of the Academic Senate's governance training. Created to assist new senate leaders in navigating the complexity of local governance, the Faculty Leadership Institute brings seasoned leaders together to share tips and tools for new leaders to successfully lead their senate and influence their college policies. **2021 Curriculum Institute Webpage**, July 7 to 9, 2021, on Pathable. This year's theme addresses all aspects of curriculum with the intersections of college constituents through an equity lens from the basics and beyond. General sessions, breakouts, and convenings are intended to be proactive and responsive to the dynamics and realities of our student's educational endeavors while addressing opportunities and challenges in equity-driven systems and the critical time for change.

## **XII. Adjunct Faculty Advisory Committee – Provided by Herschel Greenberg/Judy Lawton**

A. Attendance – April 20<sup>th</sup> – Herschel Greenberg, Co-chair, Judy Lawton, Co-chair, Ellen Straw, Humanities and Social Science, Doug Mullane, Humanities and Social Science, Marina McLaughlin, Non-credit, Teresa Landeros, Business, Sandra Padilla, Counseling, Patricia Cridland, CTE, Linda Chan, Ex-officio member

B. AFAC Nominations – The following positions are available: Arts, Natural Science, one more Non-credit, Kinesiology (ask Liz and Emily for contacts). We talked about reaching out to adjuncts to join AFAC. In addition, we discussed nominating one more Humanities rep.

C. Seniority List for Adjuncts – We discussed the seniority list created by the District that was posted, and then taken down because of inaccuracies and incomplete coverage. There is an urgent need to get an accurate list and for all departments to use it once it is done. Discussion about how long it took for the District to produce the list

once date of hire was added to the contract as an assignment criteria. We resolved to consult with Emily Woolery about the side letter reached with the District on this issue and the fact the agreed-upon workgroup is not yet in operation. The workgroup had a June 2021 deadline.

D. Adjunct Scheduling – Rehire Rights vs Those Without Rehire Rights – We discussed AFAC members positions on adjunct scheduling. We noted a potential conflict of interest between those with Rehire Rights versus those without Rehire Rights. Discussion of the need to protect seniority rights as a fundamental union principle. Need to make sure departments follow the contract and the Seniority List in assigning classes.

E. Know Your Contract Event – We agreed to work with Tamra’s all day contract workshop in June. Herschel will take the lead on this. Discussion of whether adjuncts will get PGI or get paid for attendance since the proposed date, June 24th, falls in the Summer session.

F. AFAC Workshop in May – We discussed whether AFAC wants to fit in another workshop. Members said yes. Then we discussed potential titles: Know Your AFAC! AFAC Open House! What is AFAC? This workshop will be planned via email, as Emily Woolery joined the meeting at this point.

G. Emily Woolery Visit – Emily joined the meeting to introduce herself and hear adjunct concerns. Emily listened to a few issues adjuncts are facing such as lack of participation and blocked participation in many departments. She received a request for adjunct membership data to improve AFAC outreach.

H. Next AFAC Meeting – AFAC’s next meeting is Tuesday, May 18<sup>th</sup> at 11:30 a.m. via Zoom

### XIII. CCA Director J Report – Provided by Luisa Howell

Luisa Howell provided the following CCA Director J Report from April 23, 2021:

1. **Mt SAC W.H.O award winner:** Tamra Horton
2. **NEA Representative Assembly Delegates:** Among the delegates are Presidents Eric Kaljumagi and Emily Woolery.
3. **CCA President Kaljumagi** writes a newsletter to update membership on various issues. To subscribe, go to: <https://actionnetwork.org/forms/sign-up-for-ccas-action-network-update>. You may also access the CCA calendar with dates on every CCA related activity at: [cca4us.org](http://cca4us.org).
4. **Calbright update** – Calbright anticipates growing 5,200 students by the end of 2023. It presently has approximately 500 students. The goal is for Calbright’s student body be comprised of a minimum 75% of students younger than 25 without a prior degree and from underrepresented groups. California’s Lt. Governor -Elaine Kounalakis- now sits on Calbrights Board meetings as an ex-officio member. It has formed an Academic Senate and its union is affiliated with CCA/CTA/NEA. It has approximately 10 members and they are presently working on their first contract. It anticipates becoming accredited by July of 2021.
5. **From CTA’s State Council Report** – They adopted a policy that supported the “...right of all pre-K-14 students in California to have access to quality Ethnic Studies curriculum...” **They also amended the academic freedom statement supporting educational freedom “...to choose the delivery [method] of instruction.** CTA President, Vice President and Secretary-Treasurer ran unopposed and were re-elected.

**President Toby Boyd questioned the quality of Governor Newsom’s “Safe Schools for All” reopening proposal and stated that, including vaccines, no single measure would stop the spread of COVID-19. CCA PROPOSAL TO ATTEMPT TO SPONSOR LEGISLATION CONCERNING PART-TIME FACULTY PARITY WAS APPROVED, AND THE CCA STATE BUDGET PRINCIPLES WERE ADOPTED.**

**The Retirement Committee reported that as of December 2020, 101 CalStrs members died of COVID-19. Retirements in the first half of the school year in 2020 are about 26% higher than last year. There was also a surge of retirements in 2009-10 during the Great Recession.**

**CTA expects to remain virtual through the summer. Staff will return to their offices on June 7<sup>th</sup>. However, the buildings will not be available for meetings right away. CTA CREATED A MENTAL HEALTH “HUB”**

**(RESOURCE LOCATION) FOR CTA MEMBERS. YOU CAN FIND IT AT:**  
<https://www.cta.org/foeducators/wellness-center>.

President Boyd expressed continued concern regarding ethnic-based hate crimes and state assessment tests. Though he spoke positively about a planned high school ethnic studies requirement, he indicated that the ethnic studies curriculum model adopted recently was “insufficient.”

