



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, May 13, 2005, Community Room, Student Center, San José Community College

I. Call to Order

President Mark Newton called the meeting to order at 9:35am.

A. Roll Call

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

Also Present: Ron Levesque, Bill Jacobs (FA Retiree Chairperson), Patrick Butler (FA Grievance Officer), Barbara Hanfling (Executive Director), Christopher Mathenia (Office Manager)

B. Approval of Agenda

Jeffrey Kirkbride moved to approve the agenda. Bob Wing seconded and the agenda was approved unanimously.

C. Approval of Minutes

The Board consented to deferring approval of the minutes to the next board meeting.

II. Membership Concerns

- David Yancey voiced a concern for Ron Levesque. Ron is concerned the new contract language doesn't accurately reflect service learning. Barbara Hanfling is in contact with Ron and the language will get corrected.
- Jeffrey Kirkbride reported this is his last meeting. He did not run for re-election and is unable to attend the last meeting of this term. He thanked the board for the opportunity to learn and the board members thanked him for his service.

III. Reports

A. President's Report

Mark Newton reported:

- Mark and Barbara Hanfling are attending the Community College Council (CCC) meeting this weekend.
- Governor Schwarzenegger is calling for a special election. One item on his agenda is to require public sector unions to get written permission every year from each union member before spending any money on politics.
- Mark and Barbara are having productive meetings with Interim-Chancellor Mike Hill.
- Mark attended the Board of Trustees meeting Tuesday night. Lots of tension in the room concerning an anonymous email attacking Interim Chancellor Sylvia Andrew, the Trustees' inaction, and Sylvia's eventual resignation. Many attendees, including Maile Ho and Lauren McKee, gave eloquent speeches. The email was sent December 23rd to Ken Wesson and cc'd to a number of people. The email accused Sylvia, among other things, of inappropriate spending, trying to get rid of the last African American dean, and hiring "a bunch of Mexicans." Also, Mark was referenced in the email, however he stressed to the Trustees that he and the FA do not agree with the email. Discussion followed on the positive aspects of Sylvia's performance as Interim Chancellor. Patrick Butler worked with Sylvia on a process to evaluate the chancellor. He will forward that work on to Trustee Ron Lind. Frank Espinoza suggested the FA make a positive statement about Sylvia either publicly or at the next Board of Trustees meeting. David Yancey and Jeffrey Kirkbride expressed that if FA board members feel positive about Sylvia, then they should definitely express it.
- Richard Hobbs was very unhappy with an article in the last Faculty Matters about the March Board of Trustees meeting. Richard submitted a letter for publishing in the next Faculty Matters. Mark is planning on meeting with Richard to talk about his concerns and also to try to explain what the position of the FA is. Also, it was suggested that we try and set up an interview between Richard and Bill Jacobs, so Bill can write an article for the Fall Faculty Matters.



B. Fiscal Officer's Report

Linda Ferrell reported:

- The board reviewed Linda's Budget Report.
- She will have a 2005-06 Budget for adoption at the May 27th FA board meeting.
- Also, she will have a spending policy to present to the board at the next meeting.
- Under new rules, an audit is required every year, however a faculty committee can conduct the audit (as opposed to paying an auditor).

C. Executive Director's Report

Barbara Hanfling reported:

- Barbara is receiving emails and phone calls from faculty concerned about their names being erroneously presented by SJCC President Chui Tsang as Tenure Review Committee (TRC) members. Mark Newton is also receiving calls, however this is likely not a grievance issue and more of a management problem.
- Diversity officers have been relocated in Human Resources at the District offices. Diversity Director Arturo Ocampo presented to the Board that they go back to the campuses. There is some support for this from the students and campus community. He also requested that the diversity officers be able to report straight to the Board of Trustees.
- Diversity Director Arturo Ocampo was originally involved in the ad hoc hiring committee. When he returned from leave, he became involved in trying to get the ad hoc committee back together, despite other meetings that had taken place. He subsequently sent out an email apologizing, as this committee was no longer within his range of responsibilities.
- Cherry Davidson is acting human resources manager. The Trustees rejected a proposal that she become the Interim Human Resources Director.
- Adjunct salary schedule issue: instructors and nurses being paid at "counselor/librarian rate". The FA maintains that all the faculty listed on the board agenda should be moved to column B of the adjunct salary schedule. There is no "non-instructional rate" and faculty on hiring committees, working outside the academic semester and developing curriculum, etc... should be paid on Column B. Frank Espinoza pointed out hiring committees will be paid for summer work. Patrick Butler pointed out a separate, but related issue that negatively affects his summer pay (40% summer paid on rate).

