



# 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.org

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

9:00–12:30, Friday, November 5, 2004, Large Conference Room Student Services, San José City College

Randy Okamura and FA Executive Board members introduced themselves and discussed various issues. Randy will be sworn in as a trustee December 30<sup>th</sup>.

### I. Call to Order

Mark Newton called the meeting to order at 10:02am.

#### A. Roll Call

President.....Mark Newton  
 Vice President .....David Yancey  
 Fiscal Officer.....Linda Ferrell  
 EVC Representative .....Frank Espinoza  
 EVC Representative .....Teck Ky  
 EVC Adjunct Representative .....Jeffrey Kirkbride  
 SJCC Representative .....Bob Wing  
 SJCC Representative .....Mai Le Ho  
 SJCC Adjunct Representative .....(vacant)

Guests: Lenny Wolff (EVC faculty), Randy Okamura (Trustee Elect), Richard Hobbs (Trustee), Fred Tovar (Trustee), Bill Jacobs (Retiree Chairperson), Patrick Butler (Grievance Officer), Barbara Hanfling (Executive Director), Christopher Mathenia (Office Manager)

#### B. Approval of Agenda

Mark Newton suggested moving the Closed Session after the Open Session. Bill Jacobs requested a Retiree Report under section IV, Reports. David Yancey motioned to approve the agenda as amended and Frank Espinoza seconded. The agenda was approved unanimously.

### II. Approval of Minutes

- Bob Wing moved to approve the October 8, 2004 meeting minutes and Frank Espinoza seconded. The minutes were approved. David Yancey abstained.
- Board members corrected minor errors and Jeffrey Kirkbride moved to approve the November 5, 2004 meeting minutes as amended. Mai Le Ho seconded the motion. The minutes were approved. David Yancey and Bob Wing abstained.

### III. Membership Concerns

- David Yancey voiced a concern from a faculty member about the dearth of information available for new faculty and the lack of an official welcome. That is, faculty and the district are not giving new employees the kind of orientation that helps them integrate into the system (ie, what is the password on classroom computers, where to go for printing and other reprographic services, etc...). Frank Espinoza noted, as a new faculty member, he attended a welcoming party. Discussion followed regarding the regression of new faculty orientation and support. While deans hold some responsibility to support new faculty, Mark Newton suggested the FA and Academic Senates co-host a welcoming and orientation event.
- Frank Espinoza asked whether the division representative wrong-identifier-issue was resolved and he emphasized the importance of using correct identifiers for faculty members. Barbara Hanfling said the issue was resolved.
- Mark Newton voiced a concern from a faculty member about early class cancellations. Deans are notifying faculty that if classes do not meet arbitrary enrollment requirements several weeks before the start of the session, they are canceling the classes. Under this policy, some intersession classes will be cancelled six-to-seven weeks before the classes even start. Patrick Butler pointed out this issue is compounded by the print-vendor delaying printed class schedules until two weeks after registration starts. Additionally, Linda Ferrell’s dean reported that 40 spring semester classes have to be cut now. Mark is speaking to SJCC President Chui Tsang on Monday.

Discussion followed on the district’s failing policy to “manage the cap.” David Yancey pointed out that efforts to exactly meet the cap number leads to repeatedly falling short of the cap number. Consequently, every year FTE is taken from summer to make up for shortfalls in fall and spring. More successful districts strive to offer full curriculum offerings and when necessary absorb the costs of achieving too much growth as opposed to falling short each year. Additionally, Barbara Hanfling noted that districts such as Los Angeles and San Francisco are currently receiving extra money for being over their cap numbers.



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## IV. Reports

### A. President's Report

Mark Newton reported:

- The Chancellor Job Responsibility Group is an ad hoc committee and formed to:
  - 1) write a job description for the chancellor.  
The committee is making good progress and a draft of the job description is nearly complete.
  - 2) define the duties of the chancellor.  
A helpful exercise was explicitly defining what the chancellor's duties are not.More ad hoc committees are planned. Patrick Butler requested the structure of the planned committees from the District, but a memo hasn't been released yet. The FA needs to be ready to appoint representatives.
- Mark talked to Pat Short about problems with SJCC class sizes. The FA will watch for corrections next week.

### B. Fiscal Officer's Report

Linda Ferrell reported:

- FA expenses and revenue are inline with the approved budget. A hardcopy was presented to the Board.
- Next semester's looming class cancellations may affect revenue.
- Worker's Compensation and the Raoul Teilhet Scholarship contribution were not in the approved budget.
- Linda is looking into an interest bearing account for COPE at Comerica Bank. Linda needs Mark Newton to add her to the COPE account.

