

VCCCD Board of Trustees Special Meeting
 March 26, 2020

Public Comments

1.	Paula Munoz	Negotiations
Please suspend AFT negotiations now.		
2.	Ronald Mules	Negotiations
<p>In this time of crisis and uncertainty, I would hope that your humanity would prevail over your need to close out the negotiations.</p> <p>Here we are doing all we can to serve students, the institution, and the community. All we ask is that you take a step back and work with us to postpone these negotiations until this time of crisis is over.</p> <p>Now is not the time for rancor and disagreements, but a time for unity and service. Let's all work together.</p>		
3.	Matthew Morgan	Negotiations
Please suspend contract negotiations until our community has stabilized a bit. The contract is the last thing on my mind right now. I am trying to rebuild an entire curriculum for my classes. Whatever you do, please do not allow the district negotiation team to exploit this crisis!		
4.	Andrew Kinkella	Negotiations
Please suspend all negotiations immediately. It is time to work together as a community and help each other through this Covid19 crisis. We can resume negotiations when it is safe and this crisis has passed - to do anything else at this time is negligent to the immediate needs of all parties concerned.		
5.	Armine Derdarian	Negotiations
<p>This past week has been very trying to say the least, but I would like to say that it has brought out the absolute best in the amazing faculty members of Oxnard College. The faculty rallied to make sure that our students' education would not be disrupted, that the level of instruction would be of the same caliber that they are used to, that committee meetings were attended. We spent sleepless nights to implementing the complete changeover to an online format one week sooner than expected. No one could have anticipated this crisis, but I think you would have to acknowledge the stellar makeup of your faculty members. No complaining, no grumbling, just a coordinated effort among the faculty, department chairs, and administration to get the job done. However, the stress levels that accompanied this herculean effort has been extraordinarily high. It is for this reason that I would like to respectfully ask that you would consider suspending the negotiations of our contract until fall when the smallest amount of normalcy might be reestablished. Right now, we are worried our health and safety, the health of our loved ones and buying basic needs. The thought of the District moving forward into fact finding under these dire conditions is quite disturbing and communicates to us that we really are nothing more than paper contracts in front of you. Please take a moment to realize that we are humans, terrified, and we are looking to you to do the right thing.</p>		
6.	Ashley Vaughan	Negotiations

Please suspend contract negotiations until the Covid-19 crisis has settled. It's the right thing to do for community and workplace wellness!		
7.	Michael Ward	Negotiations
<p>With the expanding COVID-19 threat, the Faculty in the VCCCD are scrambling to work with our students to make sure their needs are met, and to get them through this difficult semester. In order to succeed and focus on their immediate needs and those of our colleges, I respectfully request postponing the District's relentless drive to push through fact-finding in order to force a Contract upon the Faculty. What is supposed to be a fair process of collective bargaining has devolved into an outrageous demonstration of mean-spirited and bullying strategies by the District, abjectly betraying the spirit and purpose of the honorable work that we all do together—Faculty, Staff, and Administration alike. Unfortunately, the District's tactics have severely undermined Faculty support of, and confidence in the District Administration. To force a Contract at this time of crisis is simply unconscionable, patently immoral, and hurts our students. Thus, I appeal to your sense of common decency and sincerely request for postponing the current stage in the bargaining process until the COVID-19 threat has passed. Now is the time for unity, mutuality, and the kind of service that our students and communities expect of us. We can—and we must work together.</p>		
8.	Marlene Dean	Negotiations
<p>I am a professor at Oxnard College, and I respectfully ask that you consider suspending the contract negotiations while this current upheaval runs its course. Negotiating should include the faculty and it is impossible, at this time, for our organization to educate the members, answer questions and have discussion to the degree needed. The change being proposed to health care is appalling, and a compromise cannot be reached if we cannot discuss consequences of the change and possible solutions.</p> <p>We, the faculty and staff, have stepped up and worked to help our students continue their education in this time of crisis for the community. I find that all my colleagues in the math department jumped in and helped each other and helped the students. All of this during a time when we are working without a contract. I hope that out of respect for our willingness to step up, change our entire teaching universe in under a week, the negotiations could be suspended until we are able to meet again in person.</p>		
9.	Sharla Fell	Negotiations
<p>Respectfully I am asking you to suspend negotiations. I spent most the day today working on getting my students access to the Adobe products to keep my assignments going with as much integrity as possible. I made a video today specifically for one student that is having a hard time with canvas. We love our students and we are doing all we can to keep them above board and successful.</p> <p>I will now spend the evening sewing masks for our community. I give them away as quickly as I can make them. I tell you this because this is a time for people to come together. I have never understood the feeling of "us against them" at our college. It makes no sense. Don't we all have the same mission? The divide is destructive to all of us and is hurting our students.</p>		
10.	Jaclyn Walker	Negotiations
<p>Faculty are working around the clock off contract to train in online teaching and to support students transition to online learning and to respond responsibly to COVID-19.</p>		

We are urgently requesting that the board suspend negotiations in light of this world wide pandemic. Thank you for listening and doing what is best for our community.

11. Susan Kinkella

Negotiations

I am contacting you to respectfully request your consideration to suspend contract negotiations during this unprecedented national and state emergency. All of us are living with incredible stress and overwhelming uncertainty due to this pandemic. Faculty remain committed to our students' success as we address the numerous challenges presented by redesigning and transferring all our class content online. You have the opportunity to truly support your faculty by suspending negotiations during this time of crisis. I hope you will recognize this is the right thing to do.

12. Corrina McKoy

Negotiations

As this pandemic period clearly illustrates, faculty care deeply about our students, and are critical parts of the VCCCD community. We are not "complainers" as a board member referred to us last year but vital team members to the success of the District. It will be largely based on our efforts if students decide to return in the fall to the colleges.

Currently, faculty are being asked to serve as counselors to our students, liaisons between administration and students, educators, and online instruction specialists during a time when we too are being affected by the health crisis. The ethical thing for the District to do is suspend the current contract negotiations. To continue the negotiations under this cloud of darkness and secrecy would be viewed by the voters as a deceptive practice employed to hurt those who serve as mentors, educators, and counselors to so, so many members of the community.

