

Special General Membership Meeting Minutes DRAFT

February 26, 2020, 3:00-5:00pm

Ocean Campus, Science Hall 108

Members: Audrey Wallace, Kathe Burick, Wynd Kaufmyn, Debra Wilensky, Adele Failes-Carpenter, Deirdre White, Dave Vetrano, Augie Barone, Mark Prudowsky, Kurt Robinson, Billington Mbolo, Deborah Levy, Harry Bernstein, Li Lovett, Malaika Finkelstein, Susana Atwood, Ann Killebrow, Kathleen White, Stephanie Levin, Darren Keast, Mary Bravewoman, Armen Hovhannes, Rosemary Brinson, Leslie Simon, Joe Berry, James Tracy, Dayna Holz, Stephen Brady, Juan Calvo, Ron Richardson, Kevin Cross, Diane Wallis, Rick Baum, Dina Wilson, Karl Graham, Bill Shields, Susmita Sengupta, Patty Gallagher, Fanny Law, Christina Yanuaria, E. Simon Hanson, Robin Pugh, Sue Englander, Lori Admokokom, Charles Kimball, Tim Killikelly, Jenny Worley, Julieta Kusnir, Yvonne Webb, Kate Frei

Non-members: Jess Nguyen, Peter Warfield, Brenna Stroud, Ryan Sternlicht, Marilee Hearn

Staff: Chris Hanzo, Athena Waid

1. m/s/p Approval of agenda.**2. Statement of Community Agreements on conduct in meetings.****Fighting the Class Cuts****3. Rationale for the Special General Membership Meeting**

In late November, Chancellor Rocha cancelled 300 Spring and Summer classes, leaving students without needed classes, laying off faculty, slashing instructors' income, and cutting off health benefits to many. Immediately, a coalition of AFT 2121 leaders, rank-and-file members, students, and community allies, including Leslie Simon and members of HEAT, began working with Supervisor Shamann Walton on a plan to restore the cancelled classes via a supplemental budget allocation from the City. Although the \$2.7M budget supplemental passed the Board of Supervisors in a 7-4 vote in January, Mayor Breed vetoed the measure last week, cruelly dismissing the needs of our students, our faculty, and our community.

Nevertheless, 2121 members and leaders will continue to fight for a fully funded Community College. To that end, a group of rank and file members have called for an emergency general membership meeting to strategize about our immediate path forward. This meeting has been called to facilitate discussion of the critical issues we face with these deep cuts to our college, and to encourage members to share information, ideas and concerns, learn from each other and other CCSF constituent groups, and all work together to formulate and implement a plan.

4. Reports from constituent groups

- a. DCC (Department Chairperson Committee): Darlene Alioto gave a brief report on new information about the drastically reduced summer schedule. New for 20/21: department chairs will receive a budget allotment for the entire academic year (fall, spring, summer) and will decide in advance how to distribute class offerings. Joseph

Reyes reported on the future of the “hold-harmless” clause for CCSF in relation to the new state funding formula.

- b. Academic Senate: Alexis Litzky and E. Simon Hanson reported on recent AS resolutions and actions. The AS passed a vote of no confidence in the budget process; recommended that the District hire an independent financial auditor that reports directly to the Board of Trustees; and have requested written reports from the office of Academic Affairs regarding the impact of class cuts on program growth and vitality, without response. Questions for the Chancellor at his next visit to the AS will include how the bond and subsequent construction will impact enrollment and accessibility of buildings. Auditors have recommended a 25% reduction in faculty release time, from 100 FTEF to 75 FTEF, on top of the approximately 45% reductions from recent cuts.
- c. Student groups: Brenna Stroud, representing HEAT (Higher Education Action Team), and Jess Nguyen and Eira Kien, representing CCSF Collective, reported on the student experience of engagement around fighting class cuts. As a result of several years of intimidation and threats against students who have been critical of Administration and policies, most students are now reluctant to get involved in activism at the college. Faculty were encouraged to find ways to support students in their efforts to have a voice in the direction of CCSF’s future. Students in HEAT and CCSF Collective are actively engaged in coalition building among students and faculty, community stakeholders, and faculty at other schools. To support their efforts, students asked faculty to follow @ccsfcollective and @ccsfstudentsays on social media.
- d. AFT 2121: President Jenny Worley gave an update on recent findings from the BoT Budget Committee, where the 20/21 budget recommendation shows a 200 FTEF cut in fall, representing approximately 1,000 new class cuts. At the same time, the Committee is recommending increasing the reserve fund to 9.2%, well above the minimum 5% reserve. Members were asked to speak out against this budget proposal at the Feb. 27 Board of Trustees meeting. AFT is aggressively pursuing efforts to get stable long-term funding through Nov. 2020 ballot initiatives Schools and Communities First and CHEF (Community Higher Education Fund), as well as initiating talks about interim 20/21 stabilization funding from the City.

