



San Jose/Evergreen Faculty Association, AFT 6157

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

9:30-12:30, Friday, February 25, 2005, Community Room, Gullo Center, Evergreen Valley College

I. Call to Order

President Mark Newton called the meeting to order at 9:40am.

A. Roll Call

President.....Mark Newton
 Vice PresidentDavid Yancey
 Fiscal Officer.....Linda Ferrell
 EVC RepresentativeFrank Espinoza (absent, excused)
 EVC RepresentativeTeck Ky
 EVC Adjunct RepresentativeJeffrey Kirkbride (absent, excused)
 SJCC RepresentativeBob Wing
 SJCC RepresentativeMai le Ho
 SJCC Adjunct RepresentativeNabeel Atique

Also Present: Barbara Hanfling (Executive Director), Christopher Mathenia (Office Manager)

B. Approval of Agenda

Linda Ferrell motioned to approve the agenda. Teck Ky seconded and the agenda was approved unanimously.

C. Approval of Minutes

David Yancey motioned to approve the February 11, 2004 meeting minutes. Nabeel Atique seconded the motion and the minutes were approved unanimously.

II. Membership Concerns

- Barbara Hanfling voiced a concern from adjunct faculty. As a result of the large number of canceled classes this semester, many adjunct faculty were bumped from their classes. Adjunct faculty, including those with Seniority Rehire Preference (SRP), have no bumping rights under the current contract, but those with SRP have rights to at least a 40% assignment. Adjunct faculty are emailing the FA with their concerns and suggestions. Some of the emails will appear in the next *Faculty Matters*; Barbara agreed to publish one email as “anonymous.” David Yancey expressed concern over setting a precedent for publishing anonymous letters in the FA newsletter. He suggested the FA write editorials about the issues instead. Barbara agreed to withhold the name from the published email in an effort to encourage adjunct faculty input. Discussion followed. The Board consented to adding a discussion about newsletter content and the possibility of an editorial board to the agenda of the next meeting.

III. Reports

A. President’s Report

Mark Newton reported:

- Mark, Barbara Hanfling, and David Yancey are informally discussing how to get more faculty involved in the union. He noted several past members of the FA's Council of Division Representatives are now FA Executive Board members. Consequently, the Council is in need of a “recharge.”
- The California Federation of Teachers (CFT) is requesting nominations for representatives to CFT committees. Representative commitment includes working on projects and attending four weekend meetings a year. More information is available on line at www.cft.org. David expressed interest in some of the committees.
- The Western State Leadership Institute Conference registration deadline is March 25th. David and Debbie DeLaRosa attended the conference last year on a scholarship from the institute. David suggested sending prospective or current FA negotiators. Frank Espinoza may replace Marc Sola on the negotiating team, so Barbara will ask him.

B. Fiscal Officer’s Report

Linda Ferrell reported there is nothing new to report since the last meeting.



C. **Executive Director's Report**

Barbara Hanfling reported:

- New preliminary data is indicating a slight enrollment increase. This is contrary to earlier impressions, however the census reports are not complete yet.
- Eugene Heck is the new CSEA President (replacing Dan Hawkins).
- Barbara and Mark Newton are working with Linda Cushing, an AFT Representative, to approach the Association of College Educators (ACE), an independent faculty union from West Valley–Mission Community College, to establish a relationship with the CFT. ACE President Pat Andrews will be invited to attend the upcoming CFT Convention.
- Charged with reviewing and developing Hiring Procedures, an ad hoc committee was established by the Trustees over a year ago. Periodic committee meetings were scarcely attended, rarely attaining a quorum. The Trustees mandated the committee start over in writing the procedures without using the current procedures, however over the last six months the meetings have continued to fall apart. Subsequently, Zeke Garcia, Sam Ho, and Arturo Ocampo rewrote the hiring procedures on their own and sought District Advisory Committee (DAC) approval. The FA and other faculty on the hiring committee disapproved of the trio independently writing the hiring procedures and denied the legitimacy of a DAC approval. Currently, the ad hoc committee is dissolved and Donna Britain, Interim Vice-Chancellor of Human Resources (HR), will coordinate meetings where constituency group representatives will work with HR to rewrite and approve the hiring procedure. Barbara will represent the FA and will talk to Dan McElroy about getting representation from the SJCC Academic Senate. While only the faculty hiring procedure goes to the Academic Senates, the FA stated that the Academic Senates should also approve administrative procedures.
- Linda Ferrell reported the SJCC Finance Committee is accepting anonymous budget cut suggestions. Linda noted the committee is not empowered to make the cuts and is only submitting recommendations to the College Planning Council (CPC). Also, so far the cuts made were not recommended by the committee. Discussion followed on the proposed cut to the SJCC Child Care Center.
- Teck Ky reported that Evergreen High School is rumored to be renting out classrooms from EVC, however it is unclear whether EVC faculty will be teaching the students. David Yancey pointed out the issue is whether EVC claims reimbursement from the state for the students.
- Gavilan College plans to open a campus in Coyote Valley, which is near SJECED's border.