13. Ishita Edwards

Negotiations

As California reels under the onslaught of the deadly Covid19, the VCCCD faculty, board, and management, have rallied to the common cause of keeping our students safe and their education uninterrupted. What an amazing and praiseworthy endeavor! While to you, the board, this has meant that you had to make some quick and decisive logistical decisions within the permissible legal parameters, can you imagine how stressful, and how much work, this abrupt transition has been for the faculty whose active cooperation made such a transition possible? In our humble community, we instructors are not merely dispatchers of information, managers of our respective courses and programs, but also the guardians of our students' trust to whom they often turn for many forms of guidance and support. In this crisis, your faculty are doing all they can to create virtual classrooms out of thin air, adjust to a life of around-the-clock emails, and put in whatever time and energy is needed to be both compassionate and flexible, as well as to monitor and encourage students to get on with their online activities.

These are stressful times. We are all under tremendous pressure. The stock market teeters to a 30% drop in just 30 days. The economy comes to a near standstill, as global supply chains stall, consumers stay indoors, and small businesses find themselves in forced in-operation. The number of Americans registering for unemployment benefits rises to millions. The 3.5% unemployment of January 2020 seems like a distant fiction. We are all trying to stay safe and healthy, and alive.

This is not an appropriate time for dissent or conflict. The dismal progress of our AFT-VCCCD negotiations-mediation-fact-finding- has been stressful. I would like to suggest to you, the

Board, as well as to our AFT that we all step back and take a break - to breathe and to focus on how best to stay afloat through this crisis. As of this moment the number of the inflicted and the dead in California and the U.S. keeps mounting at an exponential rate. I implore you to please postpone negotiations till such time as this current crisis is over - however long that may take.

14. | Carrie Geisbauer

Negotiations

"Hey Carrie

Its crazy stressful, they just closed my job & I think seeing my mom so freaked out isn't helping Lol. As an addict im constantly looking for excuses to justify my use. So thanks for being so helpful through this whole online processes. Your Freaking awesome and an amazing human being!"

These are the emails that I get at all hours of the night that fill my tank and remind me why I do what I do on a daily basis; not the part where my student tells me that I am awesome and amazing but the part where a student trusted me enough to tell me that he/she is struggling in this uncertain time and struggling with his/her addiction.

I tell my students every semester that we are going on Mr. Toad's Wild Ride together. Every semester for the past 3 years, I have been hoping it will just be the amount of content that we are covering that will be our wild ride. Unfortunately, the wild ride has included shootings, fires, a pandemic and a complete upheaval of our lives as we know it. Each time a tragedy has struck our community, our students have looked to their colleges (faculty, staff and management) to be the calm in the storm.

I challenge Chancellor Gillespie and the Board of Trustees to put an end to the fighting. Let's be better, let's do better, let's be the calm in the storm for everyone: students, faculty, staff and management.

15. | Kayla Rodriguez

Negotiations

My name is Kayla Rodriguez and I am a student at Oxnard College. My teachers have been stressed about their contracts all year and several have talked about quitting or going to another college. I know the coronavirus outbreak has been hard on everyone but I think it is probably especially bad for my teachers who are already worried about their contract. Please negotiate a fair contract with our teachers so that they can focus on teaching us and so they don't have to be so stressed out. Thank you.

16. | Cristina Garcia

Negotiations

I am a counselor at Moorpark College, I am writing to urge you to please postpone the negotiations at a later date. Having to adjust to our "new normal" has been a tremendous challenge not only on a professional level but also personally where it's impacted my family's daily lives. Nonetheless, due to the importance of providing excellent services to students (ESPECIALLY DURING THIS TIME OF CRISIS), I am going above and beyond without hesitation to be strong for the students and be as helpful possible. Placing additional stress to faculty at this time is unfair and unnecessary---please, practice humane efforts in postponing negotiations at this time---simply, it's just the right thing to do.

17. | Lucy Capuano

Negotiations

Greg and trustees,

I hope you are all doing well. I was very disappointed and dismayed to see that the negotiations failed and now we are in fact finding. I was hoping that just as many other things are placed on hold, the contract negotiations would be to. I sent an email a week or so ago in this regard, and got no response. (I am sure we are all in survival mode)

As requested by you, I have spent countless hours each day converting my face-to-face classes, online. (I have not taught online, yet I am committed to helping my students to complete the semester whichever way possible. Went to campus trainings, consulting with colleagues, etc).

We, faculty are responding as expected in order to help our students, NO QUESTIONS ASKED.

I am appalled that your expectations are for us to immediately comply regardless of the circumstances, yet you are unwilling to compromise in such a critical time.

I am speechless and disheartened by this. I never thought that I would be treated with such disregard...

18.	Thomas Stough	Negotiations
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Dear trustees and Chancellor Gillespie—I'd like to add my voice to those of my fellow faculty members and demand that negotiations with AFT cease until after the COVID-19 crisis has passed. It is irresponsible to impose the vastly inferior CalPERS insurance plan upon VCCCD faculty when the entire world is facing a pandemic.

19.	Lauri Moore	Negotiations
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Thank you for serving during these uncertain times.
 As you are trustees, I trust that you will make the right decision and push pause on moving forward with any changes to our health care coverage during this global pandemic.
 We are working diligently to ensure our students have what they need to succeed during these stressful trying times. It is taking a toll on the health and well being of our selves and our families. The compounded stress of worrying about losing our current health care coverage just magnifies our anxiety.
 I believe you all to be decent human beings. Do the decent thing and push pause for at least a year on changing our healthcare coverage.
 On an added note, if you want to save the district money, I suggest you consider offering the Golden Handshake to incentivize those contemplating retiring.

20.	Della Newlow	Negotiations
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I feel at the moment the entire working population (Board included) for the Ventura County Community College District is working in overdrive. Our emotions are high, our adrenaline is in full force, and our desire to keep students feeling centered, supported, and progressing in their classes is at the foremost in all our minds. I believe the district wasn't prepared for this event. I do believe we should have been and that is a discussion for another time. With that said I think that all work that is not a priority at this moment should be put on hold. So many of our students are struggling financially and emotionally and it will only get worse in the upcoming weeks. We need our board helping create food pantry's, delivery of Chromebooks, and helping create a centralized system for this pandemic and future planning in case this continues through the fall or arrives again early next winter. Please consider canceling any non essential work and stalling the negotiations for the time being. This just put resources on

a non-essential item for the time being and we can't afford the loss of time and energy right now. We can restart in a few months once we can all catch our balance.

