



San Diego Adjunct Faculty Association

December 11, 2015 Mesa College

Room H-117, SDAFA Board Meeting 2pm – 5pm

Present: David Milroy, Yanina Valdós, Carol Whaley, Arnie Schoenberg,
Carlyne Allbee

- I. Call meeting to order 2:15pm
- II. Approve agenda and minutes from November 7th Board meeting: postponed
- III. Board reports:
 - a. Chair (*David*)
 1. Resource Allocation Formula (RAF) discussion on the district email list (DL): These are the important issues that tend to be ignored. We need to do so much more education among adjuncts, within the unions, and to our contract colleagues.
 2. SDAFA Survey results: 90 responses. We'll release tentative results during the retreat and send out another blast with tentative results and encourage stragglers.
 3. Board vacancies:
 - a. Palomar(*Scott*) Can't make weekday meetings, but could email reports. Agreed to invite *Scott Douglas* to serve as Palomar Rep.
 - b. SWC – Some possibilities
 - c. City- Some possibilities
 - d. GC- *Ken Ard* may be able to do it.
 - e. Miramar
 4. Outreach to local legislators to support PT legislation/issues
 - a. We need to contact our current legislators Sacramento to support adjunct bills, work with CPFA on legislative efforts, D.C. Social Security,
 - b. We need to get our Political Action Committee PAC started and work on surveys, interviews, and lobbying for June, *Arnie* will try to recruit folks who are into this
 - b. Vice Chair (*Yanina*)
64 members, 51 paid
 - c. Treasurer (*Carol*)
previous balance: 187.38
spent: 158.4 (75.75 on Campus equity week, 82.69 on general membership meeting.)
Collected 167.61
Current Balance 196.55,
We owe *Scott* for web hosting and domain name
 - d. Secretary (*Arnie*)
 1. Couldn't make the board meeting on 11/7, *Yanina* will send the minutes out.
 2. Will send the report from the general membership 11/13 to *Scott* to post on the website with photos.

IV. College Representatives

- a. City (vacant) *Arnie*
 1. Social Justice Forum planning for Spring, let's try to organize a forum and bring some good speakers
 2. There seems to be a lot of support from full-timers, we'll step-up the Adjunct Ally campaign
- b. Cuyamaca (*Salvador Gonzalez*)

Emailed Report:
I have talked to some adjuncts about SDAFA and they seemed interested.
At least two told me they would register to join.
- c. Grossmont (*George Gastil*)- *David*
 1. Pay for PT Committee work voted unanimously by Senate.
 2. Investigating the "Equity Hour" plan. Needs to be fleshed-out. Very little transparency.
- d. Mesa (*Carlynn Allbee*)
 1. Tips for Adjuncts/Adjunct Survival Guide: done for Mesa but delayed publicized it because we've been spamming the DLs about contract and RAF issues. Will use it as a model for other campus reps to take on.
 2. Personal note: will be retiring to collect STRS and continue to work, similar to full-time pro-rata. It's important to retire from PERS and STRS at the same time. The 180 break gets up to summer.
- e. Mira Costa (vacant)
- f. Miramar (vacant) Congratulations to *Ian* who got a full-time job!
- g. Palomar (vacant)
- h. Southwestern (vacant)
- i. SD Continuing Ed. (*Vicki Maheu*) absent (*David* will contact)

V. Committee Reports

- a. Adjunct Advocacy Committee- *David*
 1. Meetings with AFT PT Caucus at AFT Guild offices.
Topics for SDCCD included:
 - a. Job Security: Priority of Assignment POA under the new ratified contract
How will people like Salvador be effected? How will the provision that prevents Deans and Chairs from discouraging adjuncts to apply be enforced?
Will set up a meeting with Mahler to explain the details after Jan 11.
 - b. Inter-District Health Benefits for Part-time Faculty in SDCCD and GCCCD (Los Rios/Sierra College model) Jim Mahler said he would work on it at the state level, but this should be explored.
 - c. PT Parity: The proposed SDCCD and GCCCD RAF doesn't change parity, it doesn't make it worse, but it doesn't make it

better. We need to keep pushing for economic justice when determining the annual RAF calculations.

- d. Pay for Committee Work Extended Service Units (ESU): SDCCD: We got nothing. GCCCD: got it through the academic senate.
- e. Office Hours: getting something \$25-30?, but still over 50% underfunded.
- f. "Equity Hour" plan as modeled by Contra Costa District: unlikely
- g. GCCCD: Compensation for chairs is based on PT head-count which incentivizes hiring more PTers with smaller loads. Need to change the CBA to be like the SDCCD which is based on sections not heads.

b. Membership – *Yanina*

Will set up 3 tiers to encourage contributions, more money and more swag (silk screened shirt, polo shirt, mugs, pens, adjunct trees planted in your name), and non-member supporters: Friends of SDAFA (friends and families), Adjunct Allies (full-timers)

c. Website Committee – *Yanina, Carlyne*

- 1. Website work party set for Monday Dec 21st at 1pm
- 2. Need adjunct stories from everyone, yes, that means YOU!
- 3. Need photos and stories from Campus Equity Week at each campus.
- 4. Need to create a "Have a problem?" button
- 5. Need photos and story from Nov 13 General Membership Meeting (Great success!)
- 6. Roll-out in early spring semester.

d. Budget Committee: *Carol*

- 1. We need more fundraising, Soup Plantation event?

VI. Old Business

- a. "Adjunct Support Group" still informal. *Carol*
 - b. Order shirts and swag with SDAFA logo for membership, Café Press, Land's End, National Pen - *Carol & David*
- [5:10pm motion to extend the meeting to 6pm]

VII. New Business

- a. NAWD Planning – Mid-February
planning meeting set for January 20, noon at City College, with Pizza.
- b. Board Retreat – Saturday Jan 23 10am-5pm then dinner
- c. Election reform – *Carlyne* We need to find a way to make all union elections and votes fair and democratic, like public elections. Perhaps PERB or the local press can be called in to help.

VIII. Items for next meeting:

- a. Duties of College Representatives, pushed back to board retreat
- b. Adjunct Profile/Adjunct Identity Project: Adjunct Identity Project: RAF discussion brought up the need for more narratives about adjunct identities. We will present them at Union meetings, Board of Trustee meetings, and our new SDAFA website.
- c. A+ me project

IX. Upcoming Events

- a. SDAFA Board meetings are scheduled Friday 2-5pm on room H-117

We agreed to schedule spring meetings at different sites, City, Mesa and Grossmont.

Dates: February 5th, March 18, April 8th, May 13th

- b. CPFPA Annual Conference Saturday April 23 at Mesa College – Committee – Program and speakers, food, room reservations, PR
- X. Announcements:
 - Carol*: fun show running until the 20th: *Mistletoe, Music & Mayhem*, at the Point Loma Playhouse <http://www.pointlomaplayhouse.com>
 - Arnie*: March and Rally for Climate Justice, Saturday December 12th in Balboa Park 6th and Laurel, 12 noon <https://www.facebook.com/events/983733331668236/>
- XI. Group discussion of the AFT Guild RAF Proposal: interspersed throughout meeting
- XII. Adjourn meeting 5:35pm