



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)

9:30-12:30, Friday, March 11, 2005, Student Center SC 104, San Jose City 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
 EVC RepresentativeTeck Ky
 EVC Adjunct RepresentativeJeffrey Kirkbride
 SJCC RepresentativeBob Wing
 SJCC RepresentativeMai le Ho
 SJCC Adjunct RepresentativeNabeel Atique

Also Present: Barbara Hanfling (Executive Director), Debbie de la Rosa (Negotiations Team)

B. Approval of Agenda

The Fiscal Officer’s Report was deferred. Discussion of Tuesday night Board meeting and a response by the FA was added to the agenda under closed session. Linda Ferrell moved for approval and Frank Espinoza seconded for approval of the amended agenda and it was unanimously approved.

C. Approval of Minutes

Minutes were amended for spelling and Linda Ferrell moved and David Yancey seconded for approval. Motion was approved with one abstention.

II. Membership Concerns

Board member Espinosa expressed concerns he had received from faculty regarding the process of transfers within the district and whether the proper processes were being followed. He wanted to be sure that the FA was aware of these transfers were being accomplished in the proper fashion. Mark and Barbara said they would raise the issue with the district at their meeting next week.

Board member Wing expressed concern about how the duties of the librarians at SJCC were going to be distributed given that one of the full time librarians was taking medical leave and possibly retiring. The library staff is already understaffed and another vacancy could be very detrimental to their ability to provide adequate services to students. There was discussion as to whether the process for appointing “interim” replacements was articulated properly. Should the FA be involved in making such a process? Mark will follow up on this process.

Board member Kirkbride reported on positive progress on the repairs being carried out at EVC caused by leaks in the original construction. He also reminded the FA that the Star Party at EVC would be March 15, 2005. All are invited.

President Newton expressed that many faculty are concerned by the actions of the district’s Trustees at the last meeting and how they may affect the entire district in the future. The item was deferred for further discussion to closed session.

III. Reports

A. President’s Report

President Newton is serving on the Chancellor’s search committee. SJSU Political Science instructor Terry Christiansen is the chair.

President Newton also discussed the new AFT/CFT campaign regarding the Governor’s initiatives to change the state’s constitution that will have negative impacts on teacher’s retirement, pay and legislative redistricting procedures. He also wanted to alert the board that paid signature gathers are appearing on southern California campuses and we should be alert to their presence here.



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B. Executive Director's Report

Barbara Hanfling reported: The Executive Director said that more information about the organized response the Governor's actions would be forthcoming at the CFT convention in Los Angeles next week. There was initial discussion regarding next fall's annual FA Picnic. September 24, 2005 was tentatively approved as the date and the Executive Director will confirm the logistics, including the head cook, Bill Jacobs. The April 15, 2005 Executive Board meeting was cancelled due to prior commitments by both the President and the Executive Director. The April 1, 2005 and April 29, 2005 will be held as scheduled. The potential violations of the Brown Act by the district in the announcement of their subcommittee meetings was raised and discussed. The Executive Director has raised the concerns with the Interim Chancellor. Board member Patrick Butler will put an update on the Brown Act and its requirements in a future Newsletter. Another issue raised was a request by Chris Mathenia regarding further development of the FA website. He asked for suggestions on how to improve the website. He suggested a brief biography of each board member on the website. He also was interested in the boards reaction to a union "blog" that would be available for our membership. There was concern about exactly what a blog was and how it would be used. Further discussion will be held and board member Yancey will send the URL's for some typical blogs to the members of the board for their review.

C. Bay Faculty Association Report (BFA)

Executive Director Hanfling and Board member Espinosa attended the last meeting of the BFA and they reported that Jonathon Lightman was the guest speaker and he reported on the organized effort statewide to resist the changes being proposed by the Governor. All the attending colleges then reported on the state of their negotiations.

D. Retiree Report

Deferred

IV. Old Business

A. Structure of Faculty Association

Executive Director Hanfling reminded the board that a Council of Division Representatives was scheduled for 1pm after the Executive Board meeting. The "new" faculty contact list is growing and contacts were assigned to ensure that new faculty signed their membership cards to allow them to participate fully in the union's activities.

