

WELCOME BACK MESSAGE

Tuesday, August 11, 2020

Here are some recent developments from your FA, for Convocation Week:

GENERAL FA MEETING THURSDAY MORNING!

Yes, we are having our usual General FA Meeting at 8:00 a.m. on Thursday, August 13, which is Convocation Day. **IMPORTANT:** The **Zoom** meeting ID# has a password attached to it, which is shown below. Or just use this Zoom link: <superseded>

NEW SALARY SCHEDULE FOR 2020-21

We are now entering the second year of a three-year contract, and we have a new salary schedule that reflects a 2% raise for FY 2020-21, that implemented on July 1. (*Note:* you may have already seen it in your paycheck, if you had a summer assignment in July and/or August.)

The salary schedule can be found here: <http://districtazure.clpccd.org/hr/files/docs/salary/FacultySalarySchedule07012020.pdf>

CONDUCTING PEER EVALUATIONS IN FALL 2020

The District and FA signed an MOU a couple days ago, to establish which peer evaluations are to be performed this term. The upshot is that evaluations will be done for the following groups of faculty members:

- a) Non-tenured faculty (we have to do this, required by Ed-Code);
- b) Newly hired PT faculty (hired Spring '20 or earlier) who have not yet had an initial evaluation (*Note:* for Part-time faculty who started work in Summer or Fall of 2020, the initial evaluation needs to be completed by Spring, 2021);
- c) PT faculty, as required to follow up a prior evaluation summarized as "Needs Improvement" or "Unsatisfactory".

NOTE: For Regular (Tenured) FT faculty, as well as PT faculty in good standing: The normal cycle of evaluations is held in abeyance for Spring '20 and Fall '20, but will resume in Spring '21.

The MOU can be found here:

<http://districtazure.clpccd.org/hr/files/docs/mous-faculty/MouPTEval.pdf>

A number of faculty have also asked what special considerations will be in place for conducting peer evaluations while we're teaching remotely, as required by public health conditions. To that end, we expect to have more information in the next couple weeks, on training that should happen soon. It's worth mentioning that there is still some work being done to evaluate options for conducting student surveys, given the difficulties of getting students to complete anonymous surveys in Canvas. In the meantime, there does exist some consensus around two points:

First: Considering that many of us never taught remotely prior to March (or otherwise performed counseling or librarian duties), evaluators need to be careful *not* to expect dazzling DE skills;

Second: As to which evaluation forms to use: The Standard F2F form is recommended for

synchronous classes; the online version is recommended for asynchronous classes.

Current evaluation forms can be found here:

<http://districtazure.clpccd.org/hr/evaluations.php>

CLASSES TAUGHT ON CAMPUS IN FALL 2020:

By now, everyone should be aware that the only classes to be taught with on-campus components this Fall are those listed by the State Chancellor's Office as part of the course sequence required for essential worker education/training— (e.g. nursing & automotive training). Current CV-19 updates from the chancellor, as well as other information from the District on safety protocols, and training information for those working on campus, &c., can be found on the District's urgent alerts page:

<http://districtazure.clpccd.org/urgentalerts/index.php>

Needless to say, there is strong intent to avoid the spread of CV-19 as much as possible, by keeping the number of people on campus to an absolute minimum.

That said, if your assignment involves working on campus *and* you have a compromised health condition (as verified by your doctor), you should work through your dean to request an accommodation. (Often this means doing your work remotely, but there may be other arrangements that can be reached.)

If you're not entitled to an accommodation, you should still be aware that the Families First Coronavirus Response Act (FFCRA) remains in effect through December 31. Information on FFCRA Leaves can be found here:

<http://districtazure.clpccd.org/benefits/ffcra.php>

NOTE: An FFCRA leave generally can last for up to two weeks— *unless* you're taking care of your child whose school is closed (or child care center is unavailable) due to CV-19 restrictions, in which case it can run for up to 12 weeks. If you think an FFCRA Leave is a good option for you, you need to carefully review the information referenced above. If you think you're a good candidate to use an FFCRA leave in conjunction with load credit, and/or other leave types (e.g. for FT faculty, unpaid leaves in accordance with Article 11N in the contract), you might start by seeing if you can figure something out with your dean. You can also contact David Betts in the Benefits Office (but keep your dean in the loop).

IF IT'S TIME TO RENEW YOUR TB SCREENING:

We've been hearing from a number of faculty colleagues who've received notice to renew their TB screening, as required of most faculty every four years. Seeing as how this normally involves a skin test conducted at your local campus health center, it's natural wonder how we're supposed to get this done during the pandemic. Fortunately, there's a new regulation in place...

The following information is provided by HR:

We'd like to remind employees about the completion of a TB Risk Assessment in lieu of the TB Examination (test). The Risk Assessment is a questionnaire that you submit to your medical provider (or health centers)— and they, in turn, may complete the assessment virtually. For more details on how this works, there's a lot of information starting on page 2 of the form. The form can be found here:

<http://districtazure.clpccd.org/hr/files/docs/hiringpkt/TBForm.pdf>).

The TB Risk Assessment eliminates the need for a TB test administration and then reading (i.e., two visits), unless the assessment deems otherwise. Since the TB Risk Assessment is a questionnaire, we have seen many medical facilities complete it online/virtually, where no appointment or trip to a doctor's office was necessary for the employee. Once the medical facility completes the certificate, the certificate should be forwarded to HR.

THE FA SUPPORTS BLACK LIVES MATTER!

The following is a statement from the CLPFA Executive Board:

While there are many important priorities this coming year, we want to take a moment to focus on society's call for an end to institutional and structural racism, including racism within our colleges and district. We are also quite aware of a long history in the United States of explicit racism inside of unions and we too must stand up for dismantling and working against such practices and tendencies.

The FA supports the statements put out by the Chancellor and the Black Educators Association, the Umoja community programs and each college president in response to the string of murders of Black people in this country, #SayTheirNames.

Most importantly, we want you to know that we acknowledge this opportunity being placed before us to examine our practices and policies, take a specific anti-racism stance and look critically at our actions and our contract through this lens.

As Dr. Ibram X. Kendi states: "Changing Minds is not a movement. Critiquing racism is not activism. An activist produces power and policy change, not mental change. If a person has no record of power or policy change, then that person is not an activist." The CLPFA is now and should always respond to the call to activism. The CLPFA must strive to provide critical support for our Black unit members, as well as the Black students and communities we serve at the colleges.

Let us all become activists in this important task of ending institutional racism!

ONE MORE THOUGHT

I find it interesting to reflect on all we've been through during the last six months, in conjunction with how this is our first (and maybe only? We hope?) Convocation Day leading into a full regular semester during time of Covid. I just want to say, we're still figuring a lot of this out; if you have relevant thoughts, ideas, worries, concerns, &c., we'd like to hear from you. As always, feel free to contact your friendly local FA representatives.

--d

Dave Fouquet

President, Chabot-Las Positas Faculty Association