If the city wants to see broad and diverse curriculum that they expected to get with Free City, then they need to support the reinstatement of classes. Chris Hanzo, interim AFT 2121 Executive Director, distributed information about the college’s budget proposal in context of previous years’ revenue and expenses, and charts of actual numbers of faculty employed, showing that Spring 2020 represents a 40 year low in employed faculty.

5. Group discussion to identify major concerns and potential solutions

Julieta Kusnir facilitated the group discussion, reiterating the meeting conduct guidelines addressed at the start of the meeting, and acknowledging the permission of non-members to participate in the meeting and discussion as long as we hear as many voices as possible, priority for speaking goes to members, and no recording is permitted. Participants wrote down major concerns and potential solutions on post-it notes, which were divided into

seven categories for discussion. (See appendix to Minutes for transcription of comments.)

6. Solution-based work group discussions

Meeting participants broke up into several smaller work groups based on ways to explore solutions to class cuts. Categories included: Local funding (ERAF/CHEF); Statewide issues (Schools and Communities First, State Chancellor, state funding formula); Board of Trustees; Media; Strike fund; Legal and budget; and the Chancellor.

m/s/p Extend meeting to 5:30 p.m.

7. Report back

Ideas and concerns:

- Investigate legality of top administrators in acting roles that they have no training in (financial)
- Investigate recent revisions to purchase order spending policies and potential gross waste/overspending
- No endorsements for Board of Trustees candidates until August, and encourage Labor Council to withhold endorsements, so that we can confirm whether current Board members will back efforts to secure ERAF money from city
- Media strategy: multilingual press releases, social media, fact sheets, charts, timelines at the ready, public meeting/city wide event, include K-12, voting clubs, famous people
- Dispatch precinct reps to ask individual members to sign card re: reopening strike fund as bargaining strategy
- Lobby Supervisors to secure 11% of ERAF funds, get Board to sign petition to force the Chancellor to accept funds if they're given
- Education Day at city hall, like we used to have in Sacramento
- Schools and Communities First - sign up to volunteer to collect signatures
- Change statewide formula - who is getting hurt and what do we object to? More accurately: suburban centered funding formula
- CFT has been organizing and lobbying re: funding formula, focusing on Nancy Skinner in east bay

m/s/p Extend meeting to 5:45. (1 no, 1 abstention)

Motion: AFT 2121 take the position that the Board of Trustees should fire Mark Rocha for cause. m/s/p (17 yes, 12 no, 4 abstentions)

Motion for non-members to leave meeting during discussion and vote on motion. m/s Failed (5 yes, 5 abstentions)

Justifications for the motion about the Chancellor were discussed, as well as concerns related to retaliation and ineffectiveness, potential unintended consequences re: replacement Chancellor, as well as alternative options supporting a vote of no confidence.

m/s/p (3 abstentions) Executive Board to review two additional motions presented by HEAT.

8. Adjourned 5:52 p.m.

Appendix to Item #5: AFT 2121 Special General Membership Meeting, February 26, 2020
Group Discussion to Identify Major Concerns and Potential Solutions re: Class Cuts

Participant contributions, divided by category of response:

