



San Jose/Evergreen Faculty Association, AFT 6157

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Executive Board Meeting Minutes (APPROVED)

Friday, March 14, 2003, Conference Room, Gullo Center, Evergreen Valley College

I. Call to Order

The president Mark Newton called the meeting to order at 3:10 pm.

A. Roll Call

Attending Officers: Mark Newton, Sarita Tamayo, Bill Jacobs, Frank Espinoza, David Yancey, Jeffrey Kirkbride

Absent Officers: Rose Anna Higashi (excused), Wilbur Mellema (excused)

Guests: Ma Lei Hsieh, Rick Wagner, Virginia Scales, Marc Sola (FA Negotiations), Barbara Hanfling (FA Executive Director), and Christopher Mathenia (FA Office Manager)

B. Approval of Agenda

Approval of the February 28, 2003 minutes is postponed until the next meeting. Bill Jacobs moved to approve the agenda as amended and Sarita Tamayo seconded the motion. The motion was approved unanimously.

II. Approval of Minutes

Approval of the February 28, 2003 meeting was postponed until the next meeting.

III. Membership Concerns

A. Rick Wagner addressed the meeting on several issues.

1. First, Rick voiced support and applauded the direction of the union.
2. He addressed the administration's attempted layoffs. He stated that unions are judged on how well they protect their most vulnerable members and he wants the FA to remain focused and keep communication open. Discussion followed.
3. Rick requested the FA to ask the trustees for more research to determine whether the job description of an open academic advisor position overlaps faculty responsibilities. Discussion followed.
4. Also, Rick pointed out that his FSA (Faculty Service Area) is not up-to-date. Mark Newton said that Pauline Clarke has acknowledged that FSAs are not updated and the issue is being addressed. Discussion followed.
5. Rick also talked about the potential for the district to transfer faculty in the coming years. Specifically, he asked whether Article 16 (Transfers) and/or Article 21 (Layoffs) are on the table in negotiations. He is concerned about the vagueness of the articles. Those issues are not on the negotiations table. Discussion followed.
6. In conclusion, Rick stressed that there is no reason for the district to apply cuts in the same proportions to the same areas as the state's cuts are targeting. That is, the district needs to apply cuts fairly across all areas.

IV. Reports

A. President's Report

No report was given.

B. Fiscal Officer's Report

No report was given.

C. Executive Director's Report

Barbara Hanfling reported a lot of the office activity is responding to current budget issues. She also reported that the retiree response to the survey has been great. She added that, in negotiations, the district has agreed to many of the retiree perks the FA has requested.

D. Bay Faculty Association (BFA) Report

No report was given.

E. Committee on Political Education (COPE)

Barbara Hanfling reported that the FA met with some trustees at their request. The topics of the meetings were about working together to get through the current budget situation.



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V. Old Business

A. Budget Issues and summation on layoff response

Mark Newton reported that, given all the cuts and if senate bill 18X passes, Mike Hill says the district's budgetary deficit will be around \$100k. Mark added this amount is not significant considering the district's whole budget is around \$65 million. Further, the district's reserve account remains relatively untouched.

Frank Espinoza asked what is the general opinion concerning Mike Hill and the district's reserves. Bill Jacobs said he appreciates Mike Hill's thriftiness in lean times; however, in the long-term, his conservative approach has hurt the district and the thriftiness falls on the backs of the faculty and students. David Yancey added that De Anza Community College does not have the same conservative vision and they have 25,000 FTES, which is more than this entire district. Mike Hill's constraints have pushed students from this district to De Anza. David further noted that De Anza has 30 administrators, of which only 19 are paid by De Anza; this district, which is similar in size to De Anza, has over 100 administrators. David added that perhaps the best example of the negative side of Mike Hill is the holding onto of pay earned by part-timers. They have to wait months before they are paid as do full-timers who work overloads. Discussion followed.

Mark Newton added that trustees are starting to request more information from the district before making decisions and the district appears uncomfortable with supplying more information. Additionally, the district is spinning the trustee's requests as micromanaging. Barbara Hanfling suggested union leadership write an article for the FA Newsletter in support of the trustees and the free-flow of information, which can only be healthy for the district. Discussion followed.

B. March 17, 2003 mobilization to rally in Sacramento

David Yancey reported the FA is assisting to fund two buses. Sarita Tamayo will write an article about the rally for the FA Newsletter.

Discussion followed about writing articles for the CFT Convention. The FA Executive Board members attending a CFT Convention for the first time will write an article on their experiences at the convention.

C. District's Revised Discrimination Policy update

Barbara Hanfling asked the trustees not to approve the policy with the "zero tolerance" language, however the policy was approved with the language intact. This is a stumbling block at the negotiations table because the district is refusing to look at the FA's language now that the policies are approved. With the policies approved, the FA will focus on getting due process language into the procedures.

David asked what happened to the proposed joint letter (FA, academic senates, and Discrimination Committee) approved from the last FA Board meeting. Barbara will take the initiative to make that happen. David added that the SJCC Academic Senate unanimously passed a motion supporting the joint letter idea.

D. Update on the Restructuring of Faculty Association

David Yancey reported that the process is on schedule. A draft will be coming in either the next meeting or the following meeting. Mark suggested sending language to Pat Lerman, CFT Representative, for her input. Barbara Hanfling will send to Pat.

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

VI. New Business

A. Negotiations update

Mark Newton reported that a negotiations session was cancelled. Pauline Clarke and Barbara Hanfling have worked out their disagreements and are back on track and sitting at the table. Mark added that Barbara took the district to task on part-time equity money and the district's negotiations committee ended up apologizing for some of their actions.

B. Faculty Service Areas (FSAs)

Pauline Clarke initially excluded the FA and called for a meeting with only the academic senates on FSAs. Jack Baker immediately requested that the FA be included. The FA is now working to straighten out the FSAs. Discussion followed.



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- C. Mike Honda's Labor Breakfast is April 18, 2003
The FA received invitations to Mike Honda's Breakfast. FA Board members should let Barbara Hanfling know if they are interested to attend.

VI. Other Information

VII. Next Meeting

Next meeting: 11:30am, Friday, March 28, 2003; College Conference Room, San Jose City College

End Open Session

The meeting was adjourned at 5:13 pm.

Submitted by Christopher Mathenia, FA Office Manager