



Executive Board Meeting Minutes (Approved)

10:00am, Friday, September 12, 2003, President's Conference Room, San José City College

I. Call to Order

The president Mark Newton called the meeting to order at 10:12am.

A. Roll Call

Officers Attending: Mark Newton, Rose Anna Higashi, Wilbur Mellema, Bill Jacobs, Frank Espinoza, Jeffrey Kirkbride, David Yancey, Sarita Tamayo
Guests: Pat Space, Barbara Hanfling (FA Executive Director), and Christopher Mathenia (FA Office Manager)

B. Approval of Agenda

Bill Jacobs moved to approve the agenda. David Yancey seconded the motion and the agenda was approved unanimously.

II. Approval of Minutes

Rose Anna Higashi moved to approve minutes for May 23, 2003 and June 4, 2003 meetings and David Yancey seconded the motion. The minutes were approved. Sarita Tamayo abstained.

III. Membership Concerns

- A. David Yancey reported that the District plans to reduce faculty appointed faculty members on hiring committees. David suggested the FA and Academic Senates join forces to fight against the new policy. Barbara Hanfling clarified the proposal is called "New Hiring Practices."

There ensued lively and thought provoking discussion regarding diversity in the District. There were different perspectives on the board in how to reach diversity of the faculty. But there was no disagreement that diversity was an important goal of the Executive Board. There was good debate on how to reach diversity, in a positive way and without taking power away from the faculty. The importance of diverse groups bringing different experiences to the hiring process was agreed upon. Specifically, there also was discussion of the importance of Hispanic and Asian students having role models.

It was pointed out that faculty hires in the last few years were diverse and that the real lack of diversity is in management. It was agreed that this topic should be discussed at the retreat with the Academic Senate Presidents.

- B. Mark Newton reported that faculty will not be allowed to park in the parking lot of the new technology building. The lease conditions for the first floor call for adequate parking spaces.
- C. Pat Space addressed the Board on the issue of part-time Seniority Rehire Preference (SRP). Pat felt concerned by the fact that the SRP process was unclear and unprofessional. She felt the union should have at least sent a list of SRP numbers to the faculty. Barbara Hanfling assured Pat that the FA had sent the SRP list to all faculty in the spring and that the FA was also unhappy with the current SRP process and changing it was a high priority for the FA Negotiations Team.
- D. In March 2001, Jeffrey Kirkbride gave a presentation at the EVC Facilities Committee meeting concerning EVC lighting. The Committee approved a lighting plan, however the lights that were eventually purchased by the District were completely different than what was called for in the plan. Moreover, the lights purchased by the District will last only half as long as the approved lights. Currently, Jeffrey is receiving a lot of resistance from the District as he questions the purchase of the lights. Additionally, Jeffrey is concerned with the district's propensity to ignore committee input and do what they want without accountability. Rose Anna Higashi suggested writing an article for the FA Newsletter. Jeffrey will not be able to get an article into the October Newsletter, however he will submit an article for the November FA Newsletter.

IV. Reports

A. President's Report

Mark Newton welcomed the Board to a new semester and he is looking forward to the 3rd Annual FA Picnic. He asked if any was interested in attending the California Community College (CCC) meeting in Oakland. David Yancey will check his schedule for his availability.



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- B. **Fiscal Officer's Report**
Wilbur Mellema reported on the status of the COPE account. By making a few adjustments he was able to get COPE money into a free account and he got a refund of some of the fees previously collected by the bank. Also, Wilbur will present the Board with a dues analysis at the FA Retreat.
- C. **Executive Director's Report**
Barbara Hanfling reported that the Sabbatical Arbitration was settled. For the next two years, faculty will go on sabbatical in the 8th year. In 2005-06 faculty may again start applying in the 6th year for a sabbatical in the 7th year. This settlement cleans up the sabbatical language in the contract without bargaining. Barbara called this settlement a good compromise short of going to arbitration and in the long run a victory for the faculty.
- A meeting for SJCC part-time faculty is September 22, 2003. A meeting for the EVC part-time is getting scheduled.
- Over the summer the District sent an email to the deans concerning class sizes. Barbara contacted the District and was assured class sizes were not going to change, however some class sizes did in fact increase this semester. The District attempted to justify the increases from an obvious draft document that is neither signed nor in the Collective Bargaining Agreement. The class increases have caused a shortage in textbooks, disrupted teaching plans, may endanger accreditation, and have unnecessarily burdened faculty and students. In an attempt to identify who increased the class sizes, several FA Executive Board members met with John Kangas. Kangas said he "doesn't make educational decisions." The FA is considering filing an Unfair Labor Practice and/or grievance if we can't resolve this informally. The District's Human Resource Director, Pauline Clarke has until Wednesday to address the FA's concerns.
- D. **Bay Faculty Association (BFA) Report**
Frank Espinoza will attempt to attend the next meeting and report back to the Board.
- E. **Committee on Political Education (COPE)**
Barbara Hanfling will try to signup more Cope members at the FA Picnic. Trustees Richard Hobbs, Ron Lind, and Nancy Pile will attend the FA Picnic. Barbara is setting up regular meetings with the Trustees. Barbara also mentioned the CFT Cope Banquet was a success.

