



San Jose/Evergreen Faculty Association, AFT 6157

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Executive Board Meeting Minutes (APPROVED)

10:00 am, Friday, October 24, 2003, *Large Conference Room, Gullo Center, Evergreen Valley College*

I. Call to Order

The president Mark Newton called the meeting to order at 10:05 am.

A. Roll Call

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

Officers Absent: Sarita Tamayo (excused), Jeffrey Kirkbride (excused)

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

B. Approval of Agenda

David Yancey requested Payroll Advices be added under New Business, section B. David moved to approve the agenda as amended. Wilbur Mellema seconded the motion and the agenda was approved unanimously.

II. Approval of Minutes

David Yancey moved to approve the October 10, 2003 FA Executive Board Meeting Minutes and Bob Wing seconded the motion. The minutes were approved. Bill Jacobs abstained.

III. Membership Concerns

A. Rose Anna Higashi asked about the status of the District's proposed hiring procedures. Patrick Butler reported that he and Arturo Ocampo, EVC Diversity Officer, had a frank and productive discussion on the matter. Among other topics, they discussed increasing overall faculty diversity because only a handful of new faculty members are hired each year. Patrick hopes to work with Arturo and other interested parties to come up with agreeable language that will create a "win-win" situation. Much discussion followed with FA Board members expressing their support for a situation that increases diversity without decreasing faculty rights.

IV. Reports

A. President's Report

Mark Newton reported that faculty who are potentially interested in an early retirement are concerned that the FA isn't communicating enough regarding the Golden Handshake. Barbara Hanfling said she would report on this issue under her Executive Director's Report.

Mark also reported that the auditor, John Pooley, finished the financial review of the FA yesterday. He will send a completed report to the FA at a later date.

A final note from Mark was that the District is changing the funding between campuses. About \$800k is moving from the SJCC budget to the EVC budget. This may cause some challenges that the FA may have to address. Patrick Butler pointed out that if EVC is hiring the majority of new faculty, then EVC will eventually have a more diverse faculty. Mark reiterated that the FA will address such issues as they arise. Discussion followed.

B. Fiscal Officer's Report

Wilbur Mellema will present the Fiscal Officer's Report under the Dues Discussion section during the closed session.

C. Executive Director's Report

Barbara Hanfling reported that Richard Tanaka is expected to attend this meeting.

On the issue of Golden Handshake, Barbara reported that the FA included information on the Golden Handshake in the last FA Newsletter and recently sent a survey on the matter to all faculty members. Currently, the FA is at the bargaining table on the subject. Additionally, the FA is addressing the Golden Handshake with the Trustees on an individual basis. Mark Newton added that some of the requirements of the Golden Handshake, such as the year-long restriction from teaching in the state's public sector and five year restriction from teaching within the District, may discourage faculty interest.



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Also, the District's position will not be known until Mike Hill completes his analysis. Rose Anna Higashi suggested the FA commission its own analysis rather than wait for Mike Hill's report. Barbara said most Districts are waiting for the state's report on the subject, however she will ask Patrice Lerman, CFT Representative, about an analysis.

Barbara attended a STRS informational meeting where the STRS represented made many helpful suggestions.

- D. Bay Faculty Association Report (BFA)
Barbara Hanfling reported there is a meeting on Monday where health benefits will be discussed. Barbara and David Yancey are planning to attend.
- E. Committee on Political Education (COPE)
Mark Newton reported that he and Barbara Hanfling continue to meet and discuss issues with the Trustees. Mark expressed an overall positive sentiment towards the meetings.

V. Old Business

- A. Structure of Faculty Association
 - i. The campus representatives received replies to the FA's request for faculty interested in filling Division Representative positions. Rose Anna Higashi reported that she, Bill Jacobs, and Frank Espinoza met and constructed a list of potential volunteers to contact from EVC. Frank added that they encountered difficulties such as aligning divisions with librarians and nursing.

Discussion ensued regarding the structure of the Council. Executive Board members suggested the FA use a process similar to how the academic senates fill division representative positions and that an open process is needed. It was pointed out that the FA has put the word out to all faculty for volunteers twice and 7 people responded to fill 26 positions.

Richard Tanaka, President of SJECCD Board of Trustees, arrived and consensus was reached to suspend the current discussion. Richard introduced himself to the Board and talked a little about his background. A question and answer session followed. Topics touched on included part-time equity, the Golden Handshake, unilateral increases in class sizes, relations between the FA and the District administrators, and the issue of students that live within the district and travel outside the district to attend other community colleges. After the discussions, the Board thanked Richard for attending and he excused himself from the meeting.

The Board resumed discussions about FA Division Representatives and outlined a process: specifically, the FA will announce who has agreed to volunteer and invite the volunteers and any other faculty members interested in being a division representative to attend an FA Executive Board meeting (or send a written communication expressing desire to be on the council of division representatives). After discussion consensus was reached on the outlined process.

- ii. Summary of progress on contacting and getting new faculty to sign membership forms. David Yancey submitted one signed form. Frank Espinoza requested the FA research for a better process of getting faculty members to sign up. Barbara Hanfling said she would contact payroll again.
- B. Campus Equity Week, October 27 – 31, 2003
Barbara Hanfling presented the meeting with a status of volunteers. She noted that some Trustees are expected to assist at the FA tables.
- C. Class Size Increases
Unilateral class size increases are being discussed at the bargaining table. An agreement has been signed to ensure that any classes increased during this fall semester would return to their past class size. Discussions continue regarding which classes were unilaterally increased this fall and what the remedy will be for those increases.
- D. Budget Training
Barbara Hanfling will send an email to the FA Board with specific information.



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VI. New Business

A. Negotiations Update

Mark Newton reported the FA team is negotiating later in the afternoon. Rose Anna Higashi added that parity is a topic currently under discussion.

B. Payroll Advices

David Yancey brought up Payroll advices. The District changed payroll policy and no longer mails checks and advices to full-time faculty member's homes. Rather, payroll is sending the checks to each campus business services. Mark Newton added that the district changed this policy without consultation with the FA. He also questioned whether this change really resulted in any significant reduction in costs.

Additionally, Bill Jacobs brought up a second payroll issue. That is, faculty members having to wait for their overload pay which is paid out slower than regular pay. Mark Newton pointed out that the FA successfully negotiated improvements on the pay schedule last year. Discussion followed.

VII. Other Information

VIII. Next Meeting

10:00 – 12:30, Friday, November 7, 2003, 2nd Floor, GE Conference Room, San Jose City College

End Open Session

Meeting was adjourned about 1:05 pm.

Submitted by Christopher Mathenia, FA Office Manager