21. Malia Rose-Seisa Negotiations

My name is Malia Rose-Seisa and I have been a full-time faculty member at Ventura College for over 10 years. I am writing to plead the Board of Trustees to postpone contract negotiations until the current health pandemic has subsided. Currently I and my fellow faculty have been working nonstop to continue instruction in an online format, going over and above to learn new pedagogy, technologies, techniques, and all we can to facilitate our students' continued success despite this terrible and unexpected disruption, along with our personal anxieties and concerns over the health and welfare of ourselves and loved ones. I have no doubt that we as faculty will continue to do what is best for our students despite the difficulty of the times and ask that the Board of Trustees show the same regard--please agree to pause negotiations for now. It would be the most fair solution given the situation and would be most appreciated by your faculty and staff.

22. Hussein Fahs Negotiations

In light of the crisis that we are all trying to endure collectively as a family working in unison and also out of fairness to All faculty, I would please urge that the board of trustees please put the negotiations, currently on-going, on Hold until fall 2020 when we return. Thank you all for reading this email and for your considerations in these dire times. May you and your loved ones be safe and healthy!!

23. Beth Miller Negotiations

Two weeks ago, I was told to teach my lecture class on campus and my lab class online. I teach Anatomy and Physiology, and my students include health care professionals from medics to CNAs. I decided to instead immediately move my class entirely online to avoid spread of COVID-19 from the firehouse to the nursing home via transmission among my students. Anatomy and Physiology is not well-suited for online instruction, but I decided to do my best to make the class as engaging and educational as possible given the circumstances. I stayed in the lab room past 11:00 that night so that I could collect specimens for dissection and photographed models. The next day I took my first of 4 online classes on Canvas and Zoom. I have been burning the candle at both ends to reorganize my Canvas shell, find videos to replace EKGs and blood pressure labs, and learn the advanced features of Zoom. Our faculty work incredibly hard. I understand additional cost savings that will be necessary given the certain increase in health care expenses. But these savings, plus the COLA sent to the district for the past several years, should go to faculty salaries. I do not feel like the quality of my teaching ranks 70th in the state, nor is Ventura County 70th in the state in terms of cost of living. We work hard, and we deserve to be paid similarly to other districts in the area.

24. Jennifer Beal Cancel Board Meeting

When I heard that a Board meeting was still taking place during a pandemic and an order by the governor to stay at home, I thought it was very unprofessional and unconscionable. If this emergency board meeting is about anything else other than the emergency at, COVID-19, it should be postponed until The pandemic is over and people can attend a regular public session and hold a regular board meeting. I have heard of no other community college District in the entire state of California that are holding distance board meetings where people cannot attend. Please postpone this meeting again unless it is actually about the emergency at hand COVID-19 and no other topics are discussed.

25.	Lilia Ruvalcaba	Negotiations
<p>My son has respiratory problems since birth. Our family doctor of 20 years has cared for him during his hospitalizations, treatments, and maintenance. Taking away our medical plan and access to our family doctor during the Coronavirus pandemic is inhumane, cruel, and injustice. Please do not add additional stress and fear to those that serve our community and love their family.</p> <p>Please, I beg of you, postpone negotiations until the fall and let my family have access to their doctor and medical attention as she prescribes it.</p>		
26.	Juna Zuniga Olea	Negotiations
<p>During these difficult times we are facing and how faculty have risen to the occasion, I am requesting if you please postpone the negotiations with our union until Fall 2020.</p>		
27.	Colleen Coffey	Negotiations
<p>I am writing to respectfully request that you move/support in today's special board meeting to suspend negotiations with AFT (i.e. fact-finding; the inevitable imposition of VCCCD's last offer, etc.) for the duration of this crisis.</p> <p>I understand that the VCCCD needs to move to a more cost realistic health care plan for full-time faculty. But we need compromise and consensus to make this change. We don't have that.</p> <p>Indeed, we have the very opposite: the gravest public health crisis the world has seen since 1918, and the VCCCD chooses this moment to foist CalPers (i.e. a far greater out-of-pocket cost for health care) on its employees. (Incidentally, I have seen the letter that went to staff professionals outlining an anticipated \$800 OOP cost to keep their PPO. Shameful.)</p> <ol style="list-style-type: none"> 1. Please pause and think about the PR optics of the path VCCCD is on with respect to AFT negotiations. 2. Please think about the reality of 3 colleges stacked with tenured employees who are angry and demoralized. Unlike the private sector, my experience is that educators don't leave: they check out mentally. That's worse. <p>Please. Do the right thing. Show your employees you care about them and their families. Save cost-cutting and contract imposition for another day when a pandemic is not crushing down on us.</p>		
28.	Shannon Newby	Negotiations
<p>Please show that you value and respect your faculty by suspending negotiations of our contract until Fall instead of moving onto to Fact Finding.</p> <p>I think it is evident during this time of crisis how essential faculty are to the functioning of a college. Without our willingness to spend countless hours transitioning our courses to an online platform there would be no college and our students would be cast adrift. I alone have been putting in 16 hour days, 7 days a week, converting all my courses to online with no end in sight and I am already proficient in Canvas. Imagine how stressful it is for faculty who are having to learn from scratch and are putting in the time to do so without complaint because we know that we work for the students and they need us to step up for them.</p>		

