

West Valley Mission Federation of Teachers Executive Board Meeting Notes
Zoom 7/10/2020, 12-3pm

Name	Role/Representing...	
Kate Disney	President	P
Melvin Pritchard	VP	P
Yanghee Kim	Treasurer	P
Jory Segal	Secretary	P
Jeff Cormier	Mission College FT Rep	P
Patricia Louderback	West Valley FT Rep	P
Ellen Yu Costa	West Valley Associate Rep	P
Nick Barron	Mission College Associate Rep	P
Ex-Officio:		
Ann Marie Wasserbauer	Membership Organizing chair	NP
Karen Chan	Executive Director	P
Guests:		
Greg Allen	West Valley FT Faculty	
Krystyna Lett	Mission Associate Faculty	
Varda Perelman		
Mary Ann McEwan		
Jennifer Tseng		

I. Call to Order

The meeting was called to order at 1:00pm

II. Approval of the Agenda

Motion to approve with additions. (Segal/Barron, Approved 5-0-0)

III. Approval of Minutes

Motion to approve 5/21/2020 & 6/19/2020 minutes. (Segal/Barron, Approved 3-2-0)

IV. Oral Communication from Members

None

V. Old Business

A. Discussion about approved **\$20,000 Pilot Program** for WVMFT Cares. \$500 Maximum that members experiencing hardships can apply for. Parameters for the program: WVMFT faculty members have to be currently employed or previously employed, (within the last year), by the District. They can apply to the committee members, Jeff or Nick. A suggested form is attached to the minutes. The applications will come before the WVMFT E-Board, after Jeff & Nick review them. Deadline for applying could be 9/24/2020. Applications going before the E-Board should be during closed session, keeping the information as confidential as possible. Verification of class cancellation was suggested. An email from the dept. chair might be acceptable. Discussion about limiting applications to those who have been a member for 1 or 2 years. Additional goal is to have community members and/or WVMCCD BOT provide matching funds. Yanghee will check with Pooley to see if contributions could be tax deductible. **Motion** to approve \$500 maximum to applicants. (Pritchard/Kim, Approved 7-0-0). **Motion** to accept the draft application (Pritchard/Kim, Approved 7-0-0). Mel will send the draft to the Steward Council. The E-Board Agreed to finalize details at the next, 7/24 meeting.

B. **Emeritus & REP Contract Problems**-Article 15, (emeritus Article 100.9.3. "Assignment of associate faculty

is always secondary to regular, contract, & emeritus faculty". Discussion occurred about the language problems and other issues associated with the Contract Language concerning REP & Emeritus faculty. It was suggested that the E-Board read the language in Article 15 & Article 100 and come back to the next meeting to further discuss the issues. Additionally, how long can an emeritus be gone and then demand to return to teaching? Some issues can be addressed in contract administration, and others are subject to full negotiations. Kate asked the E-Board to do homework to educate themselves about the language and talk to dept. chairs. Kate requested that the E-board members send their thoughts to her before the next meeting. Kate will try to organize the ideas.

C. **Article 17**-Full time Faculty involuntary underloading. Underloading can occur for up to 2 years.

1. accept additional teaching load
2. accept other duties
3. reduce banked load (could also be considered wage garnishment)
4. reduce compensation (wage garnishment). It is illegal according to Bezemek.

The following language, used by Peralta, was recommended by Bezemek: "The District can only force someone to teach an additional .20 in future semesters."

It was suggested that the District should notify the faculty member of their underload.

D. Older Adult (non-credit) Faculty are losing loads.

E. Mirroring Classes is under discussion both at Contract Admin and Faculty are working on it.

VI. New Business:

A. **California AB 3310**-new law requiring ethnic studies classes being offered at all community colleges. When a community college adds the requirement, the colleges cannot increase the number of classes being required for graduation. To show the Union's support of the bill, we can publicize our vote supporting it.

Motion to support the resolution. (Pritchard/Disney, Approved 7-0-0). It was suggested that the resolution supporting the bill be read during public comment at a WVMCCD BOT meeting.

B. **Summer E-Board Compensation Discussion- Motion** to receive compensation at the C11 rate at 50% of the normal semester. (Pritchard/Segal, Approved 7-0-0)

Motion to make 2 payments for the summer. One in July and one in August. (Disney/Pritchard, Approved 7-0-0). Kate will reach out to Ann Marie to find out if she has been doing any work to decide if she should be paid.

