

## **Minutes of AFT Local 1521 Faculty Guild – October 15, 2015**

**Meeting was called to order at 1:11 pm by Olga Shewfelt (Chapter President) and lunch was served.**

### **1. Welcome and Introductions**

Members present: Mark Rose , Bonnie Blustein, Jennifer McIntosh, Susan Trujillo, Matt Robertson, Rudy Triviso, Kevin Considine, Norma Barragan, Faz Elahi, Laura Vasquez, ( student intern), Harpreet Singh ( student intern), Vered Mirmovitch, Bernice Filerman, Lorenzo Ybarra, Kenneth Tiarra, Grace Chee, Gerald Ludwig, Carmen Dones, Olga Shewfelt and Tim Russell.

Guest present: Diane Johnson, Delrode Margolas and Deputy Sheriff Leander Davis

### **2. Minutes from 9/17 Chapter Meeting were unanimously approved**

### **3. AFT Chapter President Report (O. Shewfelt)**

a. **Selection of College President.** BoT Rule 103. Chapter President presented the board rule in regards to the presidential selection process. (see BoT Rule in handout) The committee conducted interviews for 2 days and sent the names of the candidates to the Chancellor who will be conducting interviews and doing background checks before sending the names of the finalists to the Board of Trustees.

b. **Faculty Obligation Number 2016 (FON)** - There will be 241.6 new hires districtwide (See page 7 in the handout). If we do not meet the FON, the District will be fined. WLAC has an obligation to hire 13.9 (14 FTE).

Bonnie comments on the FPIP process. She is the new chairperson for the FPIP committee. Members: Bonnie, Marguet Miller, Jack Moy, Laura Peterson, and Mesfin Alemayehu. The administrators on the committee are Celena Alcala, Ara Aguiar and one TBD. For the first time there will not a separate application. The application will be a part of Program Review. The PR deadline was extended to November 6. The FPIP committee can not start until after this deadline. There is a short timeline for the approval process. They plan to meet several times before the end of the semester. Since there are 3 deans on the committee, decision making should go smoothly.

c. **AFT Faculty Guild, Health benefits & Retirement Conference** (10/16/15) will be held at JW Marriott , Los Angeles LA Live; ( see page 8 in handout)

d. **Politics:**

- Laura Vasquez & Harpreet Singh introduced themselves as AFT Guild interns and provided an update on their activities. They are in the planning stages of an even geared towards enlightening students on issues facing them such as CSEP, Financial Aid, Priority Registration... They will also be inviting local representatives to this event such as Sebastian Mark-Ridley Thomas and reaching out to instructors to inquire if they would like to participate in this event. They are having a busy week coming up which will be comprised of different rallying events including at banks, a car wash and an affordable housing activity.
- AB 288 “College & Career Access Pathways” signed by Governor Brown (see page 10 in handout).

e. **Guild’s Strategic Campaign Initiative:** Chapter President informs the chapter that the membership drive continues.

**4. Campus Safety-** Aracely Aguiar (Acting VP of Academic Affairs) for Bob Sprague (Interim President). See letter from Interim President (page 14) and letter from Chancellor Rodriguez (page 13), and Campus Safety Initiative (page 15)

The Chapter President mentioned that there is a contractual obligation (pg. 12) for work environment (Article 19.A), “The District shall provide conditions for a safe, healthful and sanitary work environment conducive to effective teaching and learning.”

Proposed Actions/ Recommendations:

1. Update the website to include emergency preparation
2. Increase the number of drills i.e. fire, disasters  
Norma also mentioned that the drills should be better organized (more boiler type drills) to be more effective.
3. District has hired a threat assessment team to address matters that come up on each campus. Workshops are planned and meetings will occur with administration. There will be a district wide team that will be localized as well.
4. Swipe card lock for classrooms – mentioned that all faculty members and adjuncts should a key to the rooms that you teach. Vered mentioned that the rooms in MSA and GC building do not have inside locks. In the case of an active shooter there would not be way to lock the door from the inside. The Chapter President stated that a solution should be sought. VP Aguiar responded that this issue should be brought up in facilities committee.
5. District has hired two doctors to be mobile across the 9 campuses
6. District is hiring more staff to fill vacancies.

Olga mentioned that the District Office may cover the sheriff's cost for the colleges this fiscal year. Sheriff Davis provided details of WLAC security team. Currently WLAC has 9 cadets and 3 officers.

- The blue shirts are students with varied shifts who help students and dispatch calls.
- White shirts are armed security officers, they can detain, and they are not sworn (security guards that work for the Sheriff department). They have cheaper pay rates, they can only detain, but they cannot arrest.
- Brown Shirts are deputy sheriffs with Los County Sheriff's Department.

In lieu of the recent campus shootings, Kevin Considine asked if there are any alternatives to the current lethal method such as taser. Sheriff mentioned deputies are trained to use a force escalation chart when determining to use a gun.