Please do the same and step up for us. Show us we are more than a 900 number and that you care about our health and well being and please suspend negotiations.		
29.	C. Smith	Negotiations
I support the Union's position to suspend negotiations until Fall 2020. Let's should respect and appreciation to the faculty and give us a decent raise: COLA + b		
30.	Bret Black	Negotiations
I'm writing this quick message to request that the board postpone negotiations until Fall 2020, given our unprecedented circumstances. This will allow the process to be most effective when everything is functioning as normal again. Thanks for your considerations.		
31.	Ty Gardner	Negotiations
<p>I suspect that many faculty are asking you to suspend negotiations until the end of the current public health crisis. I agree with these faculty members that faculty are currently working hard to rise to the new demands we are facing and to simultaneously keep our classes going and attend to the mental health of our students and families. We do not need the additional uncertainty of a broken negotiations process. Suspension is one possibility. Another would be to engage with the AFT negotiations team and to come to an agreement that respects the dedication of our faculty. We have a host of unaddressed, systemic problems that add uncertainty to an already overwhelming world including: low pay relative to our peers across the state; unfair lab pay as compared to our neighboring schools; and health care uncertainty. Much as we are expected to find online solutions to reduce uncertainty in our students' lives so that they may be successful, you are expected to find solutions to the problems mentioned above so we may do our jobs to the best of our abilities.</p> <p>I can live with either a suspension of negotiations or engagement in honest negotiations with the AFT negotiations team. The imposition of a contract during a world-wide crisis would be intolerable. Please work towards sanity rather than the destruction of the VCCCD for the foreseeable future.</p>		
32.	Constantino Lopez	Negotiations
Please know that we, as faculty, are very concerned about the many changes that the whole District is going through because of the epidemic. We are working hard to stay connected with our students and colleagues as we manage all of these challenges. As we work through this, the whole issue of negotiations should be put on the back burner. We as a District should prioritize the needs of our students and colleagues at this stressful time. Stop the process of contract negotiation until we get back to our regular routines.		
33.	Simon Salem	Negotiations
Greetings! I hope you are all well and healthy during this turbulent time. I wanted to reach out to you regarding the above subject. It is my understanding as a faculty member in our District that AFT negotiations are continuing despite the circumstances. During our most recent Academic Senate meeting this past Monday via Zoom where I represent Early Childhood Education we discussed this alarming concern. This is a challenging time for people across the world, and for us as faculty that is no exception. Some of us including myself have transitioned relatively well to the fully online format and others have struggled. I am fortunate to have been certified in Canvas online teaching and was currently teaching a fully online course this semester so transitioning my other course that was already a hybrid class was pretty straight forward. For others such as those with labs and those with little to no experience teaching online this was a difficult transition. Needless to say it is evident that		

faculty members across the District have done exceptionally well with meeting the needs of students. For this reason, I share the opinion amidst colleagues at Oxnard College and in our District as a whole that AFT negotiations should be placed on hold until this crisis is averted hopefully by the Fall. I say hopefully because given the circumstances we could be continuing this fully online format even in the Fall should the COVID-19 pandemic continue and we receive another wave of the virus given a vaccine is a ways off.

Thank you for your consideration of myself and our esteemed colleagues who work tirelessly to meet the needs of the tens of thousands of students in our District. I wish you all good health and wellness for you, your friends and family.

34.	Teresa Bonham	Negotiations
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I am an English professor at Oxnard College. The past few weeks have been very difficult for everyone. We, at Oxnard College, have worked hard to ensure that our college is still a hub of the community. Many faculty and students are new to online learning. I have taught online for many years and I know how difficult it is. Teaching online takes more time than teaching in a classroom, and it is even more laborious when faculty are new to the format. Faculty who are new to online teaching have been attending numerous trainings and faculty who are seasoned online instructors, such as I, have been mentoring our peers to help them teach online. We are doing our best to teach our classes because for many students, our classes are the one escape from their corona virus fears. We are all struggling with the current crisis and I think it best that we freeze our AFT contract negotiations so that faculty may focus on teaching our students. It would be a tremendous sign of good faith for the district to offer to freeze negotiations until the fall so that faculty may focus on the most important thing and that is giving our students a bit of normalcy in these trying times.

35.	Jennifer Wilson	Negotiations
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My name is Jenn Wilson-Gonzalez, and I am proud to be a history professor at Oxnard College. While I am using this time to transition to teaching and meeting our students' needs online (I teach 7 classes with over 350 students), I am also having to homeschool my son, which makes it challenging to focus on much else (like current negotiations). Many of my colleagues are juggling the same demands. Therefore, I am kindly asking that you consider suspending negotiations with faculty until Fall 2020.

36.	Tiffany Pawluk	Negotiations
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My name is Tiffany Pawluk. I am a Chemistry Professor at Moorpark College, the Department Chair Elect of Chemistry and Earth Sciences, and Vice President Elect of the Academic Senate.

In the last two weeks, I have transformed everything about my classes to a virtual format. I have spent at least double the hours of a normal work week learning every detail about how to use Zoom, Canvas, and multiple online lab simulators. I have kept in close contact with my students for lectures and office hours, constantly reassuring them that we would get through this together. Without me, they couldn't get through this at all. The faculty in this district have made tremendous sacrifices for our students, like we always do. We always go above and beyond for our students, which is why we are honored with so many awards and accolades.

It is becoming exceedingly difficult for me to go to these great lengths and to put in so much additional work when I recall how poorly we are compensated compared with our peers

