



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

Spring 2007 Executive Board Retreat Friday March 2, 2007 Meeting Minutes

Home of: Barbara Hanfling

9:00-9:20 –**Breakfast and Catching Up**

Roll Call

David Yancey

Minerva Duke

Frank Espinoza

Linda Ferrell

Mark Newton

Bill Jacobs

Vivian George Morgan

Debbie De La Rosa

Laura Cavanagh

Absent: Maile Ho; Clem Lundie

Also in attendance: Barbara Hanfling, Executive Director and Patti Berg, Administrative Assistant

9:20-10:45am

- A. **VISION-Beyond 2007: Strategic Planning:** Where do we want to be in 2008-2010? Budget, Legislative, Political Plan. Working with Board of Trustee Members, How to Build Committees; Governance Process; Future participation in BFA
- Budget to attend Human Rights Commission's Annual Breakfast
 - Expand our reach to give us more visibility
 - Send faculty to Higher Education Conference, and other pertinent conferences
 - Get involved by joining other tasks forces, committees etc.
 - Look beyond the every day tasks. Increasing political clout, getting more faculty involved.
 - Each division meeting agenda should include the union
 - Add more COPE contributors and a COPE committee chair
 - More union members should attend the semester Board of Trustee meetings, (not just David & Barbara)
 - BFA –Continue to attend
- B. **Building our Executive Board and Council of Division Reps- Barbara Hanfling and David Yancey**
1. Executive Board Elections 2007- Updated list
 2. Discuss Negotiation Team Membership (prospective candidates?)
 3. Building our Council of Division Reps.
 - Ideally each E/B member could recruit at least one new member
 - Assigned FA members to list of potential members

4. Grievance Officer position and candidates-
 - Debbie De La Rosa may take over Grievance Officer position depending on Patrick Butler's schedule
5. Should we have an overnight retreat in the fall?
 - Bear Creek in Los Gatos
 - Jesuit in Los Altos- Debby to Check on pricing

10:45-11:00 Break

11:00-11:30-Politics: Mark Newton

1. Legislative coordinator/liaison with CFT/CCC
2. Building a COPE Committee (chaired by an E/B member?)
 - Recruit from the Retiree chapter meeting
3. Trustee education effort through local labor
 - Biggest issue of concern is the upcoming change to the board, and getting the new board member up to speed.

11:30-12:30pm Negotiations Discussion-Debbie De La Rosa, Frank Espinoza, Jory Segal

1. Pro-rata placement of adjunct faculty
 - Having difficulty arranging meetings to discuss pro rata.
 - Finish up on article in the contract 8.5 (full time faculty placement)
 - All adjunct faculty should be moved onto the full time faculty pay schedule
 - Retroactive pay for all faculty effective July 1st. (not August 1st.)
 - Must do survey to determine what level of education each adjunct faculty member is at.
 - Increase rate of pay is from .2% to 25%
 - Our salary schedule is much better for new hires than faculty who have served the District for many years. This is a high priority to feed the high end of the salary schedule.
2. Articles to Open
 - 8 full time salary
 - 9 Adjunct-replace salary schedule with ft salary schedule, add 3 steps to salary schedule (is an important priority for the future). Seniority rehire preference.
 - 17 benefits
3. Parity money for Spring 2007
4. Release time for union activities

12:30- 1:30 Lunch

1:30-3:30pm Other items-David Yancey, Barbara Hanfling

Questions & Answers

- Academic Senate meetings. There is a lack of funds to be able to send members to the state meetings. If the members were able to attend they could get to know what the senate is all about and be a more effective team.
- We have the legislative right to address the board
- Summer schedule, if a faculty member has a scheduled class and then decides they cannot finish can they give it to another faculty member? NO
- Parking- EVC faculty can park at West Valley, Gavilan, and Mission but not at Foothill/De Anza. This is a district issue. David Yancey will add to his list of issues to address with Martha Cantor.

GASB-

-Retiree benefits, pre 1982, 38 people left on the full time list.
State has come down with a recommendation that districts pre fund their retiree benefit obligation.
Bridge plan provides coverage for those that retire after before getting Medicare.
We want to look at creative ways to begin to pre fund our post 1982 retirees with a bridge plan.

1. Professional Development Day – E/B member participation.
 - David Yancey, Barbara Hanfling to prepare workshop “Globalism & Unionism”.
 - Barbara Hanfling working on Vietnam workshop
2. Retiree update
 - Meeting next Wednesday night at Walt Soellner’s house.
3. Convention updates – roles of E/B members at the convention (breakout sessions)
 - Willingness of E/B members to extend their involvement to state level participation
 - Frank on the CFT Civil Rights committee
 - Minerva on Health Care Task Force
4. Transportation issues – SJ Airport/LA Airport/ Museum of Tolerance

3:30-4:00pm Sum up

Meeting minutes submitted by Patti Berg, Administrative Assistant.