Chapter President asked Sheriff Davis about recent changes in the sheriff's rotation schedule at West to be able to accommodate the heavy traffic of students and faculty at 10pm. The night rotation now starts at 10:30 pm.

If faculty feel like a situation is going to escalate to an unsafe environment, it is imperative that they call the Sheriff Department. Sheriff Davis states that the response time to an incident is on average 3 minutes. Their main focus is to protect life and property. He emphasized that they are not here to remove students from class unless they are jeopardizing life and/or property. Sheriff Davis mentioned the last incident that involved a faculty member having to go down to the sheriff's office to complete a report after class.

Sheriff Davis also stated that shifts have been overlapped by thirty minutes (contact sheriff about new shift change) to ensure that there are no gaps in coverage throughout the day. VP Iris Ingram spoke about the potential liability of students being on campus after hours.

## **5. Work Environment Article 9 CBA (page 12) – Matt Robertson**

There is an active shooter video available online for faculty, staff and students to view. Sheriff Davis commented that faculty should show the video to their students. There is also a pamphlet for faculty and students.

The Behavior Intervention Team (BIT) and the Strategic Threat Assessment Response Team (START) have been created to address safety issues on campus.

Chapter President explains the recent incident with faculty and discipline issues. Administration was asked to revisit the contractual language with regards to a disruptive student. She emphasized the contractual rights all faculty. Faculty have the right to suspend students and it is not the place of a dean to make that decision. If faculty feel threatened, call the sheriff. If they do not respond then call 911.

Norma Barragan, asked at what point can administration take action? A disciplinary dean is on every campus. Shalomon Duke is WLAC disciplinary administrator. Current policy allows faculty to suspend a student for up to 2 class meetings. Students have to schedule to meeting with dean before they can return.

Also the Chapter President commented on a particular incident that involved a dean speaking about the professional performance of a faculty member to a third party. The only time when a faculty's professional performance is assessed is during the contractual evaluation process.

#### **6. Accreditation- Alice Taylor (page 17)**

The commission has changed the guideline; we do not have to write a response the previous recommendation. The Accreditation Steering committee membership is comprised of Olga Shewfelt, Kim Davillier, Aracely Aguiar, Adrienne Foster, Iris Ingram, Bill Smith, Rebecca Tillberg and Michael Goltermann. Other faculty are working on the report in their specific areas. Alice mentioned that the team has faced quite a challenge in researching and writing a full Self Evaluation Report (SER) this year. The draft is due to the Board's Institutional Effectiveness Committee November 2<sup>nd</sup> for their consideration on November 12<sup>th</sup>. The plan is have the draft to faculty for review before November 2<sup>nd</sup>. Feedback is wanted but the team is struggling with the deadline. The plan is to have the entire report so that it can be read by the consultant on October 26<sup>th</sup>. A new feature that was added by the ACCJC is the Quality Focus Essay. The ACCJC is asking that WLAC identify two or three areas on which we, as a college, have decided to act. Our Quality Focus Essay focuses on defining West as a Learning College and A Self-Aware Institution. The commission requires the QFE to be completed before the campus visit. See Accreditation 2016 handout on page 17.

#### **7. Facilities Bond Construction Report**

Diana Johnson makes presentation on Campus Construction Program Report (see handout)

Key areas:

- Cost and Schedule Summary
- Pre-design
- Design Update

- Contractor Procurement Update
- Construction Update

The Chapter President asked what kinds of changes are planned for the Watson Building. Kevin commented on the proposed changes that will be more practical. The proposed planning came under budget. Norma Barragan asked “What is lease-lease back?” Dianna Johnson stated that it was type of procurement. There was an ongoing discussion about specifics as the presentation continued.

The Chapter President asked Diana to elaborate on the amphitheater and the flooring for dance studio. Who are the people whom are meeting? Who is communicating with the faculty? Diana stated that she will make updates to faculty and groups will be put together shortly.

Diana pointed out that there is schedule of completion listed in the handout. There was some discussion about the signage at Jefferson entrance. Faculty feels the new signs are too bright and distractive to the flow of traffic on Jefferson. Diana mentioned that there is a lighting and improvement plan and if there are any dark places on campus please inform Administration. There has been 50 % reduction in illumination.

The Chapter President also inquired about the \$13 million for project management not being in the cost summary. Diana stated that “it’s out”.

**8. Grievance Report-** Tim Russell- No Report

**9. Issues from the floor** - None

**10. Announcements:**

- Aft Guild Faculty Health Benefits & Retirement Conference, 10/16/2015
- West Adjunct Faculty Meeting, 10/27, 5-7pm Winlock
- Next Chapter Meeting : 11/19/15 1 – 3 pm

Meeting was adjourned at 3 pm