



San Jose/Evergreen Faculty Association, AFT 6157

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Executive Board Meeting Minutes (APPROVED)

Friday, February 28, 2003, Conference Room, Gullo Center, Evergreen Valley College

I. Call to Order

The president Mark Newton called the meeting to order at 11:45 am.

A. Roll Call

Attending Officers: Mark Newton, Sarita Tamayo, Bill Jacobs, Rose Anna Higashi, Wilbur Mellema, Frank Espinoza, David Yancey

Absent: Jeffrey Kirkbride (excused)

Guests:

Faculty Members: Harry Lichtbach, Mary Ellen Flores, Gam Nguyen, Charlie Kahn, and Elaine Ortiz-Kristich. Also attending were Marc Sola (FA Negotiations), Barbara Hanfling (FA Executive Director), and Christopher Mathenia (FA Office Manager).

B. Approval of Agenda

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

II. Approval of Minutes

David Yancey requested section V. A. be updated to accurately reflect his statements. Bill Jacobs moved to approve the February 7, 2003 minutes as amended. Sarita Tamayo seconded the motion and it passed unanimously.

III. Membership Concerns

A. Gam Nguyen and Harry Lichtbach asked about the procedure for tenure. Mark Newton explained the procedure and discussion followed.

B. Harry addressed the board with comments on the current budgetary situation. The cuts will affect everyone and many people in the District are talking about everyone sharing the burden; however, faculty members have already shouldered some of the burden. That is, every time a class is cancelled, a faculty member is directly affected.

IV. Reports

A. President's Report

Mark Newton reported that he received many positive comments for his response to Liana Hain's email. Liana's email questioned the faculty's position on dealing with budget cuts.

Mark attended the Community College Council meeting in Oakland. The general sentiment was that the Sacramento situation is terrible and no members of the legislature are courageous enough to deal with it. Additionally, Bob Bezemek spoke at the meeting about layoff procedures (Bob is also retained as the FA's attorney).

Mark concluded his report by stating that faculty members involved with an arbitration case have concerns regarding the FA. Mark, Barbara Hanfling, and Pat Lerman, a CFT Representative, will meet with these faculty members to address their concerns.

B. Fiscal Officer's Report

Wilbur Mellema reported the FA might be forced to use reserves to pay mounting legal fees, however the AFT and CFT are expected to reimburse the FA up to two-thirds of the fees.

Wilbur is also researching banks where the COPE fund can be maintained with minimal fees.

C. Executive Director's Report

Barbara Hanfling reported that she is dealing with a number of grievances and faculty issues.

Also, Barbara attended a CFT sponsored workshop, where she learned skills to help her decipher budgets. While the Board of Trustees is working to increase clarity in the district's budget, it is currently not easily understood.



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Frank Espinoza asked about Mike Hill's budget presentation. Mark Newton gave some explanation. David Yancey added that budgets do not have to be difficult to understand, Mike Hill purposely makes the district's budget confusing. Within the discussion that followed, David and Mark said budgets from other districts are shorter and clearer.

The district mailed medical benefit letters to qualifying part-time faculty members, however the FA is concerned that not all the qualified part-time faculty received the letters.

D. Bay Faculty Association (BFA) Report

No members attended, so no report was given.

E. Committee on Political Education (COPE)

Barbara Hanfling reported COPE contributions are needed. Dues money is not used for political support, so FA Board members need to proactively recruit faculty to participate in COPE. Bill Jacobs added that COPE needs to be more visible so faculty members are more aware. Discussion followed on how to get more faculty involved.

V. **Old Business**

A. Update on the administration's proposed discrimination policy

Sarita Tamayo reported that the FA met with the district and misunderstandings were cleared and communication increased. Two of the policies are close to approval. The remaining policy is the non-discrimination policy and, at the FA's request, attorneys are currently providing due process language. Sarita emphasized that the discussions with the district were positive and all parties are now educated on the appropriate process for submitting procedures/policies to the trustees.

Discussion followed on language specifics and the connection with the language of the Collective Bargaining Agreement. Frank Espinoza suggested getting the district's representatives to publicly support getting appropriate language into the contract. David Yancey agreed and suggested the FA and district representatives write a joint letter.

B. Part-time issues

Part-time faculty members were denied unemployment over Christmas break. The deadline to challenge has expired, but Sarita Tamayo and Barbara Hanfling will work to educate the district and faculty before the next break.

Barbara Hanfling said there is a move around the state to request full-time faculty to not take overload to make room for part-time faculty. Rose Anna Higashi doesn't teach overload, but said faculty members she knows really need overload because of the cost of living in this area. Sarita expressed concern about putting part-time faculty against full-time faculty, however part-time faculty are in need of help. Bill suggested that it doesn't hurt to ask full-time faculty to give up a class if they can afford it. The other board members agreed.

C. Restructure of Faculty Association and update on bylaws and constitution rewrite.

Barbara Hanfling and David Yancey are working on language and hope to be ready for a general membership vote by the end of the semester.

D. Retirees contact information update

Letters were sent out and about a 50 retired faculty have responded out of 159 contacted.

E. California Federation of Teachers (CFT) Convention, March 21 – 23, San Francisco Hilton

The FA is sending ten delegates to convention.

F. Lobby Days, May 18 – 19, Sacramento



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VI. New Business

A. Budget Cuts

i. Layoffs

Mark Newton has a packet summarizing layoff procedure from the Oakland meeting.

ii. Lobby Day, March 17th Mobilization

Mark Newton suggested getting a bus or carpooling. David Yancey said at the next Academic Senate meeting, he will propose the Senate help sponsor a bus. David requested the FA to also help fund a bus. David added this is a good opportunity to form a relationship with students. Wilbur Mellema had reservations due to the financial state of the union. Discussion followed about the FA helping fund a bus.

David moved that the FA fund up-to \$1000 for a bus to transport students and faculty to and from Sacramento March 17, 2003. Sarita Tamayo seconded the motion. The motion was approved with Wilbur Mellema opposing.

Frank Espinoza suggested inviting classified to join in an act of solidarity. Under general consent, the Board agreed.

iii. Post Card Campaign from FACCC

FACCC is attempting to get students to write letters. Post cards may be too impersonal.

B. Negotiations Update

Nothing discussed under this section.

C. Part-time Representative CFT Council

The FA is searching for a part-time faculty member to represent the FA at bay area meetings.

VI. Other Information

In a major victory for faculty members, the Trustees took a strong stance against faculty layoffs. Classified were upset because they believed that layoffs might target them. We discussed that we were opposed to layoffs for faculty or classified. Discussion followed on the need for the FA to be excessively sensitive. Also discussed was the need to start planning for next year, because the budget situation not ending.

DSP/EOPS

Frank suggested that when any faculty layoff is suggested by the district all faculty need to mobilize. Discussion followed on how faculty may feel concerns about how the FA responded to this latest layoff proposal.

VII. Next Meeting

Next meeting: 3:00pm, Friday, March 14, 2003; Conference Room, Gullo Center, Evergreen Valley College

End Open Session

The meeting was adjourned at 2:05 pm.

Submitted by Christopher Mathenia, FA Office Manager