

**APPROVED
EXECUTIVE BOARD MINUTES
NOVEMBER 6, 2008**

The meeting was called to order at 2:31 P.M.

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

GUEST: Lee Montgomery

ABSENT: Vern Cromartie, Steve Padover, and Michael Zilber.

1. ANNOUNCEMENTS -

- A. Michels reported the Governor announced that he is seeking cuts in education including taking back the 0.68% COLA that is currently in the budget. Michels announced that the UF will meet with the District on 11/7/08 to review the salary formula.
- B. Michels reported that Joan Buchanan won the State Assembly seat defeating Abram Wilson.
- C. Michels announced Jo Ann Cookman lost her campaign to be re-elected to the CCCC Board to Jess Reyes.
- D. Michels announced the Academic Calendar will be submitted to the Governing Board.
- E. Michels announced that Glenn Appell and Bruce Koller met with John Nejedly on November 6, 2008 as part of the UF's continuing effort to keep Board Members informed of campus activities and issues.

2. EXECUTIVE BOARD MINUTES -

Following a motion by Lichter, seconded by Dahl-Shanks, MSC, with 2 abstentions to approve the minutes of the 10-16-08 and the 10-23-08 meetings.

3. ELECTION RECAP/ UF POLITICAL ACTION –

Michels expressed disappointment over the failure of Jo Ann Cookman's campaign, and a lengthy discussion ensued over how the UF might become more effective in local elections. The E-Board agreed to consider at a future meeting a reorganization of the UF PAC and to consult with Political Scientists on the Faculty as well as other unions and political organizations like FACCC. The board discussed surveying the members concerning how the PAC should function, and there was some discussion as well about paying a PAC chair to coordinate campaigns rather than leaving political recruiting and organizing to the UF President.

Michels also reported that the UF and FACCC and Local 1 hosted three successful rallies to get out the vote and inform our community about the election. More than 1,000 students participated over the three days, and many local candidates, including Joan Buchanan, who was elected to the State Assembly representing the 15th District, attended and spoke.

Michels reported that the events helped strengthen our ties with local leaders as well as FACCC, and he noted that FACCC leadership agreed and had already offered to co-sponsor more events later in the year (though nothing is currently planned).

4. CONTRACT VARIANCE POLICY –

Michels presented a revised contract variance policy draft to the Executive Board for review, comments and suggestions. A lengthy discussion ensued. It was decided that all requests for variances over 100% shall be considered for approval on a case-by-case basis and that the Executive Board supports the rights of all faculty to teach overload within the limits of the Education Code law and the UF contract.

Michels suggested that the Executive Board review the revised contract variance policy and submit suggestions and ideas at their next Executive Board meeting. He would like for the E-Board to approve a variance policy soon, so that it can be distributed to departments and give our members a clearer sense of what to expect when requesting a variance.

5. CONTRACT VARIANCES -

Following a motion by Keating, seconded by Dahl-Shanks, MSC with 8 abstentions to approve DVC's requests for Kellie Conde to participate on a paper screening committee for a fulltime Assistive Technology Specialist position in the Learning Skills/DSS Department.

Following a motion by Appell, seconded by Koller, MSC with 5 abstentions to approve DVC's 2nd year Probationary Faculty member, Leo Bersamina, to participate on a paper screening committee only for the Art Department Box 2A position.

Following a motion by Ulrich, seconded by Dahl-Shanks, MSC with 1 abstention to approve LMC's request for Jancy Rickman and Kathleen Willett to participate on a hiring committee for the Biology Department.

Following a motion by Zeller, seconded by Keating, MSC to approve DVC's request for Gloria Reimer, Adjunct Professor, Business department to exceed a 60% load for the Fall 2008 semester.

6. EXECUTIVE SESSION -

Michels voiced the UF's concern regarding the tenor, tone and the method that the District uses to investigate faculty. Michels reported that it is the District's stated policy that when they receive allegations of misconduct, they have their law firm investigate the matter, and then District Human Resources reviews the results of the investigation and then decides on a plan of action. But the decision to investigate, the tone and length of the investigations, and the methods whereby results are communicated to faculty have all been sources of concern for the UF.

A lengthy discussion ensued regarding a current faculty member's experience of recently being investigated by the District and the way it is being handled. The outcome of this discussion was that the United Faculty Executive Board would like to have a written protocol in place for future investigations of District faculty that will require that faculty be informed of their rights and protect faculty from needless, capricious or overly drawn-out investigations. The UF leadership will propose a protocol directly to the Chancellor in CRC, and if that fails to produce results, the UF will raise the issue in negotiations this year.

The E-Board also discussed sabbatical leaves and some frustrations regarding how change requests and final reports are considered by the District.

7. OTHER BUSINESS –None

9. UPCOMING MEETINGS -

- A. 11/11/08 DGC
- B. 11/13/08 CRC
- C. 11/19/08 Governing Board Meeting
- D. 11/20/08 Next Executive Board Meeting H-113

The meeting was adjourned at 5:05 P.M.

Submitted by: Terri Adame