



## FUN AND GOOD FOOD

### FA Picnic A Huge Success

#### Board of Trustees Members Attend and Offer Support

Over 100 faculty members and family attended the second annual FA picnic on Saturday, September 14<sup>th</sup> at Vasona Park. The weather was warm and inviting and the food phenomenal. We plan to make this picnic a yearly tradition. Many people helped make this day a reality but special thanks go to the following:

**Bill Jacobs:** for his culinary expertise and time and energy in hunting and gathering the food and preparation

**Joann Bartley:** for volunteering to cook and organize the fun activities (especially the water balloons).

**Chris Mathenia:** for his creativity and skill in producing the flyer.

**Alice Gosak, David Yancey, Marc Sola, Mark Newton, Rose Anna Higashi, Patrick Butler, Pete D’Eliscu** and all others who so diligently helped in setting up, breaking down and cooking the great food.



Of particular interest and excitement was the attendance of Board of Trustee Members at our picnic. **ALL BOARD MEMBERS WERE INVITED.** We were pleased to have **Ron Lind, Richard Hobbs, and Maria Fuentes** in attendance, as well as Board Candidate, **Fred Tovar.** The only other Board member who responded to our invitation to attend was Nancy Pyle who RSVP’d that she would be out of town. The message from the Board of Trustee members who attended was great support for the faculty and concern for the classes that were being cancelled.



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## TRUSTEES TAKE ON CANCELLED CLASSES

### PART ONE

At the end of August, the Board of Trustee met for its regularly scheduled meeting and there ensued a very lively discussion about the unilateral action taken by the administration regarding the cancellation of over 300 class sections.

Almost all the Board members agreed that this action had taken place without the input of the Board members themselves. Board members stated that dealing with budget issues was clearly within the purview of the Board.

“Actions by Chancellor Evans and CFO Mike Hill to freeze full-time faculty positions and cut large numbers of classes should not be made without Board input,” stated FA president, Mark Newton.

Members of the Board believed that there was a contradiction in canceling classes, but still hoping to maintain growth.

Board member, Richard Hobbs made a proposal to increase funding to the two colleges by \$200,000 in order to reinstate canceled classes for the fall and spring semesters. Board Member Ron Lind seconded this proposal. Animated discussion followed, including a statement by Mike Hill, that this money could be available on a one-time basis and probably could result in added growth, thereby generating revenue itself.

A Board vote followed this discussion. President **Maria Fuentes, Ron Lind** and **Richard Hobbs** voted for the students and reinstatement of classes; while Trustees **Dawn Wright, Rosalinda Rodriguez** and **Nancy Pyle** voted against the proposal (Richard Tanaka was absent).

This shows the Faculty the following: The Board members who voted against this proposal will probably not receive support from the FA in any future elections; and that we need a fourth vote on the Board to pass important resolutions that look after the interests of the students and the staff in the District.

### What does the Faculty Need to Do?

We need to begin getting involved in the political campaigns of endorsed



members for the Board of Trustees (see below article). We need each and every one of you to sign the attached yellow cope card indicating the most amount of money you want to contribute in order to get that fourth vote on our Board of Trustees. Please sign and return to our FA box at SJCC.

Volunteer to do phone banking and/or precinct walking for either **Richard Hobbs** in District 6 Or **Fred Tovar** in District 2. The Central Labor Council and the Faculty Association have endorsed each of these candidates.

Finally great thanks and gratitude need to go to Trustees **Richard, Ron and Maria** for their stand for faculty and the students of our District. We keep hiring more administrators at the District office, while freezing faculty positions and canceling classes. It makes us question the priorities of this District!

**PART TWO**

Board Meeting of September 10<sup>th</sup>, 2002, the Trustees were scheduled to approve the budget for the fiscal year 2002-2003. What used to be a rubber stamp of Mike Hill’s budget turned into a lengthy discussion on the cancellation of classes; the District Office Budget and finding money to help the colleges offer the classes that the students needed and also to increase matriculation funds in Counseling. There was lots of debate over these issues and new directions set for the District.

In the end, Trustee **Dawn Wright** who had voted against increasing the campus monies in the last meeting turned around and proposed increasing monies for each campus from growth funds. With input from Trustee Ron Lind, the proposal that finally passed, stated that a minimum of \$300,000 would be given to each campus to reinstate cancelled classes, intersession and increase funding in counseling.

The vote was overwhelming: Trustees, **Ron Linda, Maria Fuentes, Richard Hobbs, Dawn Wright** and **Richard Tanaka** voting yes; and Nancy Pyle voting no, and Rosalinda Rodriguez abstaining. We thank the Board members who put the needs of the students first and were able to find money to fund increased classes. One important note: we believe that much of the growth money must be kept in order to fund raises for Faculty and Classified. The Board will need to delve deeper into the expenses of the District Office and elsewhere to find further resources for cancelled sections.

