

# FACULTY MATTERS



FACULTY  
ASSOCIATION  
AMERICAN FEDERATION OF TEACHERS  
LOCAL 6157

## Is It September Already?

By: David Yancey, FA, AFT 6157 President

Welcome back all! These are exciting times with many important changes taking place. Your union representatives have been busy this summer and we have great news. We have reached important milestones toward our goals of providing your all fairness, equity and a strong voice in the way our district progress into the future.

**Adjunct Pro Rata:** We have made significant gains in our pursuit of full parity for our adjunct colleagues. Last November, 2006 we reached agreement to move our adjunct faculty onto a pro rata amount on the full time faculty pay schedule. As they say, "the devil is in the details" and we have been working since November to ensure that the details were covered. Finally, in early August we were able to reach agreement with the district as to the exact percentage of "pro-rata" that adjunct faculty would receive.

Given the expensive nature of this new process we were able to get 65% pro-rata

for lecture and 77% pro rata for lab and that will mean a significant raise for most of our adjunct teachers as well as full time folks who teach overloads. Without this move to the full time schedule we would have never been able to move towards our goal of full parity. (For more detail please see this newsletter, article "Union Goal-100% Adjunct Parity p. 3"). I want to personally thank everyone at the bargaining table and the payroll offices for their cooperation in making this happen. This is a wonderful example of the cooperative nature of "Progressive Unionism" (Faculty Matters, March 2006).

**SJCC Adjunct Faculty Center:** We have also made significant progress on the establishment of an Adjunct Faculty Center at San Jose City College. With the cooperative efforts of your union leadership, San Jose City College President Michael Burke and Vice President Tim

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**Save the Date!**  
**Saturday, September 29, 2007**  
**FA, AFT 6157 Annual Picnic**

*11am-3pm  
Raintree Picnic Site  
Vasona Park, Los Gatos*



For more information check :  
-Your faculty mailbox  
-Your email  
-the FA AFT 6157 Website:  
[www.fa-aft6157.org](http://www.fa-aft6157.org)

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FALL ONE

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Jack Da Silva x6616  
 Paul Fong x6579  
 Nanette Regua - Adjunct x 3779  
 Arturo Villareal x6609

## Is It September Already?

—Continued from page 1

O'Hare a location was found and an agreement was reached to convert GE-119 into this important facility. (For more detail see Article "SJCC Adjunct Center Under Way p.6") The center will give our adjunct colleagues a central location that provides lockers, meeting rooms for student conferences as well as computers, work space and a small kitchen area. Keep your eyes open for the announcement and plan to attend.

**Community College Initiative:** In addition to the above items we have continued to work on the passage of the **Community College Initiative (CCI)**. We are working with other community college faculty organizations and our own parent union, The California Federation of Teachers (CFT) to promote the campaign. We were, as most of you know, successful in qualifying the initiative for the ballot last January but the next phase is the most important and that is getting it passed into law.

The good news is that there is unity in the community college system, including administrators and trustees. All segments of our system see the significant financial impact passage will have for our colleges and students. Each college could see millions of dollars in increased revenues as we would start to receive our fair share of the revenue that the legislature intended when they passed Proposition 98 several years ago.

Our student's tuition would be lowered to \$15.00 a unit and any increases in tuition tied to increases in the cost of living percentages. The bad news is that it appears that CTA may oppose us. Even though CTA was consulted and involved in the early discussion about the initiative and they had no objection then, they now do. CTA may mount a significant opposition because they fear the re-distribution of the monetary pie in state revenue for education. Recent projections show community college enrollment is increasing and the K-12 system is declining. Without some redistribution of the revenue the K-12 system will be getting more money for serving fewer students as we suffer the opposite situation.

**We must pass the Community College Initiative!** Our district leadership from Chancellor Perez on down is committed to this effort and we all, working together with our statewide community colleagues, can and must make this happen. Much more information is coming so stay tuned and be ready to jump in and help us win by contributing money, volunteering time to phone bank and precinct walk and by educating your family and friends.

In conclusion, let me say again welcome back. If you are like me I miss the classroom if I am away from it too long. We are all engaged in the noble cause of education that demands so much from us but rewards us so magnificently.