D. Bay Faculty Association Report (BFA)

No discussion under this section.

E. Retiree Report

No discussion under this section.

IV. Old Business

A. Structure of Faculty Association

- i. New Faculty Association Members: Board members volunteered to seek out new faculty members and explain the benefits of the union and encourage them to sign FA membership cards.
- ii. Council of Division Representatives: About eight or nine representatives showed up and discussed a number of issues. Next meeting is in October.

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

Frank Espinoza reported that a candidate for EVC President and a candidate for Chancellor both accepted positions in San Diego. Also, Frank received an email last night from the chair of the search committee, who was requested by Interim Chancellor Mike Hill to join two board members to visit a site in Seattle of a potential EVC President candidate. Frank responded with his disappointment that an EVC faculty member was not included. Frank copied his email to Mike Hill, and Trustees Fuentes and Tovar.

Mark Newton and Barbara Hanfling reported that Rosa Perez gave an impressive interview, however they've learned she received a lot of grievances serving as president at Canada College. Also, she has shown herself to not respect shared governance. Mark has received only negative reports about her.

C. Update on Discrimination Procedure

The FA is against the discrimination procedure allowing for anonymous complaints and is waiting for a response.

D. Hiring Procedures: Committee meeting with HR

No discussion under this section.



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V. New Business

A. VOTE CFT mandated \$3/month pro rata dues increase (lasting 2 years)

Barbara Hanfling reported that one member threatened to become an agency fee member if the FA votes to increase dues. After reviewing the different scenarios, Bill Jacobs moved to increase dues to 1.3% (from 1.25%) for two years starting August 2005. Linda Ferrell seconded the motion. David Yancey, Frank Espinoza, Nabeel Atique, and Linda Ferrell voted for approval. Bob Wing and Jeffrey Kirkbride opposed the motion. The motion passed 4 to 2. The FA will announce the increase to the faculty Monday.

B. Election of Executive Officers

FA Election Committee members were Rick Wagner and Sylvia Rucker. They sent the board a signed tally and declared Ron Fischer the winner of the EVC Adjunct Representative election. Jeffrey Kirkbride moved to accept their results and recognize Ron Fischer as the next EVC Adjunct Representative and to also recognize the incumbents: Linda Ferrell, Fiscal Officer; Nabeel Atique, SJCC Adjunct Representative; Maile Ho, SJCC Representative; and Frank Espinoza, EVC Representative. David Yancey seconded the motion and it carried unanimously. Barbara Hanfling will notify Ron and thank Pamela.

C. Calendar

Board members discussed and updated the meeting schedule for next semester.

D. Replacement for Wilbur Mellema on the IIC

Javier Chapa was recommended and the FA will contact him.

VI. Other Information

- Bob Wing requested Barbara Hanfling send out an email to all adjunct faculty reminding them they can collect unemployment over the summer.
- Barbara listed out potential summer work for the FA board members: create a Faculty Matters Editorial Committee, put some time and energy into the Retirement Committee, work on class size/differential loading and spend time with trustees.
- Jeffrey Kirkbride suggested putting “good and welfare” on the FA website.

VII. Good and Welfare

No discussion under this section.

FA COPE MEETING

End Open Session

Mark Newton adjourned the meeting at 12:10pm.
Minutes Submitted by Christopher Mathenia, FA Office Manager