

**APPROVED  
EXECUTIVE BOARD MINUTES  
NOVEMBER 10, 2011  
LMC, SC-102**

The meeting was called to order at 2:28 P.M.

**PRESENT:** Glenn Appell, Vern Cromartie, Marina Crouse, Doug Dildine, Marco Godinez, Stuart Lichter, Jason Mayfield, Aminta Mickles, Deborah Dahl-Shanks, Mary Ulrich, Donna Wapner, Rudy Zeller, Michael Zilber and Terri Adame.

**ABSENT:** Rachel Dwiggins-Beeler, Milton Clarke, Katrina Keating, Bruce Koller, Jeff Michels, Luis Morales and Steve Padover.

1. PUBLIC COMMENT – None

2. ANNOUNCEMENTS–

- Appell reported that Michels could not attend today's meeting and requested that Appell chair the meeting in his absence.
- Appell reported on recent discussions at CRC and the District Staffing Planning Meeting regarding future full-time hires. There has been general agreement that more full-timers are needed, but so far the District has offered no commitment to allocating funds.
- Dahl-Shanks reported that she and Dildine attended the Part-time Faculty FACCC symposium held at DeAnza College. The focus was on the Student Success Taskforce, retirement, and pension reform issues.
- Appell reported that at the recent Governing Board meeting, the District approved a plan to return the monthly Full-time deduction of \$100.00 and to return the money that has already been deducted retroactive to July 1, 2011. The District will also cancel the furloughs for classified staff and management employees, and will continue to fund UF release time. Other concessions will be reviewed at the upcoming spring 2012 negotiations meetings.
- VP Reports: LMC's Vice President Zilber attended a counseling department meeting and reported they will meet more often to discuss load, flextime, and articulation issues. Zilber stated the Academic Senate recommended that the performing arts be exempt from repeatability caps so that there is no limit on the number of performing arts classes that students can take. CCC's Vice President Mickles stated that the food drive is going well. DVC's Vice President Appell stated that he has been working on the issue of funding for the DVC staff development office with DVC's College President, Peter Garcia.
- The UF sponsored Food Drive has been extended to November 30, 2011.
- The UF will soon be setting the dates for part-time faculty symposiums.
- Appell and Michels are attending the FACCC Board meeting next week in Los Angeles.

### 3. EXECUTIVE BOARD MINUTES–

Following a motion by Mayfield, seconded by Crouse, MSU, to approve the minutes from the Executive Board meeting on October 27, 2011.

### 4. CONTRACT VARIANCE REQUESTS–

Following a motion by Mayfield, seconded by Dahl-Shanks, MSU, approve CCC's contract variance request for Andrea Phillips and Rodney Webster to exceed the 67% load for the Fall 2011 semester.

Executive Board members delayed the approval of DVC's request for Ken Hein to exceed the 67% load for the spring 2012 semester pending more information.

### 5. PAC DISCUSSION–

- ❖ Appell stated that the CTA, CFT and other labor unions have endorsed the “Occupy Movements” and that the UF has taken no position at this time. Zeller reported that he has attended the “Occupy Oakland” rallies, and he suggested the UF participate and draft a resolution. Zeller offered to draft a proclamation for Executive Board members to review at the next E-Board meeting.
- ❖ Zeller stated that the United States Postal Service is in financial jeopardy, and he shared with the Board a petition being circulated by labor groups to continue Saturday mail delivery.
- ❖ Appell reported that the UF fundraiser for Susan Bonilla was a success. The UF will host a similar event for Assemblywoman Nancy Skinner in the spring.
- ❖ CCCI political lobbyist David Balla-Hawkins will hold a training meeting with the E-Board in the spring of 2012. Mayfield recommended that the UF schedule this meeting in early February.
- ❖ The E-Board discussed hiring and training student interns from each college to assist with student voter registration, political organizing, and advocacy in the spring 2012.
- ❖ Appell suggested that the UF set up a student intern committee. Executive Board members Crouse and Mickles volunteered, Wapner stated she might be interested. This issue will be discussed at the next UF Executive Board meeting.
- ❖ Mayfield requested the United Faculty Executive Board meet at SRC and Brentwood campuses once a semester. The Board agreed to have one of their meetings at SRC in the Spring of 2012 and at the Brentwood campus in the Fall of 2012.

### 6. STUDENT SUCCESS TASK FORCE RECOMMENDATIONS–

California Community College stakeholders are continuing to respond to the “Draft Recommendations” of the Student Success Task Force. UF President Michels drafted a response from CCCI, which was then endorsed by the State Academic Senate. Michels also drafted a response from FACCC. Executive Board members voted to endorse the CCCI response as follows:

Following a motion by Zilber, seconded by Lichter, MSU, that the United Faculty formally endorse the CCCI response.

7. FULL-TIME FACULTY HIRING PROSPECTS (BOX 2A REPORT)–

Zilber reported that at LMC’s Box 2A meeting, Administration communicated they will fund 2 full-time hire positions in the near future. Appell reported that at the recent District wide Box 2 A meeting, the UF team is seeking a long-term plan to improve our District’s part-time and full-time faculty ratios. Parity progress and more full-time hires will be at the top of the UF’s agenda in the upcoming 2012/13 negotiations.

8. PART-TIME PARITY PLAN AND RELATED REPORTING ISSUES –

Dahl-Shanks reported on a variety of issues connected to how the District has calculated and paid part-time parity. The UF is seeking to meet with District and STRS representative to address reporting errors. And the UF is working on a comprehensive plan to put parity on the salary schedule (thus paying parity monthly), report parity correctly to STRS and as income, and to begin making progress towards parity goals.

9. EXECUTIVE SESSION–

E-Board members discussed an MOU regarding full time probationary faculty and the “Needs Improvement Rating.”

Following a motion by Lichter, seconded by Zilber, MSC, with 3 abstentions to approve an MOU clarifying that first-year FT faculty, may receive a score of “Needs Improvement” in the first semester, if appropriate.

10. OTHER BUSINESS–None

11. UPCOMING MEETINGS–

- A. 11/28/11 BFA meeting
- B. 12/01/11 Next Executive Board meeting at DVC, Room L-151

The meeting was adjourned at 4:55 P.M.

Submitted by: Terri Adame