Your benefits cover your family members too.

+ Even if they have four legs.



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AFT has an expense reimbursement and/or endorsement arrangement for marketing this program. For more information, please contact AFT Financial Services at 800/238-1133, ext. 4493; send an e-mail to [disclosureinfo@aft.org](mailto:disclosureinfo@aft.org); or visit [www.aftplus.org/disclosure](http://www.aftplus.org/disclosure).

# Union Goal-100% Adjunct Parity

## Amazing Agreement Reached: On the Road to Pro Rata Pay for Adjunct Faculty

by Barbara Hanfling, Executive Director

After years of negotiations, lobbying the Board and lots of creative proposals and counterproposals, the Union and District finally agreed at the bargaining table to establish a pro rata salary schedule for our adjunct faculty and full time faculty working overload. During last year's negotiations, we reached agreement in concept, but figuring what pro rata percentage would fit within our financing limitations remained an arduous task.

The Union and District had agreed to put aside over \$778,000 to fund a new adjunct pro rata salary schedule that would mirror the full time salary schedule. Why? Because the negotiations team knew the importance of this to our adjunct faculty. We understood the need to show respect, fight for equity, and continue to professionalize the role that adjunct play in our District. Gaining parity for adjunct is always front and center for the FA, AFT 6157. This pro rata adjunct salary schedule offered the only way to get us on the road to equal pay for equal work.

However, this agreement was not reached without a huge amount of effort and compromise. After we placed all adjunct faculty on a pro rata salary schedule, and then included all full time faculty working overload and summer and intersession, the potential cost exceeded the agreed upon amount. We impressed on the District that this commitment to the pro rata salary schedule for adjunct was so much a part of the "new" integrity and social consciousness of this District. So we agreed to the following language:

*It is understood that in order to implement these pro rata percentages, the District agrees to cover the additional approximate cost of \$158,000 dollars. In exchange, the Union and District understand that the \$158,000 may be considered during 2007-2008 contract negotiations.*

It is the Union's goal that with the District's 12% reserve coming into this 2006-07 academic year, and the District's

history of healthy reserves, that we make sure the District knows it can cover this very small amount without cost to our overall wage package.

With the implementation of this new salary schedule, there are many folks to thank: first and foremost your FA, AFT 6157 negotiations team: **Mark Newton, Debbie DeLaRosa, Jory Segal and Frank Espinoza and Barbara Hanfling**; next, kudos to the mastermind of the pro rata charts: **Jesse Votaw**, previous FA, AFT 6157 adjunct negotiator, current SJCC adjunct Real Estate instructor; our folks in Academic Services/Support/Payroll: **Pat Short, Lauren McKee and Vilya McKee**; and also the District negotiations team for making this agreement come to fruition.

On page 4 is an excerpt from the joint letter that went out to all adjunct faculty in mid August. We have reprinted this with the understanding that full time faculty are also strongly affected by this new salary schedule as they too will be receiving increases of generally more than 5%.

—Continued on page 4

## Voices of Our Union Members

Personally, I find our most important benefit is our health benefits package. We have the best policy that I know of from among all of my friends. I have young children and they frequently need dental care, or small trips to the doctor. We never hesitate to get the treatment we need. I on the other hand have less frequent trips to the doctor, but several of my treatments have been costly. The kind of coverage we have encourages us to get early diagnoses. More than once I've had problems stopped early that would have become life threatening had they been allowed to run their course for a few years.

I also find that the mentorship of Barbara Hanfling and David Yancey contributes

greatly to my understanding of the subtleties of college administration, and to my understanding of the ways in which our academic freedom rights can be eroded. Barbara and David are never judgmental when I differ from them, but I cannot overstate how many times I would have misunderstood a situation without their guidance. This has helped me tremendously on CPC, the Finance Committee, the Academic Senate, and the District Council.

Finally, in Silicon Valley money talks. In recent years we have been able to attract high quality faculty because our salary is quantitatively and strategically competitive with the salaries of other colleges. Not

**Chris Frazier,  
SJCC Math  
Instructor, VP  
Academic Senate**



only are the amounts of our salaries competitive with other colleges, we are competitive at the experience levels which allow us to attract good employees. We should be aware of the struggles of our colleagues at SJSU and be thankful that the FA has been so effective at allowing us to work for a living wage.

