



## 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

### Faculty Association, AFT 6157, Executive Board Meeting Minutes (Approved)

10:00-12:30, Friday, March 12, 2004, College Conference Room, San José City College

#### I. Call to Order

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

##### A. Roll Call

Attending Officers: Mark Newton, David Yancey, Rose Anna Higashi, Bob Wing, Sarita Tamayo, Jeffrey Kirkride, Frank Espinoza, Wilbur Mellema

Absent Officers: Bill Jacobs (excused)

Guests: Pat Space, Dan Haley, Patrick Butler (FA Grievance Officer), Barbara Hanfling (FA Executive Director), Christopher Mathenia (FA Office Manager), Maria Garcia (election commissioner)

##### B. Approval of Agenda

Sarita Tamayo moved to approve the agenda. David Yancey seconded and the agenda was approved unanimously.

#### II. Approval of Minutes

The Board agreed to postpone the approval of the minutes to the next meeting.

#### III. Membership Concerns

Dan Haley stated that he would like to see more part-time faculty attend the FA meetings.

Jeffrey Kirkbride asked about the progress of improving the process of administration evaluations. He said that while reviewing minutes from past Board of Trustees meetings he noticed that in 2002 Patrick Butler addressed the Trustees on the issue. The issue includes increasing faculty input and evaluations at all levels of the administration. Mark Newton replied that this is an ongoing issue that hasn't gotten far, but the FA continues to raise the issue at every opportunity. Bill Jacobs added that the accreditation process is helping the Trustees to understand the faculty's viewpoint. Discussion followed.

Pat Space voiced approval for the FA Negotiations Team. Board members and attending faculty agreed. Pat also asked about the status of the new science building. Mark replied the building is going forward thanks to the approval of Proposition 55.

Jeffrey Kirkbride noted that an article about the EVC observatory in the CFT Prospective had many errors including misspellings and misquotes. Discussion followed.

#### IV. Reports

##### A. President's Report

Mark Newton reported that two SJCC faculty members contacted him about aggressive and unruly students in their classrooms. Dan Haley asked about district policy and an instructor's course of action. Mark said to be sure not to touch the student and, if necessary, have campus police remove the student from the classroom. Bob Wing added that campus police removed a male student from the library that, despite warnings from librarians and police, continued to harass female students. The student was suspended. Discussion followed. Mark concluded by saying the FA may have to address this issue if reports of disrespectful students continue to increase.

Also, Mark reported that a part-time faculty member received a memo on the SJCC President's letterhead concerning the faculty member's failure to meet the campus dress code. Mark and Barbara Hanfling presented the memo to Chui Tsang, SJCC President, and he said there was no dress code and that he didn't issue the memo. He will address the issue with the deans.

##### B. Fiscal Officer's Report

The Board agreed to postpone this report to the next meeting.

Maria Garcia, FA Election Commissioner, arrived at the meeting. The FA Board came to consensus to hear her report at this time. Maria reported that she and Todd Williams, FA Election Commissioner, counted the ballots for the Contract Ratification. Faculty approved the Contract by a 98% majority of those voting. David Yancey moved to accept the results and to send a written thank you memo to the Election Commissioners. Rose Anna Higashi seconded the motion and it passed unanimously.



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### C. **Executive Director's Report**

Barbara Hanfling passed out the new salary schedules and a summary of the new Contract. Discussion followed.

Barbara reported on a Budget Committee meeting. The District must cut \$1.5 million from the budget and targeting \$1 million that is permanent and \$500,000 that is one time money. This will be divided among SJCC, EVC and the DO in a similar percentage that was agreed upon last year. Also, \$850k must shift to the EVC budget from the SJCC and/or the District budgets. This is due to increased enrollment at EVC, and the need for a fair split between the two campuses. One of the main concerns at this time is that the district isn't meeting the growth schedule.

Also, Barbara stated that the one layoff in the SJCC Electronics Department is due to lack of enrollment and not due to lack in funds.

The Trustees proposed the new "Ad Hoc Group-Recruitment & Hiring". Maria Fuentes, Trustee, asked the FA for a proposal on hiring that she could present to the Trustees. The Board of Trustees at their last meeting unanimously approved this proposal. The Board wants the Ad Hoc Committee to have a first draft of the proposal by May 2004. Discussion followed. The FA Board discussed how to show appreciation to Maria for her balanced and thoughtful approach to issues.