<p>across the state and here in our own region. I have not received a raise for almost four years. I haven't even received a cost of living adjustment that the state gave to the district on my behalf. I feel undervalued and unappreciated. I urge you to reach a fair settlement with my union and not to impose your current offer upon us.</p>		
37.	Justin Miller	Negotiations
<p>I will keep this short as I know that there is much going on (my work load had more than doubled). I request that negotiations be postponed until the Fall 2020 semester due to the current state of things. I believe it is in everyone's best interest to focus on the current semester academically, for our student's sake.</p>		
38.	Jacqueline Ta	Negotiations
<p>I am requesting for BOT to suspend negotiations until Fall 2020.</p>		
39.	Richard Enriquez	Negotiations
<p>A real leader once said " Ask not what your country can do for you but what you can do for your country". Read " Ask not what VCCCD can do for you but what can you do for VCCCD." We as employees of VCCCD have always done and will continue to do what is in the best interest of our students because we are consummate professionals who truly care about our student success. You, as a body, for years have taken advantage of our professional work ethic. Read " 70 out of 72 in pay for new hires".</p> <p>I understand your position is something to the effect that "We have plenty of people who will take your place." I ask you, just because you can, does not mean that you should do that which is in question.</p> <p>I am a 69-year-old veteran who volunteered for military service out of a sense of duty along with hundreds of thousands of my fellow veterans. I served during the Vietnam era again out of a sense of duty to our country, to my country. And how have we been repaid? Not that we are looking for repayment. It is all about what is fair. Fairness for what some of us paid. This is not about going down the road about how our veterans have been for their sense of duty. I bring this up only to make an analogy about how faculty has been shortchanged by this district. We as faculty do what we do out of a sense of our professional work ethic and our true desire for our students success. And what do we get for this tremendous dedication? A District that deals in less than "good faith". In fact, a District that has dealt in legally questionable tactics.</p> <p>Again this is all about one thing-- FAIRNESS.</p> <p>If you as a governing body cannot even be fair what on earth can we expect from you other than what you have been demonstrated in the past. Is this a race to the bottom? If it is then I for one will not let you take my professional, ethical sense of duty to my students and my personal self-respect and dignity away from me. Despite the fact that I absolutely love what I do I am seriously considering retirement rather than subject myself to you and your treatment of the district wide faculty. But more than that I do not want to be a part of the bottom of the barrel which obviously you do.</p>		
40.	Mary Huxley	Negotiations
<p>As a member of VCCCD Faculty and the AFT Negotiations Team, I respectfully request that during the worldwide pandemic from the novel coronavirus COVID-19, you suspend negotiations until after this crisis has returned both the world and VCCCD functions to normal.</p> <p>Although all members of the VCCCD Board of Trustees are addressed above, I direct the remarks written below to Mr. Bernardo M. Perez, Mr. Larry Kennedy and Ms. Dianne McKay.</p>		

Your assumptions about the faculty members not deserving of pay raises due to their "high cost" of health care is misinformed. The Aetna-Blue Cross raises in rates were due to the usage of this plan by administration, not by the approximate 360 out of 420 full-time faculty enrolled in it. Not all full-time faculty members are enrolled in the Aetna program, and certainly none of the approximate 800 part-time employees. You have withheld pay raises for several years in the past and continue to plan to withhold pay raises in the future because of seeing inaccurate health care cost raises for approximately 29% of all faculty members. Odd.

Please note that I took the numbers for VCCCD faculty members from your Board of Trustees Web page.

You believe that moving the 360 full-time faculty members to a CalPERS health plan will save "X" amount of dollars, and due to that savings, you proposed to raise faculty salaries by 2% the first year of the current contract, which is now irrelevant because you stated the first year raise would not go into effect until the contract was signed - another sign of greed - 6% raise in pay the second year and 2% the third year. If your entire proposed "raise" package had used the "X" amount of dollars, you still set up VCCCD to save money overall. Peculiar.

You also know that the cost of living in Ventura County is high. Estimates vary, but Ventura County ranks at least near the cost of living of our nearby CCC districts. You have greedily kept even the pass-through monies from the State of California COLA from faculty members.

You have not addressed the low rank of VCCCD faculty pay in the 72 CCC district when the VCCCD faculty not only continue to reap honors for various programs, but have shown incredible efforts to move to on-line instruction to comply with COVID-19 pandemic restrictions. Your proposal of 2% raise year one (now irrelevant), 6% year 2, and 2% year three does change the ranking of VCCCD faculty starting pay among all CCC districts.

You directed your chief negotiator to rush out of negotiations into mediation and out of mediation to fact-finding when we were making progress both in negotiations and in mediation. Bizarre...unless your chief negotiator gave you false information.

My disappointment with the choices of Mr. Kennedy, Mr. Perez and Ms. McKay in these negotiations continues.

41.	Bola King-Rushing
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Negotiations

I am an adjunct English instructor at Oxnard College as well as at College of the Canyons. During this health crisis, everyone is doing their best to pull together for the common good. You know this, having seen our campuses step up in large and small ways to provide continuity and support for the students. I think it is reasonable to ask for contract negotiations to be temporarily suspended as a way for all of us to model that same focus on community wellness and student support. Thank you for your time, energy, and focus during this period of anxiety and uncertainty.

42.	Lydia Morales
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Negotiations

I'm writing to appeal to you to please suspend negotiations until the devastating impact of the COVID-19 on faculty, the nation and the world has subsided. Faculty are under tremendous stress working diligently to put our students needs ahead of their own and keep this district afloat. They are completely overburdened by having to convert all of their classes to online,

with hours' notice, and for many of them with no prior training. The health and financial concerns for themselves and their families are overwhelming, and all this while being confined to "stay well at home".

The rest of the world is suspending all non-essential operations, it seems only fitting that you would follow this protocol and suspend negotiations and resume when some semblance of normalcy is restored.

43.	Alan Hayashi	Negotiations
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This is not a time of "business as usual." Faculty and all the people of this District are putting all their energies to assisting our students and the community to survive. Our efforts, your efforts, should not be directed to strategies for negotiations.

Please allow all of us to concentrate on this crisis. Suspend negotiations until Fall 2020.

44.	Steven Hall	Negotiations
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NEGOTIATIONS UPDATE -REQUEST FOR BOARD SUPPORT OF FACULTY

On behalf of the AFT Local 1828 negotiations team, we would like to thank the district for your efforts to help faculty protect students in this very difficult health emergency. However, we are appalled at your demonstrated lack of regard for the health and well being of your faculty.

On Wednesday March 18, the mediator released AFT Local 1828 and the VCCCD from mediation without a contract settlement. In a move that is beyond our comprehension, Dr. El Fattel, on behalf of the Board of Trustees, immediately petitioned P.E.R.B. for an order to immediately proceed to fact-finding. This was five days after the President of the United States declared a national state of emergency, and only two days after Governor Gavin Newsom issued an order for all non-essential workers to stay home. All three campuses were stretched beyond their breaking points in order to ensure our students' success and safety. Despite this crisis, Dr. Fattel and the board had the time, and desire, to turn their attention to a matter which frankly, has far less immediate impact on the district and our students than the current COVID-19 crisis. These actions demonstrate not only a lack of leadership, but a callous lack of regard for the faculty on whom they are currently relying to steady the ship.

During this historic crisis, the faculty have gone above and beyond the call of duty in service to the students of the VCCCD. Conversely, the district's ruthless push to fact-finding during this unprecedented state of emergency has added to the stress levels of every faculty member in the district and reaffirms the perception that you believe faculty are nothing more than replaceable widgets.

