

Cerritos College Faculty Federation (CCFF)

Annual Members Meeting Agenda

(Friday) March 21, 2025

9:00 am to 11:00 am

Zoom link:

<https://us02web.zoom.us/j/87622528372?pwd=HB0s5C3fsaz5xWw8hCsZ990oOVipiR.1>

E-board: Lynn Wang, MiaSarah Walsh, Henrietta Hurtado, Mariam Youssef, Christian Teeter, Cynthia Lavariere, Jasmine Dunn, April Bracamontes, Lyndsey Lefebvre, & Lisa Blod.

Guests: Brooke Hanniff, Nicholas Matthews, Ilva Mariani, Ted Stolze, William Mittendorf, James Byun, Ralph Casas, Heidi Luo, Melissa Figueroa, Walter Fernandez, Sharon Atkins, & Yolanda Mosley.

1. Call to Order – 9:11am
2. Adoption of [Agenda](#)
 - a. Motion to approve by MiaSarah Walsh. Seconded by April Bracamontes
 - b. Opposed: None
 - c. Abstained: None
 - d. Motion approved by general consent.
3. Approval of Minutes ([03/03/25](#))
 - a. Motion to approve by April Bracamontes. Seconded by Mariam Youssef.
 - b. Opposed: None
 - c. Abstained: None
 - d. Motion approved by general consent.
4. [Debate Rules](#)
 - a. Lynn Wang: Roberts rule of order and notes from CFT Convention.
Keeping track of speaker may be difficult, so please wait to be recognized by chair to have the floor. When you want to speak on motion, max 3 minutes for that particular topic. Does not apply to reading or introduction of speakers. A member shall not be granted a second time to speak on motion until all members have spoken; may not speak more than twice. Debate shall be limited to max of 15 minutes per amendment. A motion to extend time of debate by ten minutes shall immediately be put to a vote by the chair. Voting on the main motion following the debate, video recording will be emailed out to all CCFF members. Members have 7 days to cast their vote.

- i. Motion to adopt debate rules (i.e., time limits and practicality) by April Bracamontes. Seconded by MiaSarah Walsh.
 - ii. Yeses: 14
 - iii. Opposed: None
 - iv. Abstained: None
 - v. Motion approved by general consent.
- 5. Constitution and Bylaw Amendments (Debate)
- 6. Proposed Constitution Change
 - a. Submitted by Angela Hoppe-Nagao.
 - i. Add new objective to CCFF constitution “Section 6. To safeguard and advocate for the academic freedom of all faculty, ensuring that they have the right to teach, research, and express academic views without fear of censorship, retaliation, or undue interference. The CCFF shall oppose any efforts to deny or impose a specific pedagogy on faculty and shall advocate for the diversity of teaching methods as essential to professional autonomy and academic freedom.”
 - 1. Motion to approve/amend by Ilva Mariani. Seconded by April Bracamontes.
 - ii. Question (Walter Fernandez): Why was there a need to include this in our objectives?
 - iii. Discussion (Lynn Wang): District proposed to include language re: DEI with regard to academic freedom. Academic freedom is in our re-opener. Brought it to senate for collaboration and guidance.
 - iv. Discussion (Ted Stolze): Consider amendment. In CBA we refer to modes of teaching in the classroom on the campus. Senate and union embraced free speech and assembly on campus. Might be worth being specific within the classroom, on campus, in written or spoken or digital form. Concerned with external pressure, which has been brought to bear at other campuses.
 - v. Discussion (April Bracamontes): Inclusion of “for example.”
 - vi. Discussion (Ted Stolze): “Including, but not limited to.”
 - 1. Motion to amend by Ted Stolze. Seconded by Ralph Casas.
 - 2. Yeses: 13
 - 3. Opposed: None
 - 4. Abstained: None
 - 5. Motion approved by general consent
 - vii. Brook Hanniff call the question: End the debate

7. Proposed Bylaw Change

a. Submitted by Mary Ellen Brady.

- i. Add new bylaw amendment "Section 2. The negotiating team shall bargain with the District in the best interest of all Cerritos College faculty. Those interests include compensation, health insurance, retirement benefits, workplace conditions, and other areas. In all negotiations with the District, the CCFF shall abide by the Compact of Mutual Understanding and Support with the Cerritos College Faculty Senate, consulting with and deferring to the Faculty Senate on 10+1 academic and professional matters as defined in Title 5, Section 53200 et seq."
- ii. Motion to approve/amend by Walter Fernandez. Seconded by Ilva Mariani.
- iii. Question (Walter Fernandez): Why?
- iv. Discussion (Lynn Wang): Different understanding over negotiations or purview over what such as the flex calendar.
- v. Discussion (Ilva Mariani): Oppose this motion. If it was important there would have been a statement about this. I don't understand why we need any more clarification.
- vi. Discussion (April Bracamontes): Opposed. Speak in opposition. We respect the senate and the work that they do and work closely with the senate. Historically consult with the senate on issues/ support compact of mutual understanding. Places where we overlap but also places where we have our own lanes. In reality, it is a much more fluid situation and necessitate a different level of consultation. When consulted with legal, they suggested against it.
- vii. Question (Walter Fernandez): EERA, what does that stand for?
- viii. Discussion (Lynn Wang): Ed employment relations act. Public employment and union work
- ix. Discussion (Ted Stolze): Speak against this. History of 20+ years, relationship is occasionally spotty. Senate is a less representative body then the union. Legal responsibilities are different, whereas the senate is concerned with academic and professional matters. Have to be clear what our obligations are.
- x. Discussion (Ralph Casas): The relationship between the senate and CCFF. Always supported CCFF until recently. Key is separation of duties between the senate and CCFF. Have always consulted and will continue to consult.

