



# 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, April 30, 2004, Room 219, Sequoia, Evergreen Valley College

### I. Call to Order

The president Mark Newton called the meeting to order at 10:20am.

#### A. Roll Call

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

Absent Officers: Jeffrey Kirkride, Sarita Tamayo, Frank Espinoza

Guests: Barbara Hanfling (FA Executive Director), Christopher Mathenia (FA Office Manager)

#### B. Approval of Agenda

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

### II. Approval of Minutes

Meeting minutes under consideration for approval: March 12, 2004; March 26, 2004; and April 16, 2004. David Yancey pointed out some errors in the dates and Bob Wing suggested an additional minor correction. Bill Jacobs moved to approve the minutes as amended. David Yancey seconded and the minutes were approved unanimously.

### III. Membership Concerns

David Yancey reported that Hung Trieu is very grateful for the agreement negotiated by the FA concerning the unilateral decision of the District to increase class sizes. The FA bargained with the District to give extra-pay to the affected faculty members. Additionally, Barbara Hanfling worked to get some of Hung's classes added that were mistakenly left off the original agreement.

### IV. Reports

#### A. President's Report

Mark Newton reported:

- The FA will send a formal letter requesting participation in the hiring process for the District Human Resources Director and the District Chancellor positions. Pauline Sager sent Mark and Barbara Hanfling an invitation to take part on the search committee for candidates for the District Human Resources Director position.
- Mark and David attended the District meeting concerning trust within the district. Discussions revolved around "who you don't trust."
- The FA will schedule a meeting with the Local Labor Council to identify potential candidates to run for a seat on the Board of Trustees.
- Budget rumors out of Sacramento are positive. The California Community College President, Marty Hittelman, reported higher than expected growth and COLA numbers: Possible Growth 3.7% and COLA 2.4%.
- Also, adjunct parity pay, health benefits, and office hours are still proposed to be folded into categorical money.
- Mike Hill sent out proposed budget cuts for District Office. Rose Anna Higashi added that money was found when a bond was refinanced to fund the completion of construction on a building.

#### B. Fiscal Officer's Report

Wilbur Mellema is working with Christopher Mathenia, FA Office Manager, to gather information for a tentative budget for next year. Wilbur will present a preliminary budget to the board at the May 7<sup>th</sup> meeting and a final budget up for board approval at the May 21<sup>st</sup> meeting. Wilbur noted next year's FA budget is not as dire as this year's.

#### C. Executive Director's Report

Barbara Hanfling reported:

- FACCC asked the FA to contribute money to the Sally Lieber campaign. The FA COPE fund is not ready to make contributions outside the Board of Trustee campaigns.
- Barbara is attending half of the Recruitment and Hiring Ad Hoc Committee meetings, while Patrick Butler, FA Grievance Officer, is attending the other half. The Board of Trustee's goal is to get a process drafted by the end of May before faculty leave for the summer, but it is unlikely to occur.
- Three SJCC faculty members will transfer to EVC in order to accomplish equalization of funds. Currently, two faculty members have volunteered, so the remaining one faculty transfer will be a non-volunteer.
- Minerva Duke, FA Representative to the College Council at EVC, is coaching women's soccer next semester and is unable to attend the council meetings. Bill Jacobs named Ralph Nichols as a potential replacement.
- Barbara estimates about 12 faculty members have put in for the Golden Handshake.



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- Barbara contacted Marjorie Clarke about the sexual harassment survey. The FA expressed concern about the survey and what questions might be asked regarding faculty.

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

- David Yancey reported that Bob Bezemek, Attorney at Law (and the FA retained attorney) gave a presentation at the meeting. Bob is on top of current community college issues and is a good resource for information. David spoke to Bob about creating a “model discipline policy” for community college faculty to follow in negotiations. Bob said he is currently working to create discipline language. David suggested to the Board that the FA should participate in creating this model policy and give input to Bob. The Board agreed.
- Mark Newton and Barbara Hanfling are attending a retirement party for Clo Hampton, BFA President, West Valley Mission ACE Chief Negotiator, and Carolyn Fisher, President of West Valley Mission Faculty ACE.