### C. Executive Director's Report

Barbara Hanfling reported:

- Full-time faculty members are welcome to attend the FA, AFT 6157 Adjunct Meetings.
- The next issue of *Faculty Matters* and the FA webpage ([www.fa-aft6157.org](http://www.fa-aft6157.org)) will have CFT and AFT scholarship information for faculty and their family members.
- Mark Newton and Barbara are meeting regularly with the Interim Chancellor Sylvia Andrew, Vice Chancellor Mike Hill, and SJCC President Chui Tsang.
- The FA is requesting representation on the College Planning Council at SJCC, as they already have a seat on the College Council at EVC.
- Interim Chancellor Sylvia Andrew accidentally excluded the FA from an email update on the search for the Vice Chancellor of Human Resources. Chancellor Andrew apologized and agreed to include both Mark and Barbara on future updates.
- The search for the Vice Chancellor of Human Resources is going slowly. Pauline Sager, Former Director of Human Resources, is filling in the gaps remotely from out-of-state. Discussion followed on the progress of finding a Vice Chancellor of Human Resources and EVC President.

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

- Frank Espinoza reported the focus of the meeting was on comparing medical plans across districts. SJECCD's medical plan for current faculty fared well, however retiree plans (post-1982) was well below average.
- Mark Newton added the meeting was well attended and had a good exchange of information. Also, the BFA passed a resolution in support of the Contra Costa union, United Faculty CCCD (Independent), which is facing difficult, if not impossible, negotiations. Mark suggested the FA support United Faculty by adopting the BFA resolution as the FA's own and sending it to the Contra Costa union. Linda Ferrell moved to adopt the resolution (see page 4) and send to the United Faculty. David Yancey seconded the motion and it was approved unanimously.

### E. Guests

Trustee Richard Hobbs discussed various issues, including the Measure G approval, with the FA Executive Board. After Trustee Hobbs departed, Trustee Fred Tovar joined the meeting and also discussed various issues with the FA Executive Board.

### F. Retiree Report

Due to time constraints, nothing discussed under this section.

## V. Old Business

Due to time constraints, nothing discussed under this section.



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## VI. New Business

Due to time constraints, nothing discussed under this section.

## VII. Other Information

Due to time constraints, nothing discussed under this section.

## VIII. Next Meetings

9:00–12:30, Friday, November 19, 2004, Room 219 Sequoia, Evergreen Valley College

10:00–12:30, Friday, December 10, 2004, T-415 Technology Building, San José City College

### **Resolution of the San Jose/Evergreen Faculty Association/AFT 6157**

**WHEREAS** The Contra Costa Community College District has been a well-respected district, noted for the quality of its faculty and programs; and

**WHEREAS** That reputation is now in danger due to poor decision-making that has resulted in excessive management costs and declining expenditures for full time faculty; and

**WHEREAS** While other districts funded in the same way as Contra Costa and faced with the same challenges are able to give their employees modest pay increases this year, Contra Costa seems intent on imposing a drastic reduction in salaries; and

**WHEREAS** The Contra Costa Community College Board refuses to alter its requirement for a 7% salary reduction despite having received additional state funds in equalization and COLA, and having identified extra reserves which provide the district with more than a 5% fund balance; therefore

**BE IT RESOLVED:** That the San Jose/Evergreen Faculty Association, AFT Local 6157, urges the Contra Costa Community College Board not to continue the drastic and damaging policies that have led to this terrible situation but to turn in a new, constructive direction by working to reach agreements with its employee groups; and

**BE IT FURTHER RESOLVED:** That AFT Local 6157 deplors any additional actions that would further exacerbate a bad situation and destroy the cooperative working relationships essential to operating colleges effectively; and

**BE IT FURTHER RESOLVED:** That AFT Local 6157 urges the Contra Costa Community College Governing Board to explore every possible alternative to the imposition of drastic salary cuts and to work with its faculty to plan responsibly for the financial difficulties and challenges of future years; and

**BE IT FINALLY RESOLVED:** That AFT Local 6157 exhorts the Contra Costa Community College Board to reach agreements with its employee unions and to reverse the anti-faculty, anti-student, and anti-employee policies of recent years and to do no further harm to the good will and collegial relationships essential to quality education.

Mark Newton, Ph.D.

President

Barbara Hanfling

Executive Director

### **End Open Session**

Mark Newton adjourned the meeting at 1:00 pm.

Minutes Submitted by Christopher Mathenia, FA Office Manager