The Assessment and Testing Committee recommended CTA’s opposition to the use of the SAT and ACT tests. The Civil Rights in Education Committee recommended the creation of a cadre of volunteers to assist educate recently arrived unaccompanied and undocumented youth.

6. **From the Board of Governors Meeting Reports** – Madera Community College was welcomed by Chancellor Oakley as the 116<sup>th</sup> college in the CC system. He mandated that credit be granted for International Baccalaureate and College Level Examination courses. New procedures were adopted for correspondence education course. It was determined that there were insufficient funds to implement the Faculty Obligation Number for the 2021-22 academic year. **Since “hold harmless” provisions last through 2023-2024, short-term fiscal difficulties are not anticipated.**

General fund spending is expected to be up 5.5% & a \$250 M discretionary funds is proposed as one-time emergency student financial assistance. There is a proposal to require a Diversity Equity and Inclusion action plan as a condition of receiving COLA, as well as a proposal to require district to offer at least 10% more online courses in 2021-22. In addition, no new money was included for was confirmed. parttime faculty support. Chancellor Oakley issued and Executive Order suspending P/NP deadlines.

Fall 2020 overall student headcount was down 15-16% and overall enrollments are down 11-12%. The declines are more severe for underrepresented students of color, male students & students over- 50 years old. It is anticipated that enrollment will continue to be a significant ongoing problem. The federal government will award the CCCs 2.30B, half of which will be spent on emergency grants to students. The remaining amount can be used to defray expenses associated with Coronavirus.

7. **CCA Membership** – It has gone down 2%. Most of the loss has been part time faculty.
8. **Update re loan to former charter president** –No additional payments have been made to CCA. The trial date is May 3<sup>rd</sup>.
9. **AB1269 will hit the Appropriation’s Bill next week.** This Bill seeks 75% parity for part time faculty. The activity for this Bill is in three (3) parts: collect data, define “Parity” and Achieve Parity. CTA has taken a position in full support of AB 1269. Its goal is to create parity for part time faculty of the California Community Colleges so that equal work results in equal pay.

“Part Time Faculty comprise 70% of the community college faculty and teach approximately 50% of the classes across the system. As a result, many CCC administrators are exploiting Part Time Faculty on their campuses as a cost savings measure and are, in many if not all ways, an exploited second class in the academic world.

The status quo hurts Part Time Faculty, impedes full time faculty hiring, and most importantly negatively impacts the students they serve. Research shows that when students are served holistically at their campuses by professors who not only teach their courses but also have consistent office hours, office space, involvement in shared governance activities and are an overall part of the fabric of the college that students perform better in a variety of ways. Part time faculty lack the parity and equity to effectively do their jobs and fulfill the intent of the legislature in improving student success.

In 1968, California Education Code was revised to create part-time faculty to fill emergency, temporary needs in the community colleges, but contrary to the labels of temporary and adjunct/unnecessary rooted in Ed Code, part-time faculty have become a permanent fixture in the college system, and many of these professionals have been teaching on temporary contracts for decades at the same institutions.

This exploitation harms our part-time faculty, our institutions, but it damages our students far more as they have limited access to part-time faculty who:

- Are working multiple jobs to earn a living;
- Are not compensated sufficiently or at all for office hours to meet with students (despite the student success research that has repeatedly demonstrated that students who visit professors during office hours are much more likely to succeed);
- Are not provided adequate space on campus to meet with students and to do their work;

- Are not included in the shared governance work that informs the college decisions and curriculum, and;
- Are not generally compensated for the professional development and training required by the state and national legislatures and accreditation.”

10. **UNEMPLOYMENT WORKSHOPS – TWO (2) MORE ARE AVAILABLE IN MAY. SEE CCA AND CTA WEBSITES.**
11. **REQUIREMENTS FOR VACCINATION, WIPING DOWN DESKS AND OTHER ADDED RESPONSIBILITIES PASSED ON TO FACULTY AMOUNT TO CHANGES IN WORKING CONDITIONS AND SHOULD BE NEGOTIATED. LOCALS ADVISED TO REACH OUT TO CLASSIFIED REGARDING DISTRICTS PASSING ON CLEANING RESPONSIBILITIES TO FACULTY.**
12. **NEA HOT BUTTON ISSUE: REMOVAL OF POLICE PRESENCE ON CAMPUS.**
13. **CCA RAISED RATES FOR MEMBERSHIP AND INNOTAVIVE GRANTS TO \$5,000.**
14. **FEDC (Faculty Equity and Diversity Committee) established \$1,500 scholarship (3 - \$500 scholarships) for Student CTA.**