



**Antelope Valley College Federation of
Teachers Local #4683A
Executive Council Minutes
September 1, 2020**

In attendance:

Dr. Aurora Burd, President
David Adams, Vice President
Dr. Cindy Hendrix, Secretary
Kent Moser, Treasurer
Kathy Osburn, Grievance Officer
Gabrielle Poorman, Adjunct Vice President
Mike Pesses (came at 3:01)

Meeting was called to order at 2:31

Meeting adjourned 3:35

- Opening Remarks

- COVID-19:

Many parts of MOU are working OK; for example, the AVCFT received notification from HR regarding positive tests of an employee and of a student. There has been a request from some faculty who would like to waive the 15 day notice / wait time to return to campus. The Federation thinks that this sets a bad precedent and does not provide us with time to negotiate another MOU for a return to campus. There have been many comments and concerns about POA list. (Addressed later)

- Update on VPAA / Dean SBS Hiring

Aurora asked regarding AVCFT representing on the hiring committees: President Knudson contends that there only has to be one representative from each group on committee and since faculty is represented, there is no requirement for an AVCFT representative. Also, this seems to be more of an issue / concern for the academic senate. Additionally, it was noted that the classified union lost one of their representatives on the committee and it seems as if the original committee has changed significantly and original members have not been replaced.

Some actions to take: We can comment to board and work on getting something in the next CBA. Also, we can let our members know and bring up the issue with the academic senate.

- New hire information - David reached out to Jennifer regarding new adjunct hires; he has not received a reply.
- Survey to new members has been sent out and the number of responses are as follows:

For classified: 23 out of 70 have taken the survey (33%).

For faculty: 71 (55 FT & 16 ADJ) out of 178 (40%),

- Off schedule stipends should be coming in the mail soon.
- Faculty has been complaining about Zoom bombing, but it should be easy enough to prevent.
- Work continues on the shared governance form; deans are supposed to send full time faculty a request for their plans for shared governance. At the end of the year, each faculty member should send his / her actual participation report to the appropriate dean. The AVCFT will also send a reminder at the end of the year reminding faculty to send in their participation report. The deans are not required to send a reminder at the end of the year.
- The script for student evaluations is being developed with Sheryl Williams.
- There was a request to meet with Michael Dutton and Rutger Parris, AVC Board candidates. Scott Lee will also reach out to Michelle Harvey and Michael Rives about a meeting. Scott would like to set up some times between now and end of September for the Executive Council to meet with board candidates.

AVCFT swag was delivered to Scott Lee; it will be picked up from Scott Lee's house and then Kent will distribute the masks to members' boxes in the mail room. We also need to get new blue dots to identify AVCFT members.

- Minutes - review approve
 - August 25, 2020 (approved with corrections)
- Action Items
 - Approve payments to Bush-Gottlieb: \$1600 for June, 2020 and \$75 for July, 2020
- Discussion Items
 - CFT funding formula update: Due September 12 along with the budget.

- Set up times to meet with board candidates and possibly endorse candidates and provide financial support.
- AVCFT President phone – Aurora is still looking into a phone plan; we will stick with ATT & look for cheapest plan
- Negotiations
 - Nothing to report
- Legal Report

David and Kathy resolved a level 4 grievance: When a meeting with AVC Board of Trustees was requested, the issue was resolved. Another level 4 grievance will be up soon, as the timeline for district response is about to expire.

The POA is next big legal issue which will need to be addressed. It should be based on start date of entire faculty, rather than by division. As it stands, there are approximately 150 people at “#1” with different start dates. This needs clarification since sections are being reduced and classes are being taken from faculty. If possible, the list should be sent out to all faculty and if a person sees a problem, he/ she can contact the dean and / or HR to get the issue resolved.

- Treasurer’s Report
 - The formula funding update is due September 12. Kent will present budget next week.
 - Kent contacted HR again to try to get faculty email addresses included in list of members, that is part of the current CBA.
- Membership Report - none
- Communications report

Mike has used the member spread sheet to put email addresses and other information into mail chimp. Some things have had to be hand-entered, but the list is much more accurate and complete.

Social media accounts have been set up and ready to be activated, but are not active yet. He is also working on website for the AVCFT.

Aurora will put together a membership update and get it to Mike to send out. Items included will be information from CFT (specifically regarding Prop 15), a reminder to faculty to fill out the member survey, and a reminder / request for faculty to send in comments for board meetings.

Mike will take over the survey monkey account from Scott in October. The next survey will be related to negotiations, but won't go out for a while.

We will use the contact@avcft.org email as contact point.

Scott is paying for G-suite on a monthly basis and will get reimbursed; the account will be changed to Aurora's name.

- Governance Report
- Political report
- New Business

May extend phone banking longer, Gabby is recruiting new callers.

We have about 17 new members; Gabby has a list of people who she is still talking with about joining AVCFT.

- Upcoming meetings and trainings
 - Attached CFT Calendar