



San Jose/Evergreen Faculty Association, AFT 6157

2100 Moorpark Avenue, San Jose, CA 95128-2799 • (408) 288-3779 • Fax (408) 295-7482 • faculty.association@sjeccd.cc.ca.us

Executive Board Meeting Minutes (APPROVED)

Friday, October 11, 2002, College Conference Room 504, San José City College

I. Call to Order

The president Mark Newton called the meeting to order at 9:45 am.

A. Roll Call

Attending Officers: Mark Newton, Wilbur Mellema, Rose Anna Higashi, Jeffrey Kirkbride, Bill Jacobs

Absent Officers: Dan McElroy (excused), Mary Ellen Goodwin (excused), David Yancey (excused)

Guests: Patrick Butler (FA Grievance Officer), Barbara Hanfling (FA Executive Director), Christopher Mathenia (FA Office Manager)

B. Approval of Agenda

Bill Jacobs moved to approve the agenda and Rose Anna Higashi seconded the motion. The agenda was approved unanimously.

II. Approval of Minutes

Bill Jacobs moved to approve minutes for the September 13, 2002 Executive Board Meeting. Wilbur Mellema seconded the motion and the minutes were approved unanimously.

III. Membership Concerns

Mark Newton voiced a part-time faculty member's concern. Jean Embree teaches 60%: some semesters she teaches 40% English and 20% Business and other semesters vice-versa. Jean is concerned that because she switches between departments her Seniority Rehire Preference (SRP) is not appropriately credited. Discussion followed about the Collective Bargaining Agreement language concerning SRP and the Board agreed the FA should look into Jean's concern.

Patrick Butler is concerned non-certificated instructors are teaching labs. Mark will work with Patrick to resolve the issue.

San José City College Counselors have contacted Mark and are unhappy with their working conditions. Barbara Hanfling will attend a brown-bag lunch with Evergreen Valley College counselors to hear whether they have concerns.

IV. Reports

A. President's Report

Mark Newton and Barbara Hanfling attended the Community College Conference (CCC) quarterly meeting. The main points: part-time parity is widely unresolved around the state (only a few colleges have settled), so parity remains a large problem; and despite this year's budget concerns, on average, colleges are reporting raises at 3.??something percent.

Note: San Francisco agreed to postpone raises for six months.

At the Board of Governor's Meeting, Mark raised questions about an S311 form that Mike Hill filed with the state. Among other items, he questioned: why is there money in Cash Balance and none under Contingency; and he questioned the 2.2 million balance in Other Outgo. Mike did not supply clear answers and he did not account for the 2.2 million. Mark's point to the Trustees was that the District's budget is unnecessarily confusing.

Mark noted that the issues he raised at the Board of Governor's Meeting coincided with topics discussed at the Faculty Association of California Community Colleges (FACCC) Conference. Rose Anna Higashi added that new forms adopted by all the California Community Colleges will add even more confusion. Rose Anna also mentioned that Jonathon Lightman, FACCC Executive Director, offered to assist the FA in resolving 50% Law issues.

B. Fiscal Officer's Report

Wilbur Mellema will open a bank account for COPE contributions. So far about 30 faculty members have signed up for voluntary deductions. Various strategies to increase contributions were discussed.

The Board reviewed the proposed budget for the fiscal year 2002. Bill Jacobs moved to approve the budget and Wilbur Mellema seconded the motion. The budget was approved unanimously.

C. Executive Director's Report

Barbara Hanfling reported on two new grievances: the District is attempting to change the interpretation of the Collective Bargaining Agreement regarding sabbaticals (8 year qualifying period as opposed to 7 years); and the District failed to



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collect all the dues owed to the FA from the part-time equity money disbursed in July 2002 (about \$1300 still outstanding).

Increased activity of the FA office coupled with the Gay discipline hearing is overwhelming the FA office resources. Barbara and Mark Newton will talk to the Board members on this issue.

V. Old Business

A. Fred Tovar is having a reception tonight from 6–8pm, a precinct walk October 26th, and phone banking November 4th. Barbara Hanfling stressed the importance of FA Board members and faculty to participate.

B. The District proposed 72% for part-time equity. The FA believes philosophically part-time equity with full-time should be 100%. Mark Newton is writing an article for the Newsletter to mobilize part-timers.

Pauline Clarke has not addressed Kaiser dropping part-timer faculty benefits. Mark and Barbara will confirm that coverage will continue under the full-timer plan for those part-timers that enrolled in the cancelled Kaiser plan until the issue is resolved.

C. The FA sent Mark Newton, Rose Anna Higashi, and Bill Jacobs to the FACCC Conference. Mark reported that overall the San Jose/Evergreen Community College District is behind other districts in establishing a comprehensible budget and ahead of other districts with faculty involvement in planning and designing new campus buildings.

Rose Anna Higashi attended several workshops at the FACCC Conference. She reported: part-timers are looking for 100% parity; locals are encouraged to invite legislature representatives (e.g. Mike Honda) to board meetings; and she was introduced to investment companies offering services to faculty and districts.

Bill Jacobs also attended several workshops at the FACCC Conference and reported the opportunity to network and communicate with different districts is invaluable. He encourages more Board members and faculty to attend next year.

D. The FA filed an Unfair Labor Practice (ULP) to get retired faculty contact information. Discussion followed on methods to get retiree contact information. Patrick Butler suggested asking current faculty for help contacting retirees. Barbara Hanfling will request contact information of retirees through email and in the next Newsletter.

E. Pauline Clarke is chairing a Health Care Cost Containment Committee. The committee's function is to assimilate information from brokers concerning health care plans.

F. COPE was not discussed.

VI. New Business

A. Rose Anna Higashi reported that the negotiations team is meeting with the District today. Marc Sola added that Article 19 (Performance Evaluation: Tenured and Academic Hourly Faculty), Article 20 (Evaluation of Non-Tenured Faculty), and Article 21 (Reduction in Force) are close to agreement.

Concerning Article 12 (Workload, Class Size, Class Cancellations) the District refused to accept and present to the Trustees the FA proposal to reduce any classes teaching students to write. This issue may end as an impasse and require mediation. A survey is needed to get faculty members' priorities on this issue.

Rose Anna said the District is interested in changing the Willie Brown retirement option. That is, upon retiring, faculty may teach part-time for up-to ten years and once they stop teaching, they receive credit as if they were teaching full-time for those years. The District wants to reduce the maximum years from ten to two. The FA is requesting the District to gather additional information on the issue (e.g. what are other district's policies?).

Barbara Hanfling sent notice about ending double loading to Pauline Clarke for her to distribute. If not careful, some faculty members may end up teaching large classes with no extra pay. Faculty need to diligently check class sizes.

Due to time constraints the open session of the meeting ended.

End Open Session

The meeting was adjourned at 12:00pm.

Submitted by Christopher Mathenia, FA Office Manager