STUDENTS	
<ul style="list-style-type: none"> • Students being discouraged from enrolling • Support students: “prosecute” administrators who harass students • Is there a legal case for student retaliation? • The closing of campus sites can lead to privatization of land - educational land should be preserved for the entire community (sacred land as are parks) • Collect evidence of student retaliation (support student groups) • Lab aide and FWS [Federal Work Study] budget for students not made whole after pay raise (program and enrollment impact) • Student input is very low and undervalued • Student access to labs outside of class • CTE program cuts impacting completed jobs (... unreadable) 	<ul style="list-style-type: none"> • Racial equity • Kicking out students and programs that are not aimed at “completion” • Students unable to finish certificates/degrees due to class cuts • Students are bearing the brunt of the cuts - we’re here because of them. What can we do to strengthen students. How can we help students unify across all the centers and even across the bay area. • Students avoid enrolling in classes showing lots of open seats on B9 [Banner] • Banner 9 registration and application process = hot mess! • Permanent loss of students including in Diversity Studies and Labor and Community Studies. • Get more funds and new leadership.
PROGRAMS	
<ul style="list-style-type: none"> • Program gutted (where’s my classes?) • Certificates disappearing and students left stranded • Student votes not supported/included - Title V rights violations • Lack of transparency in all matters • How is equity funding being spent? • Too deep cuts to the arts and also evening classes • Destruction of the Art program. Probably closing of Ft. Mason campus (all part timers have been laid off) and tearing down of Creative Arts Bldg. Where will the studios go? • WGST [Women’s and Gender Studies] continually recommended for grant funds, 	<ul style="list-style-type: none"> • Destruction of non-credit (do not fall into trap of pitting us against each other and dividing up shrinking pie. Summer TRST/ITS classes ARE CCSF classes) • Save/rebuild Evans and trades (and OLAD) classes and Fort Mason/Art • Campus closures • Loss of CCSF diversity programs and students • Students being dissuaded from enrolling in ethnic studies and social justice classes • Reduced summer offerings • Reverse the evisceration of the Older Adults Department • The community of SF and people who work, study here but live elsewhere need to know

<p>then denied by top admin</p> <ul style="list-style-type: none"> • Lack of high level class for finishing specialty certificates 	<p>more about all of this B.S.</p> <ul style="list-style-type: none"> • Students are missing out on life-changing opportunities. They may never recover.
DEPARTMENTS	
<ul style="list-style-type: none"> • Defend labor-community and diversity classes • Defend the arts - visual and performing • Past, present, and impending cuts! • ESL, Transitional Studies • The cuts will continue and eliminate all non credit and target/eliminate all non-traditional • Permanent class cuts leading to smaller departments or no departments • Civic Center closure II (2) • OLAD students - too many art classes have been cut for all students. Solutions: Lawyers for the Arts 	<ul style="list-style-type: none"> • Will noncredit ESL (and other departments) get completely cut eventually? • Cutting entire programs from Art • I'm worried about the destruction of Art facilities, example - kilns, presses, sculpture tools, etc. The Chancellor is not fond of the Arts • Cuts to DSPS - fed mandated services being cut - leaves us open to lawsuits • Loss of CCSF diversity programs and students • Where will art classes go? You can't put ceramic kilns in a bungalow. • ESL may be targeted
FACULTY EMPLOYMENT CONCERNS	
<ul style="list-style-type: none"> • "Targeting" part-timers' benefits • Getting my classes back • Departmental deterioration and losing FTES • Faculty layoffs • End full-time faculty teacher overloads • Full-time faculty will not be protected if their programs are cut - students services, counseling, and library hours may be reduced even more • I will not have classes this summer. Will I lose my insurance also? • Losing our part time talent pool that will probably never come back • Equal part benefits and job security for part timers - example: the Vancouver model 	<ul style="list-style-type: none"> • Projected cuts of up to 1000 sections will fall mainly on the backs of part timers • Unplanned loss of income • Stupid, ugly, ineffective and ridic expensive "publicity" campaign. Meanwhile, no more catalogs to all San Franciscan's mailboxes • Teachers need to know now if they should start looking for jobs for fall • Part timer health insurance • As a lecturer, assignment consistency; benefits; longer term employment • Part-time healthcare benefits • Layoffs • Educational quality and academic freedom • Lost health benefits • Lack of fund for part-time teachers and TA's
HIGH FALUTIN'	
<ul style="list-style-type: none"> • No centralized documentation of offenses by admin/chancellor, lack of following process, etc. • Admin quoting high cost for grant-funded classes so they can't draw apportionment • Destruction of City College's mission, and CTE programs 	<ul style="list-style-type: none"> • Rocha lied when he cut classes in November, not an emergency. No accountability - no pushback from Board of Trustees. • Lack of transparency from Board Trustees on how to get solutions! They don't talk and unite our stakeholders • State Chancellor agenda to close CCSF and other community colleges