Thank you FA for helping us to be the faculty that our students deserve.

*Chris Frazier*

## Union Goal-100% Adjunct Parity

—Continued from page 3



Dear Adjunct Faculty:

These are very exciting times in our District for our adjunct faculty. As most of you are aware, last December 2006 the **Faculty Association, AFT 6157 and the San Jose Evergreen Community College District** agreed to move all adjunct faculty and overload work onto the full time schedule at a pro rata amount of that schedule. The goal of the Union and District **is** to create a compensation process that will ultimately lead to our joint goal of full parity for adjunct faculty.

On Tuesday, August 7<sup>th</sup>, a final agreement was reached. After over 5 months of information gathering and negotiations a new salary schedule was agreed upon. This schedule mirrors the full time salary schedule for all adjunct and overload. Although we have some major work still to go to reach our full parity goal, this agreement moves us in the right direction. The Union and District bargaining teams agreed to the following:

- the current salary schedule for **LECTURE** adjunct, substitute, and overload full time faculty during the academic semester and after working 40% outside the Academic Semester will be **65% of the full time salary schedule** up through and including Step 8
- the current salary schedule for **LAB** adjunct, substitute, and overload full time faculty during the academic semester and after working 40% outside the Academic Semester will be **77% of the full time salary schedule** up through and including Step 8
- the new salary schedule for non instructional has yet to be negotiated.

...

Currently, the Union and District are still bargaining language for Article 9 of the Faculty Contract, which includes (among other items) the potential movement of adjunct faculty across salary classes.

This momentous agreement demonstrates the continuing commitment of Union and District leadership to faculty compensation, 100% adjunct parity, and to building a strong labor relationship between the Union and the District.

*Rosa Perez*

\_\_\_\_\_  
Rosa Perez, Chancellor  
San Jose Evergreen Community College District

*Barbara Hanfling*

\_\_\_\_\_  
Barbara Hanfling, Executive Director  
Faculty Association, AFT 6157

## New Collective Bargaining Contracts

### Now Available:

By now all faculty should have received their new green 2006-2009 contracts in their mailboxes. Please make sure you put your contract in a visible safe place, because it is the only copy you will receive.

The contract is also available online on the FA, AFT 6157 web page  
[www.fa-aft6157.org](http://www.fa-aft6157.org)

and should be up and running shortly. This is always the most up to date copy.

Please note that we had already sent this new contract to the printers before we reached agreement on the new adjunct pro rata salary schedule. The salary schedule in the green contract for Appendix D is incorrect. The correct one should be available on our web page and in the near



future all faculty will receive new pages to substitute for the new adjunct pro rata salary schedule and Article 9. Keep on the lookout for this in late September.

# Innovative Contract Language - Nursing

## Promotes Recruitment and Retention

By: Linda Hoogendijk, EVC Nursing Instructor, FA, AFT 6157 Council of Division Reps

Barbara Hanfling and Mark Newton worked with nursing faculty to prepare new contract language to address the growing issue of recruitment and retention of nursing faculty at EVC.

As of fall 2006 there were 96 unfilled full time tenure track nursing faculty positions in California. EVC had just lost two nursing faculty to another community college which was able to offer a more attractive salary. All area community colleges with nursing programs were trying to attract the same few candidates.

With negotiating team support, the nursing faculty was able to present a proposal which asked for an extra month of pay for the work

nursing faculty must do before and after each semester. This involves meeting with hospital administration, unit managers and hospital education staff to arrange placement on orientation of student clinical rotations and other tasks. Also the nursing program maintains accreditation with the California Board of Nursing and the National League for Nursing. Each of these organizations requires annual reports, site

visits and approval of any curriculum changes.

EVC is taking the lead in innovation and the nursing faculty is most grateful to our Faculty Association, AFT 6157 for hearing our needs and advancing our proposal into what is now new contract language.

Currently the nursing department has 8 full time faculty with 2 positions unfilled. This is a great improvement over the past 5 years and comes at a critical time as the enrollment in nursing this coming year will be increased from 60 new students to 80 new students.

Barbara and Mark worked tirelessly over the 2006-07 academic year to understand the situation and to find a solution agreeable to faculty and administration.