B. Administrative Positions

Board member Espinosa is sitting on the EVC presidential search committee and reported that 13 candidates have been selected for interviews. He will keep the Executive Board advised of the process. The selection process for a new HR Director has been delayed further and it may require a new "interim" HR Director when the current "interim" HR Director's appointment ends at the end of April, or May.

C. SJCC Reorganization Update

The Executive Director advised that the re-organization process at SJCC is not on the same pace as that of EVC. More time will be required at SJCC to catch up because more work needs to be done.

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.

E. Update on Discrimination Procedure – awaiting response from Arturo Ocampo

Deferred.

F. Hiring Procedures – Committee meeting with HR

The "interim" HR Director has called for a meeting with faculty from both campuses to discuss the streamlining of the hiring process within the district. Alice Gosak, Clem Lundie and David Yancey have been appointed from SJCC. The faculty from EVC and SJCC, along with Executive Director Hanfling on March 29, 2005. Members of the Executive Board wanted that this discussion and any process to streamline the hiring process be as open and collaborative as possible.

G. Email Screening

Board member Wing reported that the ITSS staff, including Paul Klepac, attended the last SJCC Academic Senate meeting regarding the districts filtering of emails at SJCC. He reported that ITSS wanted to get new servers for each campus to alleviate the load on the current system. The ITSS staff said they started filtering the emails because of concerns of future liability if they didn't do something about the sexually explicit spam being received by district



faculty and staff. He reported that the Academic Senate passed a resolution to write a letter to the accreditation team if ITSS didn't turn the filtering system off within seven days. The SJCC Academic Senate provided the ITSS staff with legal opinions that made the unauthorized filtering of private emails illegal. Grievance Officer Butler also stated that the CPC has unanimously voted to have the filtering stopped. President Newton will talk to Mike Hill regarding this issue at their meeting next week.

V. New Business

A. Negotiations/Contract Issues

Negotiations were proceeding. Time constraints prohibited more discussion.

B. District Budget Concerns

In November, Mike Hill stated that the district was short \$3.2 million but now he is stating that the district is short \$750K. The new amount does not include any projected COLA.

C. CFT Plan for Taking on the Governor

The governor is now sending out signature gatherers for petitions on four issues.

1. Prohibition of Defined Benefit Public Pensions. This would prohibit all public employees from having defined benefit pension plans and will decimate retirement programs for teachers and public workers.
2. Public Employee Union Dues. This would restrict participation by unions in the political process but would not restrict corporations. This will silence the voice of working people in elections and would allow only corporate interest to control the media.
3. Reapportionment. This would require re-drawing of legislative districts in 2006 with the aim of creating districts more likely to elect allies of Governor Schwarzenegger.
4. Public School Teachers waiting period for permanent status. This would increase the number of years for a K-12 teacher to be tenured from two to five years. Although, this would not initially effect the tenure requirements of community college teachers, if this would pass, it would follow that an increase period for tenure of community college teachers would occur in the future.

These signature gatherers are being paid up to \$3 per signature. When someone sees these signature gatherers who have petitions related to one of these matters, they should notify the faculty association. CFT will develop a plan of action when these gatherers are seen in this area. In the meantime AFT is suggesting that union members engage the signature gatherers in debate, complain to the store manager, and spread word to their friends and family about the true issues involved.

D. Newsletter Editorial Board

Patrick Butler was asked to prepare an article for April or May *Faculty Matters* on the subject of the Brown Act, especially noting the requirements for posting notices when a committee meeting is to be held and which committees can have closed sessions.

E. Adjunct Campus Meetings

Nothing discussed under this section.

F. Election of Executive Officers – April/May

Some offices are being up for reelection:

Fiscal Officer, Linda Ferrell
EVC Representative, Frank Espinoza
EVC Adjunct Representative, Jeffrey Kirkbride
SJCC Representative, Mai le Ho
SJCC Adjunct Representative, Nabeel Atique

In addition, Bob Wing, SJCC Representative, is considering resigning from the board because he expects his workload to increase in the library. The board strongly encouraged Bob Wing to reconsider because he is a well-respected board member who can accomplish a great deal if he remains on the board.

VI. Other Information

Nothing discussed under this section.

VII. Good and Welfare

Earlier, Mark Newton suggested we send a card to Dan McElroy regarding the illness of his wife.

End Open Session

Mark Newton adjourned the meeting at 12:30 pm.

Minutes Submitted by David Yancey and Linda Ferrell