Therefore; on behalf of the faculty of the VCCCD, we are formally requesting that in the name of the health and well-being of our faculty and students, the B.O.T. direct the district negotiating team to temporarily suspend all negotiations, including fact-finding, until the beginning of the fall 2020 semester in order to allow everyone to focus our limited resources on ensuring the success of our students.

Everyone is beyond the point of exhaustion both physically and emotionally including the faculty negotiators. The added stress of negotiations only makes it worse. You have praised us for rising to this challenge: Now we are pleading for your support. It is the humane thing

to do and solely within your power. We support our students, please support us by agreeing to suspend negotiations.

45. | Preston Pipal

Negotiations

I would like to begin by thanking the Board for taking extraordinary measures to protect our community and reduce the strain on our local hospitals and caregivers. You have had to make many difficult decisions over the past two weeks, and I think you should be commended for your leadership.

I also want to recognize the dedication, resiliency, and professionalism displayed by the faculty and classified professionals of our District during the COVID-19 pandemic. Not only have they kept our colleges running, but they have also worked tirelessly to maintain our high educational standards and sense of community. Thank you for being a beacon of stability and inspiration during these challenging times.

I believe that our values are our best touchstone in such times of crisis: our concern for people's health and well-being; our commitment to teaching, both in the academic sense and by example of our behavior; and our appreciation for the contributions and sacrifices made by those managing the crisis.

Therefore, I am asking you to place contract negotiations with both the AFT and SEIU on hiatus for the next six months. Ensuring continuity of education, quality of instruction, and employee morale must take precedence during the COVID-19 pandemic and I fear that concerns over the state of contract negotiation will do nothing but undermine those efforts. Let faculty and classified professionals focus on serving our students and community instead of worrying about their benefits during a public health crisis.

46. | Dalila Sankaran

Negotiations

I am a tenured nursing faculty at Moorpark College. I am asking you to acknowledge our dedications to students by respecting their faculty. We are all working to ensure student success in this trying time. As I prepared to teach online with 1 day notice on Sunday March 15, I wonder if the board appreciate all the hours and effort faculty are putting in to help our students succeed.

Do show it by agreeing to a fair contract. Lets work together as a team and not as adversary. Thank you

47. | Tania and Sebastian DeClerk

Negotiations

Please postpone negotiations; do not force into fact-finding during this pandemic. Faculty were already working hard prior to the recent campus closures and currently we are re-training ourselves so as to maintain academic and professional integrity.

The BOT's decision to continue negotiations during these tumultuous times underlines a lack of respect and sympathy. Marching into fact-finding smacks of taking advantage of a tragedy to serve your own interests.

The most common factor in the failure of transformational change is dysfunctional decision-making. Unclear decision-making roles and process trigger confusion, conflict, political power-plays, and information with-holding.

In continuing with fact-finding process, you lose credibility and increase cynicism. You damage the colleges, their reputations, and the student's experiences and learning.

The detrimental result of your determined cost-savings contradicts the district's mission to "become the leader in the development of high quality, innovative educational programs services."

Your oath as an elected official is to protect the quality of education for future generations by maintaining the quality of education for our community, *not* by balancing a budget. Your estimates of faculty salaries include overtime: overloads, release time, and summer classes. Those numbers demonstrate that you are running a district in which teachers must work overtime to make ends meet. Were we able to teach only full-time loads, your numbers would lower, we would be less overworked, and our students would be better served.

We all want quality instruction, high-performing schools, well-served students, but you want it for too cheap.

Worse, continuing into fact-finding speaks to your moral character as you continue on this destructive route while teachers work overtime to ensure students are served in a crisis.

48. Michael Scheetz

Negotiations

On March 6, the Ventura County Department of Public Health declared a local public health emergency in response to the global COVID-19 pandemic. On March 13th the President of the United States declared a national emergency for the same reason. On March 17th California Governor Gavin Newsome issued a "stay at home" order for all Californians in the hope that the rampant spread of the deadly COVID-19 outbreak could be slowed. On March 18th the district filed a formal request with the Public Employee Relations Board to immediately advance the current contract dispute to fact finding.

During this time, the Ventura County Community College District began the process of transitioning to remote learning, and appropriately, terminated all face-to-face contact for students, faculty and staff. The board wisely took this health crisis seriously, and took swift action to declare a district-wide emergency in order to provide our colleges many of the tools necessary to help make this transition successful for our students.

Surprisingly, while all this was happening, and, while all the faculty and staff were frantically struggling to find solutions to the mountain of problems the forced, immediate and unplanned transition to an entirely new educational paradigm caused, the district had the time to focus on negotiations. While it is the legal right of the district to do this, this callous and myopic path sends a crystal clear message to the very faculty on whom you have been relying over the past three weeks.

Crisis does not build character, it simply reveals it. In the midst of a worldwide health crisis that will change the very fabric of society and will alter the course of history, the character of the majority of the leaders of this district has been revealed with brilliant clarity. In a moment when the faculty, staff and managers of this district are working to safeguard not only the health and safety of our students, but also ensure that their educational goals do not get lost in the storm, the district has the audacity to demand the faculty focus on yet another crisis-- the threat of a substantial change of their health benefits.

Over that past two weeks I have received a countless number of emails from the Chancellor and other senior managers heaping praise and thanks upon the faculty and staff for rising to this unprecedented challenge and going beyond what anyone could expect of them in order to support our students. While the acknowledgment of the efforts of our dedicated faculty is never inappropriate, it is hollow praise at best at a time when faculty know that behind the scenes the district is doing everything in their power to force an unfair contract on them by any means necessary. Where the faculty see a humanitarian crisis, the district sees a strategic opportunity to strike while the iron is hot, and at a time when faculty are too exhausted and distracted to properly prepare for the process that will change their lives forever.

Your continued insistence on pursuing this course of action during this crisis has destroyed what little credibility you may have earned by responding quickly to the crisis at the outset. The faculty on whom you clearly place such low value have once again demonstrated their true character, and once again, the leadership of this district have demonstrated theirs.

As an instructor and professional educator I am calling on this board to immediately suspend the negotiations process, including fact finding, until such time as the current life-threatening humanitarian crisis has passed and our students and faculty can recover.