Barbara gave a report on the Diversity Advisory Committees on both campuses and their role in the appointment of faculty to the Ad Hoc Committee. The EVC Advisory Committee has had a resignation and there will need to be an appointment of a new faculty member. Discussion followed.

### D. **Bay Faculty Association Report (BFA)**

The next BFA meeting is March 22, 2004. Mark Newton and Barbara Hanfling plan to attend and encourage others to also attend.

### E. **Politics**

#### i. COPE Cards

Wilbur Mellema, Rose Anna Higashi, and David Yancey signed up faculty for COPE contributions. The COPE check for \$500 was sent to UCFW in support of the strike.

#### ii. Trustee Meetings

Mark Newton, Barbara Hanfling, and some board members continue to meet with Trustees to discuss issues.

Rose Anna Higashi mentioned that she received management evaluation forms after the Trustees had already voted to renew their contracts. Mark added that evaluators are selected from a list submitted by the manager up for evaluation. Also, senior management is not evaluated. The FA is continuing to address this issue.

#### iii. Ron Lind Fundraiser

Ron Lind asked the FA to organize a fundraising function for faculty members to donate to his reelection committee. The FA Board came to consensus to set up the fundraiser.

## V. **Old Business**

### A. **Structure of Faculty Association**

#### i. Division of Council Representatives

Bob Wing and David Yancey reported they have interest on the SJCC campus from about a dozen faculty members. Frank Espinoza reported eight faculty members are confirmed so far.

#### ii. Summary of Progress on Contacting and Getting New Faculty to sign membership forms

Christopher Mathenia is checking whether new faculty from Fall 2003 are still teaching. No new progress to report on Spring 2004 sign ups.



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### **B. Class Size Increases**

The board discussed a list of faculty receiving extra pay for their increased class sizes. David Yancey asked about the distribution schedule. Barbara Hanfling replied that a timeline is not agreed upon yet. The board agreed this is a great victory for faculty and the FA.

### **C. Service Award**

Barbara Hanfling presented a proposal that was initiated by Dan Haley for the Faculty Service Award. Barbara asked the board to review, email suggestions, and be prepared to discuss at the next meeting.

### **D. CFT Convention (March 19-21)**

Faculty attending will meet on the SJCC campus and carpool to the airport. Barbara Hanfling will send out an email with details. Everyone attending should plan on writing an article for the newsletter. Mark Newton and Barbara met with Linda Cushing,, CFT Recruitment. Linda invited them to meet Contra Costa representatives at the CFT Convention. The FA is the poster child for affiliation. Discussion followed about the agenda of the convention.

## **VI. New Business**

### **A. Part-time meeting and report**

Sarita Tamayo reported that Pat Space and Virginia Scales wrote a “thank you” letter on behalf CEW and adjunct faculty to the Trustees for SRP and acceptance of 100% parity concept. The board reached consensus that the letter is approved and will be sent to the Trustees on FA letterhead.

Also, Sarita will write an article about the gains and struggles of part-time faculty for the FA Newsletter.

Sarita also reported that AFT2121 from San Francisco proposed part-time faculty shift from hourly to a unit load. Other community colleges are now debating the issue of part-time unit load. Sarita said the FA is becoming a leader of part-time faculty rights, similar to AFT2121.

### **B. Negotiations**

#### **i. Contract Election Results**

Discussed earlier in the meeting.

#### **ii. Reopener**

The board reached consensus to move the discussion of the contract reopener to the closed session.

#### **iii. Golden Handshake**

Date for window shifted to April 19 – Aug 16, 2004

STRS ruled that community college faculty is exempt from the restrictions on returning to teach as part-time faculty.

### **C. Executive Board Member Election**

Offices up for election are President, Vice-President, and two Campus Representatives (one from each campus).

### **D. Banner**

Christopher Mathenia is working to get the banner completed on time for the CFT Convention. The board agreed on a banner around the size of 8' x 4'.

### **E. March in March**

The board discussed plans on attending the march.

## **VII. Other Information**

Nothing discussed under this section

## **VIII. Next Meeting**

10:00 – 12:30, Friday, March 26, 2004, Room 219, Sequoia, Evergreen Valley College

## **End Open Session**

Meeting was adjourned about 12:30 pm.

Minutes Submitted by Christopher Mathenia, FA Office Manager