



# 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](mailto:faculty.association@sjeccd.org)

## FA, AFT 6157 EXECUTIVE BOARD MEETING

### Meeting Minutes

9:30am-12:30 pm Dec 8, 2006

Evergreen Valley College, Library Appi Mishra Room

9:30am Open Session

#### I. Call to Order (10 minutes)

#### II. Roll Call

David Yancey, President  
Frank Espinoza, Vice President  
Linda Ferrell, Treasurer,  
Vivian George Morgan, EVC Rep  
Minerva Duke, EVC Rep  
Debbie De La Rosa, EVC Rep  
Clem Lundie, SJCC Rep  
Patrick Butler, Grievance Officer  
Mark Newton, Past President  
Laura Cavanagh, SJCC Adjunct Rep  
Mai Le Ho, SJCC Rep

Also present: Barbara Hanfling, Executive Director & Patti Berg, Administrative Assistant

- A. Approval of Agenda- with changes. Move closed session to beginning of meeting.
- B. Approval of Minutes
  1. Sept 29, Meeting minutes approved
  2. Oct 27, Meeting minutes approved
  3. Nov 17, meeting minutes approved

#### III. Membership Concerns (10 minutes)

A counseling position is opening, EVC is recruiting a bilingual Vietnamese/English person and in the job description there is a mention of committee responsibilities. Are the committee responsibilities required as part of the 32.8 hours of work, is it identified as duties and responsibilities. Job description should say that there are professional responsibilities required; the job description cannot change contract language.

Teck Ky, EVC Full time EB member can no longer continue his position. According to bylaws the EB will open up the position in the spring election 2007 for one year position. Next meeting agenda will include the nomination of Minerva to continue in her position for the spring 2007 semester.

Minerva Duke talking to the Dean regarding an instructor that is under loaded. Frank suggested that Minerva send email to her Dean and cc Barbara Hanfling.

Clem Lundie stated that President Carrion met with faculty in the Technology building regarding the possible move of the District Office to technology center. Clem said there was a lot of discussion including the suggestion that the DO move into the temporary trailers. President Carrion made a commitment to get back to the group on the status of the move. The key issue is to ensure faculty are not negatively impacted by the move.

Dental and EMT to stay on the fifth floor

Frank Espinoza and David Yancey attended the Immigration Conference at EVC briefly this morning.



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CLOSED SESSION

### IV. Negotiations (10 minutes)

#### A. Full Contract-Settlement Update

District was intent on settling as soon as possible and of course the Union is always looking to settle quickly. Good news: Last Friday negotiations team and the entire district team remained until a settlement was reached (8pm).

B. Barbara Hanfling requests that each Board member send out a notice to colleagues to remind them to attend the ratification meetings.

#### Terms of settlement:

Full cola 5.92% for full time and adjunct faculty members effective July 1, 2006.  
Jan 30-full time & March 10-adjunct paychecks will reflect increase (retroactive).

Got the district to agree to use the part time parity money of \$666,565 to place all adjunct faculty onto the full time salary schedule.

Hopefully, this will mean no less than 65% for lecture and no less than 77% for lab faculty.

Medical expenses continue to be fully paid for full time faculty.

11 month contract for nurses

Strong commitment to:

- Restructure the higher end of the salary schedule
- SJECCD is still no higher than 6, 7, & 9 place in the Bay 10+2 salary schedule
- Lecture lab parity, district team to continue to work on this

Currently documentation for movement across and down the salary schedule must be in on the 1<sup>st</sup> Friday in Sept, otherwise you will not move classes until the next year, and the date is now changed to documentation submitted before the 15<sup>th</sup> of any month to receive increase in the next paycheck.

Sabbatical-full time-can now use classes taken during sabbatical to move across and down the salary schedule.