*Felicia Mesa, Barbara Tisdale, Sandra DeWolfe, Lynette Apen, Linda Hoogendijk, Barbara Hanfling & Mark Newton*

## Retiree Corner:

### Retiree Committee Recognized by District

By Bill Jacobs-Retiree President

As promised, we are considering a few opportunities for you retirees to share some time together. People have really communicated an appreciation for those opportunities that have occurred so far—like what occurred at the end of our academic semester at the recognition of the retirement of current faculty. Mary-Ann Christman Phelps has assumed leadership in this regard and is putting together an opportunity for us all to have lunch at the Culinary Academy in San Francisco. As items worthy of news occur, we will let you

all know. As a reminder, my email address is: [w.jacobs4140@sbcglobal.net](mailto:w.jacobs4140@sbcglobal.net)

Please feel free to communicate with me about anything. I would love to get your email address to double check with our list. I hope to be able to develop ways to quickly communicate with everyone when necessary. The Chancellor told me that she was amazed that so many folks turned out for the retiree event Tuesday, May 8, 2007. I was thinking, “Yeah, and just wait until you see how many will turn out when there’s a

really compelling reason.” Anyway, I wish you all a wonderful summer.

For you retirees, who have not yet paid your annual dues of \$50.00, let me remind you to please do so. You can mail your check to: Faculty Association, San Jose City College, You can make the check out to Faculty Association, AFT 6157, and write in Retiree Chapter Dues in the memo space. Thank you in advance for your attention to this detail.



# Adjunct Corner

## SJCC Adjunct Center-Under Way

by Barbara Hanfling, Executive Director

In exciting news, the plans are drawn, the room is empty and work should have already started on GE 119. In a brilliant stroke of fortune, this room became available this year and it is located on the corner of the GE building, close to parking and the library. After the opening of the EVC adjunct center, the pressure was on for SJCC President Michael Burke and VP Tim O'Hare to get this center moving at SJCC.

Over the summer, the Union and District have been meeting with the following goals:

1. Building the adjunct center
2. Providing a place for adjunct to work, meet in private with student
3. Having access to computers, printers, scanners, and limited photocopying

4. Providing lockers and a kitchen with a microwave and refrigerator
5. Making sure the center was a comfortable place where adjunct could relax in between classes
6. Most importantly, continuing to work toward 100% parity in every way, not only on the salary schedule, but also in delivering the respect and professional recognition that adjunct deserve.

Helping us with this project were SJCC ESL adjunct faculty members, **Teresa McKimney** and **Scott Alkire** who toured the room with the Union and District and provided invaluable input in what was need for this center. Here are some brief comments from both of them:



*Thank you for your help. This center will improve our work at school significantly.*

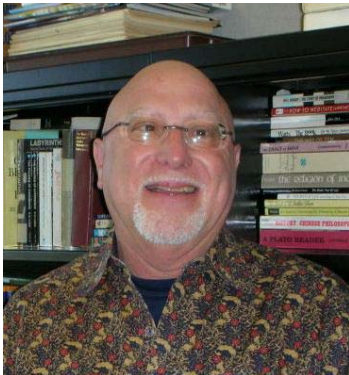
*Best, Scott*

*Thanks to all of you for your work on this facility. I know it will be greatly appreciated by our adjunct faculty.*

*Best, Teresa*

Keep an eye out for the grand opening to take place hopefully sometime during fall 2007 semester.

## Voices of Our Union Members



**Rich Baiardo, EVC Counselor**

Just before Spring Break I had a chance visit with Bill Jacobs, English faculty member since Evergreen's opening in 1975. Neither of us could think of a time when faculty have been better served in contract negotiations than the past couple of years. In my memory the only time that remotely came close was the

period when Patrick Butler was CTA President. The district faculty owe Mark Newton, the negotiation team members, and especially Barbara Hanfling a heartfelt debt of gratitude. They have been superlative in gaining improvements in faculty wages, benefits, and rights. Equally important is what has not happened: layoffs, loss of benefits, lack of salary schedule improvements or raises. It would not be overstatement to describe this time as a "Golden Age" in faculty leadership, influence, and effectiveness.