- xi. Call the question by Ilva Mariani: End the debate.
 - 1. Comment (Ted Stolze): Move to table this amendment.
 - 2. Comment (Lynn Wang): To be fair and honor Robert's rule.
 - 3. Comment (Ilva Mariani): Video and transcript attached to it.

8. CCFF Eboard Reports

a. Financial Report

- i. (Christian Teeter): 10 main months of revenue. Collections 36k+ a month. 1100+ in interest with regard to CDs. 690k+ total. Revenues may fluctuate, but we're in a good financial position. Cope contributions. Review of salaries, release time, legal, conferences, etc.
- ii. Key budget items: Dues income close to budget 36k+. Gross salaries expense under budget approximately 20k+. Per caps approx. 10k under budget. Legal expenses trending under budget approx. 10k. Interest income about 1k above projection.
- iii. Discussion (Ted Stolze): Most amazing budget report. Proud of the leadership. The union is in good shape.

b. Negotiations Report

- i. (April Bracamontes): Still in negotiations. The reopener includes Article 5, 13, and 16. Consulted with faculty senate. Provided input and suggestions and approved a potential draft/new evaluation form for all faculty. Goal to streamline it, but to ensure we're meeting new requirements. Also meeting with HR to monitor/address Los Padrinos and PT faculty healthcare.
- ii. Faculty Evaluation Form ([Draft](#))
- iii. [Regular Substantive Interaction](#)

c. President's Report

- i. CFT Convention is the democratic process for members to put forward resolutions (constitution and bylaws). Gives CFT the ability to move forward on what bills they will support. Save Medicare from privatizations, support reproductive health and health access, joining We are CA coalition, opposition to project 2025, advocate for AI polices/practices, advocate to offer social sec as a retirement option for PT faculty etc.
 - 1. AB 1163 Workplace violence training to include de-escalation techniques with students with exceptional needs
 - 2. AB 1028 Due process protection for PT faculty

3. AB 537 Expand college promise programs
- ii. CFT Lobby days: April 9th
 1. Chance to meet with lawmakers, make voices heard, and help secure critical policy for educators, classified employees, and students.
- iii. Committee Accomplishments
 1. Grievance: Uncompensated chair release time, overpayment settlement, SERP RWP underpayment, faculty evaluation inconsistencies, compensation over class-cap for dual enrollment, investigations, and faculty in reasonable accommodations. (Mariam Youssef, Chair)
 2. Finance: Assembled financial review committee, approval of annual budget, 460 reports to LA County, payments to vendors, per caps to AFT/CFT/LA Fed/CA Labor Fed, payroll to stipend eboard members. (Christian Teeter, Chair)
 3. Negotiations/Contract Development: Pay for faculty who work at LP, completed 24-27 CBA negotiations, comprehensive healthcare for PT faculty, schedule increase & 6% lump sum payment, SERP for eligible FT faculty (April Bracamontes, Chair)
 4. Membership: Host workshops for PT faculty, CalSTRS for FT workshops, holiday happy hour, unemployment insurance workshop, tabling events, mini gold party, and consistent new member recruitment. (Lisa Blod & Cynthia Lavariere, Co-Chairs)
 5. COPE: Endorsed three members for Cerritos College BOT (Mariana Pacheco, Dawn Green, & Mariana Rios). Lyndsey Lefebvre, Chair)
 6. Communications: Produced CCFF newsletter and social media. (Henrietta Hurtado, Chair)
- iv. President "Year at a glance": Re-elected as 1 of 25 CFT VP. Represent local at CFT community college council meetings. Represent local at COPE related organizing events. Organized faculty and community members to attend BOT for CBA ratification. Attended and provided a report from CCFF at every BOT meeting. Attended every coordination meeting. Brought students and faculty to March in March. Attended CFT Convention in San Diego.

9. Items from the Floor

a. Election Timeline

- i. Candidates' acceptance of nominations, candidate statements, rule meeting, forum, board election, and results announcement

10. Adjourn – 10:59am