3 year contract, re-opens in the first year, reassigned time, lecture lab parity, salary, benefits and two articles of choice

Free classes for retirees

Undergraduate courses need to be approved by the PRC, if they are to be used for movement across the salary schedule

Adjunct can participate in the flexible spending accounts.

Family medical leave act for adjunct faculty also.

Working days, agreed to a 2<sup>nd</sup> mandatory PDD day. (PDD=Professional Development Day)

Progressive discipline language: verbal warning, written warning, & written reprimand now included in the contract, but cannot grieve

Counselor hours-to set up a meeting with the counseling deans, negotiations team and counselors, 32.8 hours doesn't imply only student contact

Evaluation procedure: Self evaluation is now required.



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In the future: formula funding needs to be discussed to determine if we can use a standard instead of re-negotiating each settlement.

### V.Reports (40 minutes)

- A. President's Report-David Yancey
- B. Fiscal Officer's Report-Linda Ferrell
  - 1. Annual and Monthly Budget
    - Motion to add Frank as a bank signer effective July 2006. All approved
- C. Executive Director's Report-Barbara Hanfling –GEO, Vietnam trip is on the Board of Trustee meeting agenda Dec 12. The trip must be approved by board of Trustees when students travel. Administrators (board members/chancellor/president) will not be attending the trip based on the concern by community/staff/faculty and this is clearly an educational/cultural trip. SJCC Academic Senate also voted to support the GEO and the Vietnam trip.
- D. Retiree Report-Bill Jacobs-
  - Bylaws added to the agenda for next meeting for approval.
  - Bill Jacobs to schedule a meeting first part of March 2007.

### VI.Old Business (30 minutes)

- A. Structure of Faculty Association
  - 1. Welcoming New Faculty- Please sign up new folks and invite faculty to EB meetings.
  - 2. Council of Division Representatives-Building Our Membership
- B. Meetings with Presidents, Vice Presidents, Vice Chancellors, and Chancellor
  - David and Barbara met with Tim O'Hare discussed class size issues.
  - Frank and Barbara to meet with Kuni Hay on Monday Dec 11 to discuss class size issues.
  - Met with Chancellor, discussed many issues including negotiations and the district's and Union's philosophy.
    - Full time faculty number was 274 five years ago, currently it is 254-Union is pushing for more full time faculty positions.
  - Met with David Coon, proposing a new position Director of Athletics/PE and discussed other EVC issues
  - SJCC Presidential search, final decision will be made by then end of the semester.
  - Met with Vice Chancellor Anita Morris to discuss HR issues.



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BREAK-5 Minutes

### VII. New Business (40 minutes)

- A. New Positions-SJCC/EVC - 8 at SJCC & 3 at EVC-still waiting on an additional one for EVC
- B. Ron Root Budget Plan-Update- has been worked on by the SJCC Academic Senate with some modifications.
- C. Retreat Agenda for the Spring- March 2<sup>nd</sup> at Barbara's house.
- D. CFT Convention-March 16-18, 2007-Members going- Barbara, David, Linda, Vivian, Debbie, Minerva, Frank and Mark.
- E. CFT President Campaign-request from Marty Hittleman to support his campaign-agreed that David and Barbara would discuss and the Executive Board expressed confidence in their decision.

### VIII. Other Information

Improvements to the Adjunct Faculty room: memory increase, added usb hub, and wireless router

### IX. Personnel Issues

- A. Request for Stipend for Jesse Votaw for Adjunct-Pro Rata Pay work  
Motioned to give a \$250 stipend for his time and dedication. All in favor.

### X. Good and Welfare

### XIII. COPE MEETING

Minerva attended the Academic Senate meeting.

Kudos to Minerva for leading the CCC signature gathering at EVC.

New trustee, Balbhir Singh swearing in was attended by large group.

Next Meeting: Friday, February 9, SJCC-Student Center, Community Room, 9:30am-12:30pm

12:30 Meeting adjourned, meeting minutes submitted by Patti Berg, Administrative Assistant.