Last spring, at the Board of Trustees meeting on May 8, 2007, I had the pleasure of attending a special event to honor the employees retiring from the district and to officially recognize the new Retiree Chapter of the Faculty Association, AFT 6157. Pre-Board meeting events to recognize retirees have been held in the

past, but they were embarrassingly ineffectual and seemingly unimportant. No event could probably do justice to someone who has dedicated much of his or her life to the district, but Tuesday's event seemed to at least make the attempt; it was a grand enlargement to everything that has been done in the past.

A large number of district retirees were present as were most of the board members and those who had come to attend the board meeting. The event was held in Gullo-Two at EVC; the catered food was appreciated and consumed while background music was provided by a faculty member from SJCC. To the Board of Trustees members and the senior administrators, on behalf of the Retiree Chapter, I would like to express our gratitude for your demonstrated appreciation of retiring employees.

# What has The Union Done for You Lately?

by Barbara Hanfling, Executive Director

## Summer School Pay Grievance Victory

After almost 2 years of working on our informal grievance regarding summer school pay at SJCC, the Union finally emerged victorious in its attempt to ensure that faculty who had worked summer school during 2005, 2006 were paid appropriately. Faculty received up to a total of \$300.00 for the unilateral change.

On **July 10th**, approximately 35 faculty at SJCC received a paycheck with retroactive pay for a **Union grievance victory** for summer school pay for 2005 and 2006. Through the diligent eye of our fiscal officer, **Linda Ferrell**, it came to the attention of the Union that a unilateral change had been made in the way faculty were paid for these summers.

In the past, if faculty were moving from one step to another (e.g. step 5-6), the faculty member was paid the higher step payment starting July 1. Unilaterally the District stopped that payment in 2005 without notice to the Union.

In exchange for settling this grievance and winning this settlement for many faculty, the Union and District have now agreed that summer school is paid at the prior year's step, as the contract language was ambiguous in its language and interpretation.

The Union has been reassured that the practice at EVC has always been to pay faculty working summers at the same rate of pay. However, in the chance event that faculty at EVC or SJCC were missed and should have received retroactive pay for the summers 2005 and 2006, **our settlement included an extension until September 26th 2007 for faculty who did not receive this retroactive pay to provide the Union with the appropriate information.** We would need to receive copies of the contracts showing us that in the past, pay

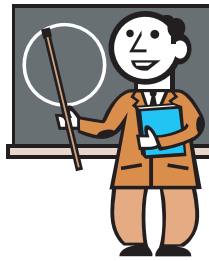
was calculated on two steps (Step 4 and 5) and that in 2005, this practice was changed. Please note the deadline date of September 26 2007.

## Sabbatical Language-Right to Teach During Sabbaticals:

We always encourage faculty to investigate taking sabbaticals once they reach their sixth year of tenure in the District. Sabbaticals are a means of enhancing the professional growth of faculty members through a variety of activities and/or experiences which have significant relevance to the goals of the District, to the faculty members own assignment and their education. Our contract allows 90% pay for a semester sabbatical and 70% pay for a year sabbatical.

Many faculty are able to bank some overload before their sabbatical to ensure that they receive 100% of their pay and their retirement. For most faculty, the issue of losing out on a full year of retirement is key in their need to ensure 100% for each semester of the sabbatical.

For those faculty who do not bank overload, they have always been able to teach classes during their sabbatical. Still, there had been some rumblings about a Human Resources memo that was never seen by the Union, stating that these classes needed to be taught outside their regular workload. This memo had never been bargained with the Union and there was concern about its legality. When it was brought to the attention of the FA, AFT 6157 in February 2007, we came to agreement with Human Resources that a message needed to be sent out informing all deans that faculty could teach during a sabbatical at any time.



