



San Jose/Evergreen Faculty Association, AFT 6157

2100 Moorpark Avenue, San Jose, CA 95128-2799 • (408) 288-3779 • Fax (408) 295-7482 • faculty.association@sjcccd.org

FA, AFT 6157 EXECUTIVE BOARD MEETING MINUTES

9:30am-12:30 pm December 2, 2005

San Jose City College, Student Center. Community Room

9:50am OPEN SESSION

I. Call to Order (10 minutes)

A. Roll Call

President	Mark Newton
Vice President.....	David Yancey
Fiscal Officer.....	Linda Ferrell
EVC Representative	Frank Espinoza
EVC Representative	Teck Ky (excused)
EVC Adjunct Representative.....	Ron Fischer
SJCC Representative	Bob Wing
SJCC Representative	Maile Ho (excused)
SJCC Adjunct Representative	Laura Cavanagh

Also Present: Patrick Butler (FA Grievance Officer), Bill Jacobs (FA Retirement Chairperson), Barbara Hanfling (Executive Director) Dorian Tran (Counseling Dept) and Patti Berg (Administrative Asst.)

B. Approval of Agenda- Bob Wing moves to approve agenda, Laura Cavanagh 2nds, all approved.

C. Approval of Minutes

- Sept 30, Retreat Minutes-David Yancey motions to approve, Linda Ferrell 2nds, all approved.
- Oct 28, 2005- Clarification for Board of Members Responsibility. Moved to approve, 2nd, All approved

II. Membership Concerns (10 minutes)

- Introductions for Dorian Tran counselor at SJCC.
- Al Gonzales-The lecture lab biology issue. Teach lecture/lab. Sometimes there's a split where the instructor is not the same for lecture and lab Barbara made a request to bargain over change in working conditions.
- Barbara received an email on Wednesday from Al Gonzales that the issue has been resolved. Barbara to send email Abdie Tabrizi & Kuni Hay. If this issue arises in the future get input from faculty first then Dean would notify the Union regarding a change in working conditions.
- Carole Young had a mild stroke, and expects to return soon. Barbara has sent a card from the Executive Board.
- Former full time faculty, Gunhill Swanson passed away; Barbara will put an article in the next FA newsletter.
- Frank attended a Budget Committee meeting last Wednesday at EVC. Margaret Muench is on the SJCC finance committee and wants to reestablish a district wide budget committee. A district budget committee would allow all faculty and staff to view both campus budgets and the District Office budget

III. Reports (40 minutes)

A. President's Report

Nothing to report



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B. Fiscal Officer's Report

- i. The budget through November 1, 2005 was distributed along with the balance sheet for both the faculty association and COPE.
 - A photocopy of the Citibank signature card was obtained for the union's records.
 - Linda will obtain the final signature of the AFT internal review and then will submit the audit to AFT.

C. Executive Director's Report

Mark Newton & Barbara Hanfling met with Mike Hill to bargain the part time equity money that adjunct and full time faculty working overload will get. State allocates \$50 million to be divided by all the districts, SJECCD gets @ \$636k. Each adjunct staff and full time faculty working overload will get an 8% bonus for fall semester. This will not get put into base salary, because District has not agreed to put it on the salary schedule. We are working on that in negotiations. Full time will receive 8% December 15; adjunct January 10.

Rumor: COLA is 5.2% for 06-07.

Mike Hill provided a salary analysis of percentages between steps and classes.

Full time goal: continue to work on equity on the salary schedule,

Adjunct goal: adjunct schedule to mirror full time schedule

Informed by David Coon and Rosa Perez, that an email policy should be developed. No details yet.

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

Barbara Hanfling and Mark Newton attended the BFA meeting. Bob Bezemek (attorney presented)-Topics: Email use, using computers for political purpose, freedom of speech issues, employer issues. Growing effort to increase the part time load from 60-80%. This will create a class of nearly full time staff with no benefits.

Sharing amongst the groups, Foothill and Chabot are having problems with enrollment in CIS, possible reduction in force.

Retiree rights-simple setup of retiree committee, bylaws, leader and a purpose.

E. Retiree Report-Building a Retirees Committee

Meeting is scheduled for Wednesday, hope to finish bylaws and make them available. Team members are Phil Crawford & Rosanna Higashi. Barbara will share the bylaws draft with our attorney.

IV. Old Business (30 minutes)

A. Structure of Faculty Association

- i. Contacting and Getting New Faculty to sign membership forms. List now has over 30 people that need to be contacted to sign. Barbara will talk to Bunnie to see if they will ask new hires can sign union paperwork.
- ii. Council of Division Representatives-Building Our Membership

B. Layoffs in Electronics, CIS, Marketing and Impact on Faculty at SJCC and EVC-

set up meetings on both campuses.

District is very committed at the Chancellor/President level. Met with CIS and Electronics faculty, Barbara has meeting with Marketing and EVC faculty affected.

Barbara to send an email to all faculty "the union and district are committed to minimize the effect of the layoffs, creating new positions, transferring staff into vacant positions & retraining."

BREAK-5 Minutes

V. New Business (40 minutes)



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- A. Administrative Positions: HR Director; Headhunter, ELS downloaded job description off website, and was searching high tech area for candidates. Not exactly on point yet. To meet again in mid January, hope to have candidates with education background.
 - i. Meetings with Presidents, Vice Presidents and Chancellor
 1. Vice Chancellor-Mike Hills Position-Mark Newton, no news. Rosa Perez is still working to find interim person for Mike Hill.
 2. Meeting today to replace the Assoc Vice Chancellor of Research (Jon Kangas), District liaison to the Instructional Vice President.
 3. Barbara/Mark met with Rosa today, good meeting. We continue to work collaboratively.
- B. Hiring New Faculty-SJ Academic Senate to meet next Tues and suggest 10 positions, including one math position and the librarian position. Ideally one of the laid off staff can fill the position.
- C. Demand to Bargain-Requirement of Adjunct to Use District Email- Mark Newton to send email out today to Chui Tsang which will hopefully resolve issue.
- D. Schedule-Spring 2006- Retreat to be on a Sat. at Barbara's house. Focus on long term goals in negotiations.
CFT convention-in Sacramento March 24, 25, and 26.

VI. Other Information

VII. Good and Welfare

Next Meeting

Friday, December 16: 9:30am-12:30pm- EVC, Apri Mishra Room, Library

Mark Newton adjourned the meeting at 12:35pm.

Minutes Submitted by Patti Berg, FA Administrative Assistant