### E. Politics

- i. COPE cards  
Membership continues to grow.
- ii. Fundraiser for Ron Lind  
Outside of FA Executive Board, ten faculty members have RSVP'd. Barbara Hanfling will stuff the fundraiser flyer into dean mailboxes. Discussion followed on setup, food, drink, and cleans-up details.

## V. Old Business

### A. Structure of Faculty Association

- i. Division of Council Representatives  
Training is scheduled for May 7<sup>th</sup> after the FA Executive Board Meeting. Only two RSVP's so far.
- ii. New Faculty Dues Cards  
Nothing discussed under this section.

### B. Service Awards

Nothing discussed under this section.

### C. Executive Board Member Election

District-wide President: Mark Newton  
District-wide Vice-President: David Yancey  
EVC Campus Representative: Teck Ky  
SJCC Campus Representative: Bob Wing

All candidates were unopposed, so by Article 2.5 of the FA By-Laws, the Executive Board may appoint the candidates. Rose Anna Higashi moved to approve the candidate appointments to their respective positions. Bill Jacobs seconded and the appointments were unanimously approved.

### D. Name the Newsletter Update

Nothing discussed under this section.

## VI. New Business

### A. Negotiations/Contract Issues

- i. Reopener  
Rose Anna Higashi reported the FA is working on improvements for adjunct faculty in Article 9. So far, negotiations are going well.
- ii. Transfers to EVC  
Discussed earlier under Executive Director's Report.
- iii. Class Size Committee  
The FA and District have agreed to waive forming of the committee mandated in the contract and class size will be discussed at the negotiating table. Mark Newton will call William Silver and invite him to sit-in with the Negotiations Team when this issue is on the table. Rose Anna Higashi stressed class size and differential loading are ultimately one issue. Discussion followed.

### B. Fall 2004 Executive Board Meeting Schedule

[www.fa-aft6157.org](http://www.fa-aft6157.org)



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Bill Jacobs volunteered to host the retreat at his home.

### C. **Trust Committee Questions**

David Yancey reported the committee is setting a new tone for relationships at the leadership levels and will see how this tone filters down. Members of the committee will bring feedback from the various leadership groups and answers to questions about trust within their groups. Discussion followed about the questions concerning trust within the Executive Board. The Board agreed trust has improved over recent years and currently much trust exists within the FA Board. Open communication was key to establishing trust. David, Mark Newton, and Barbara Hanfling will compile the Board's input and send a summary email of the points to the Board members and Richard Hobbs for the next FA meeting.

### D. **Ethics Committee**

Rose Anna Higashi reported that Clay Whitlow, EVC President, invited her, Marc Sola, FA Negotiator, Deborah De La Rosa, FA Negotiator, to a lunch meeting. Marc Sola was unable to attend. Clay wants to setup an ethics dialogue on the EVC campus and to write an ethics document. Bill Jacobs pointed out Clay's efforts were probably intended to meet new accreditation standards imposed by the state. Discussion followed. The issue is tabled until the State Academic Senate releases a statement on the new standards, at which time the FA will review for contractual implications.

### E. **Asilomar Conference July 6-11**

David Yancey and Debbie de la Rosa are attending.

### F. **Guidelines for Inclusive Decision Making**

Mark Newton attended a communication workshop. Mark is on the Communication Committee. The committee is sending a template for decision making with communication to the various leadership groups for comment.

## VII. **Other Information**

Nothing discussed under this section.

## VIII. **Next Meetings**

10:00-12:30, Friday, May 7, 2004, College Conference Room, San José City College

## **End Open Session**

Meeting was adjourned 12:45pm.

Minutes Submitted by Christopher Mathenia, FA Office Manager