Unfortunately this memo did not appear as promised by Anita Morris, Vice Chancellor of Human Resources. It took 6 months until the following email was sent to all deans. In the meantime, there was a faculty member at SJCC who gave up his sabbatical for the fall semester because he was told he could only teach outside the academic semester. Finally on July 24, the following was issued to all appropriate personnel:

### HR Bulletin: Labor Relations (07/08 – 1) – Banking Overload While on Sabbatical

**This notice serves as official notification that the following email/directive issued by Human Resources on August 23, 1999, regarding Banking Overload While on Sabbatical, is no longer in effect:**

**“Overload may only be assigned outside of the faculty member’s normal working hours. Overloads may not be assigned during regular hours for a faculty member on sabbatical. One reason for the sabbatical is that the faculty member cannot complete the sabbatical project and work during his/her regular assignment.”**

**Effective immediately, the following interpretation of the Collective Bargaining Agreement between the Faculty Association, AFT 6157 and the San Jose/Evergreen Community College District applies:**

**While on sabbatical, a faculty member may work a regular load and/or overload.**

Although long overdue, this is the correct interpretation of the Collective Bargaining Agreement and will now help faculty maintain their full year/semester of service credit if they choose to teach or use banked load during their sabbatical.

# Welcome to Our New Executive Board Member: Laura Sanchez

**Nomination:**

By: Mark Newton

I would like to nominate Ms. Laura Sanchez to be one of the Full-time Representatives for SJCC. I have known Laura for about 10 years and have always admired her intelligence, courage, and willingness for hard work. It seemed to me she was practically the designer/architect of the Dental program's floor of the new Technology Building. That work exemplifies her ability to take over a leadership position and do the job well. I know she can speak her mind to architects, contractors and administrators. Laura also seems to have a well-developed sense of right and wrong, and I think a combination of all these traits makes her a perfect choice for union work. In short, I think Laura Sanchez will be a tremendous asset to the union, and she will serve the full-time faculty well as our representative.

**Laura Sanchez Biography**

Laura came to San Jose City College in August 1996 as a full-time faculty member in the Dental Assisting Program. The interview went something like this. After a series of questions, the interview proceeded with a tough lengthy impromptu lecture and demonstration in front of six panel members frantically taking notes on what appeared to her to be some essay contest. Weeks passed and no word. Laura

was called back and met with the interim President.

She shared the story of how one sociology instructor at San Jose City College changed her life by helping give her the "confidence and fire" that led her to her sociology/psychology major and teaching career. She expressed regret that she never had a chance to thank him for making such a powerful impression in her educational and professional life. The Interim President said, "Don't worry, Jim Potterton is still here and you'll have a chance to thank him yourself because you got the job!"

Laura graduated from San Jose City College with her A.A. Degree then continued her education at John F. Kennedy University earning her Bachelor and Masters Degree in Counseling Psychology with a specialization in Expressive Arts. She is currently working toward her Marriage and Family Therapist license in addition to acting Coordinator and full-time faculty of the Dental Assisting Program. She has been the Coordinator for seven of her eleven years here at San Jose City College where she has successfully completed a four-year facility project (Technology Building) that built and created the new Dental Assisting Facility.



Laura Sanchez

As the new San Jose City College FA, AFT 6157 representative, Laura is committed to supporting faculty so that in turn they can continue to support their students just as she was supported as a student here at City College. She has leadership experience working with faculty in team-teaching environments, administrative experience and maintains relations with a large network of dental professionals. She believes in the Union's position in helping faculty be heard in the college, district and national arena. She is looking forward to representing San Jose City College faculty.

Laura enjoys performing arts, dining, painting, reading, hiking, hanging out with friends, going to Giants games, travel, music, shopping, learning, and spa treatments. For fun she runs marathons and has just completed her third marathon this past July.

**FA, AFT 6157 Executive Board Meetings Fall 2007**



Friday, Sept 14, 2007	SCCC	9:30-12:30pm	SC-Community Rm
Friday, Sept 28, 2007	EVC	9:30-12:30pm	Appi Mishra Rm
Saturday Sept 29, 2007	Picnic	11:00-3:00pm	Vasona Park
Friday, Oct 26, 2007	EVC	9:30-12:30pm	Appi Mishra Rm
Council of Div Reps	EVC	1:00-3:00pm	Appi Mishra Rm
Friday, Nov 16, 2007	SCCC	9:30-12:30pm	SC-Community Rm
Friday, Nov 30, 2007	EVC	9:30-12:30pm	Appi Mishra Rm
Friday, Dec 14, 2007	SCCC	9:30-12:30pm	SC-Community Rm

FACULTY MATTERS  
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