V. **Old Business**

- A. **Budget Report and dues information**
The Board agreed to move this item to the closed session of this meeting.
- B. **Restructure Faculty Association**
David Yancey moved to appoint Rose Anna Higashi Vice President, Bill Jacobs EVC Campus Representative, and Frank Espinoza EVC Campus Representative. Bill Jacobs seconded the motion and it was approved unanimously.
- David Yancey moved to appoint Bob Wing SJCC Campus Representative. Bill Jacobs seconded the motion and it was approved unanimously.
- C. **Faculty Association Picnic**
Frank Espinoza plans to bring a music box and he encouraged Board members to bring their favorite CD. Discussion followed on other details of the picnic.
- D. **Faculty Association Retreat**
This meeting is taking place at the home of Rose Anna Higashi. Barbara Hanfling will email agenda items.

VI. **New Business**

- A. **Accidental Death and Dismemberment Policy.** Wilbur Mellema moved to discontinue providing the policy with the caveat that the FA research and notify the faculty of their options for replacing this coverage. Sarita Tamayo seconded and the Board approved the motion unanimously. Barbara Hanfling will notify the faculty of their options in the next FA Newsletter.



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- B. Political Issues
David Yancey moved to oppose Proposition 54, the Connerly “Racial Privacy Initiative.” Bill Jacobs seconded the motion and the Board approved the motion. Jeffrey Kirkbride abstained.
- Bill Jacobs motioned to support a NO vote on the recall and a YES vote on Bustamante. David Yancey seconded the motion and it was unanimously approved.
- David Yancey moved to support the Budget Accountability Act and Jeffrey Kirkbride seconded the motion. The motion was approved. Wilbur Mellema abstained.
- C. Negotiation Update
The Board discussed part-time equity issues and issues with full contract negotiations. Barbara Hanfling will send the FA’s proposal to the Trustees by email.
- The Board also discussed the recent approval of the Golden Handshake legislation. The FA is waiting for analysis from the CFT. The FA feels this issue is separate from contract negotiations. Bill Jacobs suggested doing a cost analysis and Mark Newton agreed to talk to Jim Black.
- D. PRC Vacancy at EVC
Frank Espinoza suggested Minerva Duke as a potential candidate. The Board strongly supported his suggestion.
- E. Agency Shop Audit Report
Pooley finished the audit and in conjunction with AFT and CFT audit results set the non-chargeable items at 17.39%.
- F. Budget Training
CFT Research person Patty Cox is coming November 1st to train Board members how to read a district’s budget. Discussion followed on Bill Jacob’s suggestion to invite the Trustees to the training.
- G. High School Student office help
Frank Espinoza’s son is available to help, however Sherry Hood’s daughter will be the primary student to stuff envelopes this semester.

VII. Other Information

12:05, Christopher Mathenia leaves and Wilbur Mellema is taking minutes from this point forward in the meeting.

A guest, Dan Haley, p-t English instructor at SJCC, showed up at the end of open session. He complimented and encouraged the board; he asked for audio-visual technical support in the program he is organizing with regard to Native American history. He was referred to Foster McElroy.

Bill Jacobs and Barbara Hanfling agreed to meet Tuesday at the FA office at EVC to plan picnic needs.

End Open Session

The meeting was adjourned 12:32

Submitted by Christopher Mathenia, FA Office Manager and Wilbur Mellema, FA Fiscal Officer