COLLEGE-WIDE

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| <ul style="list-style-type: none"> • Source of attacks on: older students; culture, music/art/dance, etc.; all students • What to do for the 20-21 fiscal year? • Our budget is a non-transparent mess to the layman, and there may be omissions and false info. Where is oversight and transparency? • Get correct current budget numbers? • Class cuts = lower enrollment = more budget cuts = even lower enrollment, loss of faculty, and on and on • Restoration of classes that serve: civic engagement, cultural enrichment, life-long learning • Our elected trustees aren't fighting hard enough. Our admin is downright untrustworthy. • Changing from community college to junior college • Cancellation of classes that bring more money into the college than they cost (i.e. full sections, summer online, etc.) • Admin trying to kill off noncredit | <ul style="list-style-type: none"> • Being clear about bumping in the ESL department if a teacher's hours are cut. "Owing" hours is NOT a realistic way of dealing with lost hours. Nobody wants to talk about it and it's an elephant in the room. • What happened to shared governance? It saved \$\$ - faculty did administrative work for faculty pay (so yes, they/we need reassigned and comp time); it created UNITY and RESPECT (faculty, students, classified, admin WORKED TOGETHER) • Possible downsizing through real estate shenanigans • We do not seem to have a complete repository for agreed-upon facts with this complex issues. For example the official budget says we don't have any reserve funds at all. • 1. Why are we under this budget crisis? 2. Who is overspending? 3. Why don't we have finance office? 4. Who decided what courses are to be cancelled? |
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TACTICS/SOLUTIONS

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| <ul style="list-style-type: none"> • Audit-independent • Dismiss Rocha • Why are we wasting time complaining about administration? Isn't it time to get rid of them right now? • Organized information that is broken down, digestible, and shared publicly/available; teach-ins for students - organizing skills; uniting departments; uniting students; faculty and classified united; all groups together; how we can all communicate together; how to build discussion • Reinstitute authentic, tangible shared governance • Lack of faith in Chancellor/Admin/BoT to defend and protect the college (they FAIL to provide any leadership out of crisis - they FAIL to lead the college - only DESTROY) • Budget transparency - need a point person | <ul style="list-style-type: none"> • Gross admin incompetence increasing faculty workload • The community doesn't know what's going on! Media campaign • Faux news; Bad morale; Fear of the bad PR for college • Request info about policy coming from Board of Governors in Sacramento. Relationship between CCSF Board of Trustees and Board of Governors • Loss of summer classes = loss of PT income and possibly loss of [ss – students?] (one campus to another) • Move forward with eliminating the chancellor. I understand that SEIU is what's holding this up. Is that right? Potential solution: We need to build this bridge. • Rocha needs to be removed and NOT given a blank check for \$850 million. |
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<p>(controller) to oversee the expense process</p> <ul style="list-style-type: none"> • Contact/Twitter Cal Community College Board; lobby SF Supervisors; lobby CCSF Trustees; [fire] the Chancellor • Get rid of Rocha • Media coverage - the voting SF public needs and wants to hear this. A task force to reach out to Terry Gross, Mary Louise Kelly, neighborhood groups • Media campaign! Positive stories re: trades, culinary, art, etc. • Dept chairs IMMEDIATELY replace Chancellor and top admin (or Anita Martinez as interim Chancellor) • Recall of Chancellor, Admin cannot use money as they wish. • Class cuts: coordinator cuts and way their allotment now exists • Media and people don't seem to understand the larger picture: community college destruction. How to get word out/media? Ballot box 3/3/20? • The vision of a broad selection of CCSF programs is the vision of SF. We need to say that again and again. • Get bridge funding NOW to restore summer/fall classes • Loss of student population due to restricted summer ESL program (Chinatown/Mission) • No centralized place for accurate communication 	<ul style="list-style-type: none"> • All classes need to be restored to pre-Rocha levels • Remove Rocha • Fire Rocha • Remove and replace Rocha with a chancellor friendly to a growing not shrinking college • Chancellor, Boegel, Gonzalez, and cronies OUT ASAP! • The public elected officials are not getting "the whole story" about the issues at CCSF • Fire Rocha • More contacts need to be made to media and SF politicians; Rocha and senior admins must go! Immediately • \$/exposure/support/activism from ALUM! Glover, b patisserie; and retirees • You need both social media and print media. All neighborhood newspapers would be a great place to start. Radio. • ERAF; political [campaign] after Nov election for funding; get bridge funding now • Reach out to laid off and cut back part-timers to hear their concerns and organize them for action to win back against the cuts • Communication among constituents - call town halls regardless of chancellor agreement • Apply political contacts at Board of Supervisors to get City Controller Office involved in transparency of CCSF finances
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