Ad Hoc committees progress:

- Steward Council formation (Mel, Kate, et al)
- Faculty appraisal Forms (Jeff, Patricia, Jory)
- District Budget analysis (Kate, Jeff, Jory, Yanghee, & Karen)
- Salary Schedule analysis (Nick, Ellen, & Karen)
- Health Care analysis for faculty (Karen, Patricia, Nick & Jory)
- PAC jump-start (Mel & Kate)
- Outreach to online and off-site faculty (Karen & Ellen)
- ED's Evaluation (Kate, Yanghee, Mel & Jory)
- Retirees Ad Hoc Committee (Frank)

VII. Announcements

VIII. Action Items

IX. REPORTS

Presidents Report

Executive Director's Report

Vice President's Report

Treasurer's Report

Secretary's Report
Rep Reports
Part-time Committee Report
Strike Fund Committee Report
PAC Committee Report

X. Future Business

XI. Future Meetings

Friday, 7/24/2020, 12-3pm@Zoom

Friday, 8/7/2020, 12-3pm@Zoom

Friday, 8/21/2020, 12-3pm@Zoom

Meeting adjourned at 3:15pm. Meeting Notes submitted by Jory Segal

Proposed Resolution to Support Assembly Bill 3310

Whereas, Ethnic Studies is the interdisciplinary and comparative study of race and ethnicity with special focus on Native Americans, African Americans, Asian Americans, and Latinx Americans;

Whereas, Ethnic Studies is rooted in the social struggles and student movements of the 1960s and 1970s in which California's public institutions served as an organizational origin point for the field;

Whereas, Ethnic Studies has been shown to promote academic engagement, academic achievement, and personal empowerment across racial and ethnic backgrounds, helping students make valuable contributions to their communities and our democratic society;

Whereas, the California Legislature has passed legislation to establish Ethnic Studies requirements for the California State University (CSU) system;

Whereas, the California Community College (CCC) system serves as a pipeline to the CSU and University of California (UC) systems;

Whereas, the CCC serves an ethnically diverse student body;

Whereas, West Valley College and Mission College have pledged to foster a diverse and inclusive learning community;

Resolved, that the West Valley-Mission Federation of Teachers urges the passage of [Assembly Bill 3310](#), which will require each California community college district to offer courses in ethnic studies at each of its campuses beginning with the 2021-22 academic year and to require the completion of at least one course in ethnic studies of at least three units as a requirement for a student to obtain an associate degree starting with the 2023-24 academic year.

WVMFT Cares

The Executive Board of the West Valley Mission Federation of Teachers (WVMFT) recognizes the enormous negative effect COVID-19 is having, both emotionally and financially, on the members of WVMFT. To respond to the unprecedented impact of COVID-19, the WVMFT Executive Board has created a pilot program to provide emergency assistance funds to support affected members. This pilot program is **WVMFT Cares**.

WVMFT Cares has a budget of \$20,000 for the 2020-21 academic year. Members undergoing economic hardship can apply for up to \$500 in emergency financial assistance.

To be eligible for **WVMFT Cares**, you must be a member of WVMFT, be employed with the District currently or have been previously employed with the District within the last year, and have experienced assignment reductions that are causing a financial hardship.

If you have questions about **WVMFT Cares** and/or you wish to request emergency assistance, please reach out to Jeff Cormier or Nick Barron.

Jeff Cormier, Full-time, jeffreycormier@sbcglobal.net
Nick Barron, Associate, nmbarron5252@gmail.com

In order to implement **WVMFT Cares** in time to make a difference in the lives of faculty, we are requesting that faculty reach out no later than September 24, 2020.

The WVMFT Executive Board

To apply, please submit this form not later than September 24, 2020.

WVMFT members may apply by completing the form below and sending this information to Jeff Cormier (jeffreycormier@sbcglobal.net) or Nick Barron (nmbarron5252@gmail.com).

Applicant's Name:

District ID:

Address:

Personal Email:

Phone:

Most Recent Term of Employment:

Please briefly explain if you have experienced any workload reductions. Include courses assigned to you that were cancelled due to the pandemic or courses that were routinely assigned to you that were not scheduled due to the pandemic. Please show documentation. Please explain how these reductions have created a financial hardship: All applications will be kept confidential within the WVMFT Eboard.

Send any questions or inquiries to Jeff Cormier (jeffreycormier@sbcglobal.net) or Nick Barron (nmbarron5252@gmail.com).

Procedures

WVMFT member contacts Cormier or Barron expressing interest in emergency assistance before September 24th, 2020.

Cormier or Barron responds to member one-on-one in real-time if possible (phone or zoom). Cormier or Barron request they complete the application.

A follow phone call is made if needed to obtain more information.

The Executive Board reviews applications to ensure current membership of member and required criteria for WVMFT Cares.