

**APPROVED
EXECUTIVE BOARD MINUTES
OCTOBER 23, 2008**

The meeting was called to order at 2:26 P.M.

PRESENT: Terri Adame, Emmanuel Akanyirige, Glenn Appell, Nancy Bachmann, Milton Clarke, Vern Cromartie, Casy Cann-Figel, Katrina Keating, Bruce Koller, Stuart Lichter, Jesse Lovell, Jeff Michels, Deborah Dahl-Shanks, Mary Ulrich, Donna Wapner, Rudy Zeller.

GUEST SPEAKER: Mike Anker

ABSENT: Michael Zilber and Steve Padover.

1. ANNOUNCEMENTS –

- Michels announced the results of the Tentative Agreement ratification vote of 347 yes votes and 8 no votes.
- Michels announced that the UF and FSCC raised the issue of full-time hires at the Governing Board meeting this week. This district's ratio of classes taught by full-timers compared to part-timers is about 52%, making us the lowest in the Bay 10 by more than 10%. Michels suggested the District set a target and work towards it, much like we have done with salaries. The UF has also suggested that the District spend some money from our reserves on hiring new full-time faculty this year, with a plan to allocate ongoing money in future years to cover the related costs.
- Michels announced that no new candidates had submitted petitions to run for Executive Board positions; therefore all positions will be held by the current Executive Board members.
- Michels announced that no new candidates had submitted petitions to run for the office of United Faculty President. He asked therefore that the Executive Board confirm him as President for a second term beginning 1/1/09.

Following a motion by Wapner, seconded by Keating, MSU to confirm Jeffrey Michels as United Faculty President for a second term beginning January 1, 2009.

2. EXECUTIVE BOARD MINUTES –Tabled.

3. UF BUDGET AND DUES PROPOSALS –

Michels announced that he, Anker and Akanyirige completed a proposal for the United Faculty Budget for 08-09. He noted that expenditures will be slightly reduced in 08-09 from the previous fiscal year due to savings related to Patti's retirement, and reduction in costs for printing and release time. He stated, however, that the United Faculty's reserves have shrunk over the past few years and are now lower than what many in CCCI consider prudent. He also noted that since UF expenses for salaries and release time rise with the salary schedule, it would be difficult to maintain a balanced budget over time under our current system.

Michels proposed that the UF shift from a flat dues system to dues as a percentage of salary, and that we do so in such a way so that we generate enough extra revenue for the Union to rebuild our reserves over the next several years. A lengthy discussion ensued.

Following a motion by Dahl-Shanks, seconded by Zeller MSC, with 1 no vote and 1 abstention to present to the membership a proposed budget for 08-09, along with a proposal to restructure dues as a percentage of salary. The E-Board further agreed to delay presenting the budget and dues proposal to the membership until after the salary formula calculations have been completed in November, so that the members could see a budget based on real numbers and not projections and so that members would know what their salary increase for 07/08 would be before voting on the dues plan.

Vern Cromartie, who had argued against the dues proposal as a "perpetual dues increase" agreed to write a dissenting opinion for the issue of *Table Talk* in which the budget and dues proposal was presented for a vote to the membership.

4. EXECUTIVE SESSION-

Michels stated that efforts to get the District to put part-time parity pay on the salary schedule, as agreed to in 2002, were still underway, and a question has arisen as to whether some faculty have been harmed by the District's failure to do so sooner. Discussions are underway with STRS and the UF lawyer to determine what remedy, if any, the UF should seek.

Michels announced the District presented a new Code of Conduct (an HR Procedure) at the recent CRC meeting. The Executive Board reviewed the document and expressed concerns over many parts of it, which Michels and the VPs will take to the next CRC meeting.

5. PARTNERSHIP/GET-OUT-THE-VOTE EVENTS –

Michels announced the dates and times for the get-out-the-vote events as follows:

- LMC, Tues. October 28, 12 noon New Quad
- DVC, Wed. Oct. 29, 12 noon, Lower Quad (by the Norseman restaurant)

- CCC, Thurs. October 30, 11am Quad

6. CONTRACT VARIANCES -

Following a motion by Wapner, seconded by Dahl-Shanks, MSC, with one no vote and one abstention, to approve the following requests for adjunct instructors to exceed the 60% load limit for the Fall 2008 or the Spring 2009 semester:

<u>DVC</u>		<u>LMC</u>	<u>CCC</u>
Steve Runyon	Martin Nash	Abdulrihda Al-Safi	Kenneth Hein
	Hugh Peoples	Michelle Jacobson	Licia Morrow
	Nancy Peterson	Dawn Harris	Tanya O'Loughlin
	Sheila Rodolfo	Julie Ashmore	Arun Rasiah
	Ruben Spake	Jennifer Blackman	Ronald Morrison
	Lynne Tiscareno	Linda Chaiko-Lepley	Joan Batiste
	Sharon Wellbrook	Donna Delamater	
	Daniel Young	Elizabeth Deleon	
	Jill De Stefano	Janet Mekonnen	
	Richard Flynn	Florence Kline	
	Craig Kelly	Donna McConnell	

7. OTHER BUSINESS –

Michels announced that the District will review the Academic Calendar for corrections and then will resubmit it to the United Faculty Executive Board for approval at their next meeting.

8. UPCOMING MEETINGS –

- A. 10/27/2008 CRC
- B. 10/27/2008 BFA
- C. 10/27/2008 Box 2A
- D. 11/6/08 Next Executive Board Meeting

The meeting was adjourned at 5:09 P.M.

Submitted by: Terri Adame