As a final victory, Trustee, **Ron Lind** proposed that a Board Budget Committee be set up. This is a very important first step to developing a budget that is transparent and understood by the Board and eventually by all members of the District. We are hoping that this committee will also be expanded to include members of the FA, Academic Senate, classified and other interested parties.

We will continue to monitor the Board Meetings and keep you informed.

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**NEGOTIATIONS UPDATE**

By **Mark Newton**  
President, Faculty Association, AFT 6157

**T**his fall semester denotes the beginning of the third year of our three-year contract—yes it just got printed and distributed and no we are not quite finished negotiating it. Negotiations have been nearly a continuous duty (summers generally off, but not this summer) since I became FA President in January 2000.

Each side has made changes in their team.

Current FA: Barbara Hanfling (FA Executive Director), Rose Anna Higashi (EVC Literature), Rusty Smith (Part Time, SJCC Labor Studies), Marc Sola (EVC Counseling), and myself.

Current District: Pauline Clarke (Director of Human Resources), Zeke Garcia (Dean SJCC), Rita Karlsten (Dean EVC), Lois Lund (Dean SJCC), and their Chief Negotiator Donna Williamson (Attorney).

The tone of meetings is generally good, with frustration occasionally popping up on either side. We are really fortunate to have Barbara leading our team, very professional, very determined, very detail oriented, and very assertive.

**LEFTOVERS**

We ratified this contract with a number of issues left unresolved, but with each side committing to negotiate in good faith on them. Two such “leftovers” have dominated the calendar throughout the spring semester and even in special negotiation sessions this last summer.

The FA pushed workload issues covered in Article 12. We have asked for differential loading for instructors of English and ESL composition classes; most community colleges allocate an extra five percent of a load for instructors to grade all those essays. We have asked for class size reduction in ESL classes and composition classes, as our district is way out of line with what other colleges do, and our student performance is suffering. Additionally, we have asked for class size reductions in math classes, and for equity in lecture lab loading in science classes. The Board of Trustees appeared to hear our arguments especially associated with language acquisition skills, however, the cost of making the necessary changes has slowed any resolution. The FA is making a new proposal in this area.



The District's big leftover issues were Faculty Evaluation and Community Complaints (Articles 19 and 20). These negotiations have been lengthy and somewhat tedious. Initially, the articles were farmed out to a joint faculty-administrative team. They worked very cooperatively for nine months on the article. There was considerable frustration when the District would not accept the work of the committee. The negotiating teams then began with the committee's work and the current language and eventually took ownership of the evaluation process. What I mean here is that despite our interest in talking about other articles, we committed to making the evaluation process a lot more humane and much clearer. Clear contract language is essential in understanding the process and dealing with potential grievances in this important area.

There will be an article/chapter for part-time faculty, one for untenured, one for tenured faculty and one for community complaints. Negotiator, Marc Sola, in particular, did great work in clarifying the processes. These articles and the new evaluation forms are almost complete, and ready for release. The community complaints portion is an extremely important concept that will become its own article. Given the different practices on the two campuses, increasing numbers of complaints, and some district policies that were not negotiated with the FA, careful negotiations will be necessary.

**NEW ITEM**

You may recall getting a supplemental paycheck or two during the summer if you are paid off the hourly schedule. That was the result of a statewide effort to treat part-timers more equitably and begin to equalize the pay between part timers and full timers. Our district distributed a 7.46% bonus, which we

believe will eventually go on the salary schedule. Before that can happen, we must define what portion of a full-timer's job is done by a part-time faculty member. That is, are the responsibilities of teaching, prep and grading, and office the same for full and part timers or do part timer faculty perform 95, 90, 85, etc. percent of a full time faculty's load. (This percentage would assume that a part-timer had a 100 percent load.) The district's belief appears to be that part timer faculty perform at a much lower percentage (somewhere around 70%), This subject is so complex that a full article will have to be dedicated to it after we receive the district's written proposal.

**REOPENERS**

Let the fun begin. Salary (Articles 8 and 9), Benefits (Article 17), Individual Rights (Article 4), and (Retirement Article 18) are being reopened. For those of you wondering why we did not get to the money earlier, the district needed to wait for the Governor to sign the state budget. There is now a COLA of 2 percent, and our growth percentage is near 2.8 (according to Vice Chancellor Hill). I will not speculate on what the district will offer in terms of a pay raise, but they have been pleading poverty since last February. Again, negotiations here will be tough. Our team has not yet discussed benefits changes, though we have a few ideas. The FA's reopener is Article 4, and Rose Anna Higashi has been championing this article as a way of improving the treatment of faculty throughout the district.