49.	Elizabeth Gillis-Smith	Negotiations
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Please suspend contract negotiations during this unprecedented National/ State Emergency. Faculty are working their hardest to keep students progressing during this very stressful time. Please support faculty and students by suspending negotiations.

50.	Emily Zwall	Negotiations
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I hope this email finds each of you and your families safe and well. I am writing to express my sincere view on the current state of negotiations in light of the crisis that we educators have now found ourselves. As interim chair of the Letters Department at Oxnard College this semester, I have been in the position over the past few weeks to communicate the continuously evolving demands of the District to my colleagues as we have progressively moved all of our classes online. The level of dedication that I have observed from all of the instructors who I have the pleasure of working with has been nothing short of professional, compassionate and dedicated. Without complaint - and in spite of limited skills in the online platform in some cases - teachers have risen to the occasion to support their students, to support one another and to carry the college, and therefore the District, during this time.

It is on behalf of myself, my fellow colleagues and our students that I ask the Board to seriously consider postponing salary and health care negotiations at this time. As we all continue to go the extra mile to help our students adapt to this new landscape, I believe it is a more than fair request to make of the District that it act in good faith by acknowledging this steadfast loyalty and service, and suspending negotiations at this time, to resume the fact-finding process once life has returned to some level of normalcy.

I appreciate your careful consideration of this request.

51.	Robert Keil	Negotiations
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I have been a full-time faculty member for over 20 years, and I have never seen a situation like the one we are in now. There is almost a daily change in what is happening in our classrooms, and I have seen faculty who have never even use a Canvas shell rise to the challenge of adapting to on-line class teaching. Please do not use this period of turmoil to move into a fact-finding. Morale is drastically lower this year, I fear that this move will not only cause great resentment with faculty, but with students who will be looking for classes in the fall and summer.

52. Douglas Thiel

Negotiations

You all have been the recipients of numerous faculty emails to suspend negotiations until the start of the fall Semester. I have also read messages sent to my email. Perceptions are very powerful as you well know. Faculty perceptions are that this world-wide pandemic is being weaponized by the District against them. The unknown duration of Covid-19 has generated panic in the stock market and raised the specter of a major recession. The State of California is the second hardest hit in the nation with Covid-19 cases. The finances of the State will be affected. Therefore, faculty see this as something that needs to settle down so that the amount of money coming into the District can be certain and verified. This would allow for an equitable opportunity to conclude negotiations. Instead, faculty believe the District will continue to pursue an aggressive timeline with a final goal of implementing the District's current last and final offer as soon as possible. This pathway ignores compassion for the fears and uncertainty that has now become a way of life during this pandemic. We should recognize faculty who continue to keep the flow of education on-going to our students in these unprecedented times. Many are spending exceptional hours converting their classes to online education. Allowing the continuation of negotiations to the fall would demonstrate that the District truly cares for the well-being of our highly dedicated educators.

53. Rachel Messinger

Negotiations

I kindly ask that you postpone negotiations until the COVID-19 crisis is over. Faculty members are rising to the challenge of delivering online education at the last minute to ensure the continuity of education for our students. We work incredibly hard for this District, so please treat us like human beings in this crisis.

54. Delores Ortiz

Negotiations

In light of the COVID 19 crisis, I respectfully request that the VCCCD BOT suspend negotiations with AFT 1828 until Fall 2020. As a faculty member, I personally have a family member who has tested positive for COVID 19. As time passes, this will be the case with many of us and our students.

55. Joshua Lieser

Negotiations

Over the course of the past week we have been forced to turn our professional and personal lives completely upside down due to the outbreak of COVID-19 in our communities. During this turmoil my colleagues at Oxnard College have prioritized their students in order to make sure that they are able to continue to be successful in our classes. The herculean efforts of the faculty to make this unexpected transition were no small thing, costing faculty countless hours and undue stress. While this danger challenges all of us in different ways, our students have remained our priority.

The District moving forward into fact finding under these unprecedented conditions demonstrates a callousness that is beyond anything I could have ever imagined from our leadership. It is my opinion that the pattern demonstrated during these contract negotiations

by the district negotiations team is indicative of how little many of you value us as professional educators. The seeming determination to downgrade our healthcare by forcing a switch to the CalPERS health plan is especially offensive during this public health crisis.

Please take a moment to realize that we are all struggling to find our way through this unique moment, like all of you are. I urge you all to consider suspending the negotiations of our contract until the fall, when some level of "normalcy" will hopefully return to all our lives. Please do the right thing and vote to take this positive action on all our behalves.

56.	Michael Bryant	Negotiations
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It is appalling, but not unheard of, for a body of Administrators such as yourselves, to verbally acknowledge the tremendous amount of work and dedication exhibited by those whose wages and benefits you control, but to completely dismiss the severity and magnitude of the situation. You somehow believe that it is fine to dismiss the work that faculty perform by not providing adequate compensation, and accept whatever wages you decide to grant, in spite of the fact that full time faculty have not had a wage increase in more than six years. You must realize that we are committed to achieving equity in wages and benefits for what we do. If only the Board would negotiate in good faith and aim to bring these proceedings to a satisfactory conclusion, then we could all get back to focusing on what we all claim to be the most important aspect of our mission: helping our student populations achieve success in whatever endeavors they are trying to secure. As a Board of Trustees, it would seem that your primary concern should be to hire and retain the best faculty members you can, in an extremely competitive environment, but also in an incredibly expensive community. We are not asking you for an over-abundance here. We are asking for you to be realistic and to compensate in a manner that demonstrates to us that you value our work.

57.	Michael McCain	Negotiations
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I am in favor of switching to a CALPRS health insurance in exchange for a sizable increase salary.

There are many of us that are not part of the Union anymore because we feel the Union has put too much emphasis on Health Care for the past 15 years which has stagnated our salaries.

I'm asking that you shift monies the have, in the past, gone to health care back to salary so that we can purchase are own health care when we need it. In addition this will keep our retirement CALSTRS benefit optimized so we can afford to live and pay for our own health insurance.

