

**APPROVED
EXECUTIVE BOARD MINUTES
FEBRUARY 26, 2009**

The meeting was called to order at 2:20 P.M.

PRESENT: Terri Adame, Emmanuel Akanyirige, Glenn Appell, Casy Cann-Figel, Milton Clarke, Deborah Dahl-Shanks, Bruce Koller, Stuart Lichter, Jason Mayfield, Jeff Michels, Licia Morrow, Steve Padover, Dionne Perez, Mary Ulrich, Donna Wapner, Rudy Zeller,

ABSENT: Vern Cromartie, Jesse Lovell, Michael Zilber.

1. ANNOUNCEMENTS –

- Michels announced that the new UF website is in the works and it was agreed with Web designer, Lee Montgomery that the web address will change so that the new website will come online before the old website has disappeared. Michels suggested a new web address www.uf4cd.org rather than having to type in 4 separate c's. The switch will take place over Spring Break.
- Michels announced that the UF has received a lot of feedback regarding the recent diversity training at DVC. Faculty seem concerned that the UF not sign off on any new required training unless and until there are ways to comply with the training that are flexible, and there is evidence that the training has substantial practical value. Michels confirmed that the UF and District will continue discussions regarding issues related to diversity training.
- Michels announced the upcoming March on March student rally and passed out a document to the Executive Board with information from the President of the Student Senate for California Community Colleges. On Monday March 16, 2009 there will be thousands of Students in Sacramento to march and rally in support of community colleges. The Contra Costa Community College District will be sending around 6 or 7 bus loads of students and faculty to attend the rally.
- Michels reported information from the BFA meeting that he attended recently. In general, CCCCCD is in better shape financially this year than many other Bay 10 Districts.
- Michels announced an update on parity payments. Michels and Dahl-Shanks met with the District and reviewed how they calculated the parity money. Michels and Dahl-Shanks noted that the percentages are not the same this year as they were last year. The percentage is lower at 7.8% where it was at 12% last year. The current calculations, however, appear correct, and parity money will be paid in the March 10 paychecks.
- Michels announced that on March 12, 2009 a sabbatical hearing for Lee Montgomery will take place in Martinez.
- Michels reported that the LMC TLP Coordinator position was approved by LMC's Box 2A despite UF objections. Since the UF had never seen a specific proposal or worked out with LMC the details regarding the new position, however, Michels sent a letter to the Box 2A Committee to communicate that moving forward to hire a tenure-track TLP Coordinator without an agreement with the UF would be a contract violation. Michels has now met with Michael Norris and Peter Garcia to discuss other options. And Michels will attend the next Senate meeting at LMC.

- Michels announced an opening for a FACCC Board representative from our region to serve on the FACCC Governing Board. Michels asked the Executive Board if anyone is interested to contact FACCC or the UF office.

2. CONTRACT VARIANCES

Following a motion by Appell, seconded by Lichter, MSC with 3 abstentions to approve DVC's request for Kent Campbell's Fall 2009 evaluation be accepted as the DVC evaluation for the Spring 2009 semester in the Chemistry Department.

Following an Amended motion by Zeller, seconded by Wapner, MSC with 2 abstentions, to approve Probationary faculty member Craig Gerken to do one evaluation for the Chemistry Department so long as the evaluatee is not someone who has staffing preference, where this would be the only evaluator determining whether he or she gets to keep it.

3. EXECUTIVE BOARD MINUTES –

Following a motion by Mayfield, seconded by Wapner, MSU to approve the meeting minutes from the Executive Board meeting on 02/12/09.

4. EXECUTIVE SESSION –

- Negotiations Update
Michels announced the United Faculty and the District have had 3 negotiations meetings exploring interests regarding Article 20, salaries and salary formulas. The teams have also discussed what it costs to run a class, defined productivity, productivity ratio goals, and other terms related to enrollment management, and created a work group to discuss evaluation forms and procedures.

5. UF SURVEY RESULTS –

Michels announced that 218 faculty have responded to the UF survey so far. Michels reported that he received more positive feedback from this survey than any other one the UF has sent out and he noted that 82% of respondents indicated that were satisfied or very satisfied with the UF. The E-Board then reviewed the survey results, especially as related to evaluations and district spending priorities.

6. EVALUATION PROPOSALS –

Michels reported feedback from the revised evaluation forms. A lengthy discussion ensued and it was decided to make more revisions and submit them to the Faculty Senates and bring them into negotiations.

Following a motion by Akanyirige, seconded by Wapner, MSU that the Executive Board agrees that the UF is moving in the right direction and is comfortable bringing the proposals

to the Academic Senates and to begin negotiations with the District as amended for further work.

7. SALARY and ARTICLE 20 –

Michels announced that salaries will be discussed at the Negotiations meeting on March 6. The Executive Board reviewed the recent UF survey and discussed options and priorities related to salary increases, new full-time faculty hires and part-time pay parity.

8. OTHER BUSINESS -none

9. UPCOMING MEETINGS -

A. 03/12/09 Next Executive Board Meeting – CCC in LA-103

The meeting was adjourned at 5:01 P.M.

Submitted by: Terri Adame