As you can see, our fall negotiations calendar is full, and soon we will turn our eyes to the whole contract. Shortly you will be receiving a survey to get your input into what issues you would like addressed in the full contract.



**BOARD OF TRUSTEES ENDORSED**

On September 13, the Board of the FA and interested Faculty members met with candidates running for the District Board of Trustees. After a lively question and answer period, the Board voted to endorse the following candidates for the election scheduled Tuesday November 5<sup>th</sup>.

- District 2      Fred Tovar**
- District 4      Maria Fuentes**
- District 6      Richard Hobbs**

Maria Fuentes is running unopposed, but both Fred Tovar and Richard Hobbs are running against other candidates.

It is **critical** that we work hard to help these candidates win their races.

**DONATIONS**

**Friends of Fred Tovar**  
**1536 Mt. Frazier Drive**  
**San Jose, CA 95127**

**Friends of Richard Hobbs**  
**1448 Madrona Avenue**  
**San Jose, CA 95125**

They also need help in getting mailers out to their constituents and putting up lawn signs. Please call ext. 3106 if you want to volunteer.

—OVER



## ELECTIONS IMPORTANT TO EDUCATORS

The November General Election is right around the corner and there are important items on the ballot for educators. Californians will vote on whether to retain Governor Gray Davis, who is fighting to protect education funding, and will also select a new Superintendent of Public Instruction. The most important ballot measure is Proposition 47, a \$13 billion Kindergarten-University Public Education Facilities Bond.

### Do You Need to Register?

Your vote is your voice. But to vote you must be registered. If you have moved since the March Primary Election, or are just not registered, now is the time to do so.

Just call toll-free 1-800-345-VOTE to get a voter registration form sent to you or visit:

[www.ss.ca.gov/elections\\_vr.htm](http://www.ss.ca.gov/elections_vr.htm)

If you have family members that need to register, be sure to ask for several forms and then make sure they are filled out and mailed in.

## COPE FORMED

Committee On Political Education

### COPE CARD ATTACHED PLEASE SIGN UP

The Faculty Association, AFT 6157, Executive Board has initiated setting up a COPE committee to build up a fund to help candidates who are important to faculty and faculty issues. The COPE committee, in conjunction with the Executive Board, will be in charge of making endorsements of candidates and allocating resources from donations to COPE.

Please fill out the attached yellow COPE card today and place it in an envelope in the Faculty Association mailbox. Your contribution of money will enable the FA to support candidates and issues that are critical to our success as faculty members.

## 2000-2003 CONTRACTS AVAILABLE

By the time you receive this newsletter, the yellow FA, AFT 6157 contract should be in your hands. These contracts were placed in mailboxes at SJCC during the week of September 9<sup>th</sup> and in EVC mailboxes in the past 2 weeks. If you haven't received your copy yet, please call the FA at 3779.

We are excited to finally have these contracts in print. Please place them in a three ring binder. In the next months, we will be providing all faculty with revised Articles on Evaluations.

## MAKE SURE YOU GET YOUR MAIL

Every month, the Faculty Association, AFT 6157 will be distributing a newsletter to all faculty. We want to make sure that no one is missing out on the important news we are sending out each month. So we are asking the following:

1. If you are part time, please check to make sure you have a mailbox in the mailroom. If you don't have a mailbox, please talk to your Dean to make sure that the Dean has submitted your name to the appropriate person to get you a mailbox.
2. If you do have a mailbox, tenured faculty should have a YELLOW colored label on their

mailbox and part time faculty should have a BLUE colored label. This is important, because we do not put information in administrative and department mailboxes.

3. If you are part time and want to receive the newsletter and other information from the Faculty Association online, please provide us with your email address.

## SCHEDULED DATES

### EXECUTIVE BOARD MEETING FALL SEMESTER 2002

Friday, September 13, 2002  
San Jose City College 9:30-11:30 am  
College Conference Room 504

Friday, September 27, 2002  
~~Evergreen College 9:30-11:30 am~~  
~~Gullo Student Center~~  
~~Large Conference Room, G-111~~  
**RESCHEDULED** as FA Annual Retreat

Friday, October 11, 2002  
San Jose City College 9:30-11:30 am  
College Conference Room 504

Friday, October 25, 2002  
Evergreen College 9:30-11:30 am  
Gullo Student Center-  
Large Conference Room, G111

Friday, November 8, 2002  
San Jose City College 9:30-11:30 am  
College Conference Room 504

Friday, November 22, 2002  
Evergreen College 9:30-11:30 am  
Gullo Student Center-  
Large Conference Room, G111

Friday, December 13, 2002  
San Jose City College 9:30-11:30 am  
College Conference Room 504

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