58.	Stacey Sloan Graham	Negotiations
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I have been employed at Ventura College for over 20 years, teaching Communication Studies, and serving as Department Chair. I implore you to please postpone the SEIU/AFT negotiations for a period of at least a year. I teach 6 classes a semester, with 3 different courses each semester, all of which are face to face classes. In these difficult times, we have moved to virtual learning in order to finish up the semester. The plan is to do the same for summer. I teach two different courses in the 4 week session, that would normally be face to face. I fully understand our dire circumstances, as I have a son and parents who are high risk for COVID-19. I have been attending virtual training for ConferZoom, Studio and Canvas. I have been at home putting in 10-12 hours days, every day, getting my classes up and running and meeting with my students. I am working without a contract. In times of crisis

<p>such as these and the Thomas fire, it has been the faculty that has had the burden of the extra work. With so much going on, there is no time to fight about how we are underappreciated and undercompensated. Please do the right thing and postpone negotiations at this time, so that we can focus on our jobs and giving quality, equitable education. The</p>		
59.	Michael Haberberger	Negotiations
<p>First, SEIU Local 99 recognizes and commends the leadership of the Chancellor and all three college presidents for their actions in response to COVID-19. Although we've had some issues about classified staff deployment and safety, we are able to work these out because of the open and constant communication between the administration and our Chief Steward Maria Urenda. As this pandemic continues to develop, we expect the District's actions to evolve accordingly. Our Union leadership and membership will continue to encourage creative methods to do the work, and to prioritize the health and safety of ourselves and our communities.</p> <p>In the middle of all this, the Union is also struggling with how to conduct an appropriate ratification process for our Tentative Agreement. Our Chief Steward is submitting public comments on the substance of this TA; my comments focus on the ratification process. In the two weeks since we tentatively settled our contract negotiations, public health directives have become increasingly restrictive. Our primary concerns are these: that all our members will have access to the terms of the TA and the changes it has for salary, benefits and other working conditions; that all our members will have an appropriate opportunity to ask questions and make comments on the TA; and that we have a secret-ballot voting process that all our members can participate in. Next week, we anticipate announcing more details on our ratification process and calendar.</p>		
60.	Maria Urenda	Negotiations
<p>First and foremost I wanted to acknowledge the Leadership of Chancellor Gillespie, his administration and staff and those of the Campuses during these unprecedented times. SEIU appreciates the communication, openness and collaboration that Dr. Gillespie continues to lead with to ensure the safety and operation of our District its employees and students. I also wanted to provide an SEIU Negotiations update. On March 13th we were able to reach an agreement with VCCCD. This Tentative Agreement includes a responsible, sustainable compensation package, which has significant salary increases and a phased-in move to CalPERS medical. The move to CalPERS medical will be delayed until 9/1/20, with current Anthem plan in place until then at no additional cost to employees for premiums,. There will also be a one-time lump-sum payment of \$2,410 per employee paid upon moving to CalPERS. It also includes a Comprehensive Me-too with the other bargaining unit on total compensation.</p> <p>After many attempts through previous contract negotiations we have finally secured Cesar Chavez day as a paid holiday. It has been long overdue and we are now able to recognize not just the man but the movement. This is just a summary of the agreement and there are other details to follow which we will be sharing with the membership. Michael Haberberger is submitting public comments regarding the ratification process now that we are in the midst of the COVID-19 Pandemic.</p>		
61.	Danita Redd	Negotiations
<p>I am a faculty member at Moorpark College who has been barely able to eat and sleep as I work long hours, seven days a week, to help my students and colleagues with the situation we under due to the COVID-19 Pandemic. Today, I have been alerted four times by Zoom that hackers have tried to break into my account. I have barely been able to get to the stores</p>		

to shop for myself and there are necessities I have not been able to find because I was doing my work for Moorpark College beyond the call of duty to help. I am working without extra compensation and in good faith that the contract negotiations would be put on hold. The forward movement of the board while we are under so much additional stress is actually an unethical act. Faculty are doing what it takes to get the job done. What if we pulled back our support at this time of crisis? Our campuses and districts could fall apart if we did not do what it takes to continue teaching. We have more important issues to deal with such as being able to continue using Zoom, meet with our students, and help our colleagues. I request that you suspend all negotiation steps until the fall semester. I am shocked by the lack of humane treatment by the board and particular district office entities.

62.	Cristina Lopez-Bowlin	Negotiations
After meeting with my colleagues from the Letters Department, I would like to request that negotiations be put on hold until the current crisis has been resolved and things have returned to normal.		

63.	Sasha Friedman	Negotiations
<p>I want to clearly state that I am in favor of switching health insurance to Calpers for a significant pay raise (at least 15% total). In addition, I also want our salary to be raised by the amount of COLA every year from now on. I want a pay raise and a guarantee of receiving the COLA that the government entrusts to the District for the cost of living increases for faculty and employees. This way our pay does not erode due to inflation.</p> <p>I hear a lot of talk about "equity." I am supposed to be in a position to be sympathetic to retirees? Retirees who are now getting the medical benefits and got their raises and cost of living increases while they worked for the most part? Full timers hired after a certain date don't get the medical benefits when they retire, which is when someone like me would need them the most. I hardly use any medical now. Furthermore, part timers don't get medical at all, even while working. Where is the equity between the full timer who is getting great medical in retirement to the part timer who gets paid less for similar work and no benefits?</p> <p>When a retiree asks for sympathy or empathy and to not switch our insurance to Calpers, what they are really saying is that a part timer should not their raise. Where's the equity?</p> <p>In conclusion, I want a significant pay raise (15% or more), guaranteed COLA, and to switch to a reasonable CALPERS plan.</p>		

64.	Felix Eisenhower	Negotiations
The board's game plan is very obvious. Know that this is generating low moral for years to come. I will never vote in support of the board, chancellor, or upper management as they currently are ever again. I hope you are willing to pay for this decision with your jobs, because that is what it will cost you. And not only your jobs, also the chancellor's jobs and upper management's jobs. You are risking a strike, which will cost you a substantial portion of your annual budget (but you already know this, right? Hence the large reserves?), and, if it happens, it will cause a mess so big, leadership will not survive. If it doesn't happen, we'll campaign against you, get the board out, get the chancellor fired, get upper management fired.		