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

Barbara Hanfling and Frank Espinoza will attend the meeting on Monday. Barbara will not be able to attend the March 28th meeting, however Mai le Ho may be able to attend. David Yancey suggested inviting members from the Committee of Division Representative to attend. David will send out an email.

E. **Retiree Report**

Retiree Chairperson Bill Jacobs is not teaching this semester and is not at this meeting, however he is submitting articles to *Faculty Matters* and plans to attend other FA meetings this semester.

IV. **Old Business**

A. **Structure of AFT 6157**

Board members volunteered to seek out new faculty members and explain the benefits of the union and encourage them to sign FA membership cards.

B. **Administrative Positions: EVC President, HR Director, Chancellor**

The FA representative to the EVC President Hiring Committee is Frank Espinoza. Mark Newton is the FA representative on the Chancellor Hiring Committee. The District has not officially released any news about Vice-Chancellor of Human Resources Committee yet.

C. **EVC and SJCC Reorganization Update**

Barbara Hanfling reported the Trustees have already approved the EVC reorganization. Concerning the SJCC reorganization, once the new vice-presidents are implemented, the fate of Zeke Garcia and Claudia Consigny is still unclear. The understanding is that at least one dean position will be eliminated. David Yancey noted SJCC President Chui Tsang attend the SJCC Academic Senate meeting and did not mention his plan. Linda Ferrell pointed out that Chui has reportedly said he will cut administration to make room for the new vice-presidents. Barbara and Mark Newton will set up a meeting with Chui to discuss the issue.

D. **CFT Convention, March 18-20**

The FA delegates discussed travel arrangements. The delegates are: Frank Espinoza, Mark Newton, David Yancey, Mai Le Ho, Teck Ky, Debbie de la Rosa, Maggie Fieler, and Barbara Hanfling.



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E. New Faculty Position Transfer Rights

Laura Bettencourt is transferring from SJCC to EVC. Lucy Dodge is transferring from CIS at SJCC to English at SJCC.

F. Update on Discrimination Procedure

The FA is against the discrimination procedure allowing for anonymous complaints.

V. New Business

A. Negotiations/Contract Issues

Barbara Hanfling reported the negotiations for the reopener is down to a few issues. Salaries and class sizes are two major issues still on the table. Concerning class sizes, the teams are narrowing down the list and getting agreement on about a third of the classes and most of the labs. Mark Newton emphasized the importance of visiting each division and getting faculty input. Barbara attended both Academic Senate meetings. Teck Ky will send Barbara class-size information for the mathematics classes.

B. District Budget Concerns

Discussed earlier in the meeting under the Executive Director's Report.

C. Email Screening

Bob Wing reported that Dan McElroy sent a letter to the District concerning email screening. Also, Bob noted input from students and from the EVC faculty is needed. Barbara Hanfling and Mark Newton will add the issue to their meeting agenda with Vice Chancellor Mike Hill.

D. Hiring Procedures

Discussed earlier in the meeting under the Executive Director's Report.

VI. Other Information

Nothing discussed under this section.

VII. Good and Welfare

Several issues discussed and Barbara Hanfling will put in *Faculty Matters*.

FA COPE MEETING

Mark Newton received a request from Ron Lind for the FA COPE to donate money to Milpitas. Consensus reached that FA COPE is not in a position to make a donation at this time.

End Open Session

Mark Newton adjourned the meeting at 11:55pm.

Minutes Submitted by Christopher Mathenia, FA Office Manager