PRESENT:  Bea Cashmore, Susanne Chan, Amy Edwards, Karen Erickson, Mary Ellen Goodwin, Nicole Gray, Richard Hansen, Meredith Heiser, MaryAnne Ifft, Zaki Lisha, Roger Mack, Anne Paye, Bob Pierce, Tim Shively, Alan Simes, Chris Storer, Laurel Torres.

ABSENT:  Kathy Terry.

GUEST:  Lisa Markus.

M/S Agenda approved as written with addition of Item 9: The Banner System and Why We Should Care with Karen Erickson presenting. Vote unanimous.

M/S Minutes approved as written. Vote unanimous.

M/S Financial Statements approved as written. Vote unanimous.

PRESIDENT’S REPORT

Consultation Council:  Hansen reported that the state budget was the main topic of discussion at the January 21 Consultation Council meeting. Recent disappointing news on what the federal budget holds for California further undermines the governor’s January state budget proposal.

Master Plan for Higher Education Hearing: On February 2 the second of a series of hearings regarding California’s Master Plan for Higher Education was held in Sacramento. “Universal access” was the topic under discussion, an item of particular importance to the community colleges because they provide the open access point to higher education. Universal access is being criticized nationwide under the argument that access without support for success is not cost effective. Enrollment in community colleges outside California is often controlled through an application screening process and higher student fees. De Anza President Brian Murphy, a strong proponent of universal access, was one of the scheduled presenters at the hearing.

Accreditation Task Force Update: On January 20 the Accreditation Task Force received a 10-page response from the Accreditation Commission to its list of recommendations. The document, co-authored by Commission Chair Lurelean Gaines and President Barbara Beno, essentially countered each point and then went on to encourage support of the Commission’s efforts to bring all of the colleges into compliance. The Task Force now plans another letter thanking the Commission for their quick response but noting their disappointment in the lack of a more collaborative and self-reflective response. The Task Force hopes the Commission will address the issue more thoroughly at its March retreat.

De Anza IIS Division:  Hansen informed the Executive Council of a controversy that had arisen at De Anza regarding the International/Intercultural Studies Division. Division faculty believed that their division had been unfairly targeted when FA raised questions at a De
Anza College Council meeting about the necessity of maintaining the dean position during the current budget crisis. This dean has announced plans to retire. At the same meeting, Hansen also questioned the need for filling, during these difficult times, the proposed learning resource dean position, and FA has recently made this same point on both campuses whenever the question of filling a vacant management position has arisen. Hansen has since met with IIS Division faculty to answer questions and hear their concerns.

Board of Trustees: The Board of Trustees discussed the possibility of going out for a parcel tax at their February 1 meeting. If voters were to approve such a measure, a small additional property tax levy would provide the District with badly needed general fund improvement that could be used for salary and benefits. After representatives from the bargaining units added their endorsement to the project, the Board approved funds for a survey to test voter support.

The Professional Development Leaves (PDLs) for 2010-11 were approved. Trustee Bruce Swenson noted that it was difficult to do so in the face of this budget crisis and the impending employee layoffs. Hansen noted that FA had given up PDLs during a previous budget crisis and the action had caused problems in subsequent years. Also, since the number of faculty taking PDL is relatively small, it shifts a disproportionate burden of the budget cuts to these few faculty.

F ACCC Advocacy & Policy Conference: The Faculty Association of California Community Colleges (FACCC) Advocacy and Policy Conference will be held in Sacramento on Sunday, February 28, providing training for Lobby Day legislator visits on Monday, March 1. These activities are particularly important during these critical budget times.

Central Valley March: Preliminary planning is underway for a march through California’s Central Valley to raise voter awareness about the impact of the Sacramento budget stalemate on education and other public services. The Central Valley is being targeted because it contains many districts where legislators have signed the “no taxes” pledge that secures the 1/3 block of any means, other than cuts, to resolve the state’s budget problems. The event, which is planned for March 5 through April 21, is being organized by a coalition led by the California Federation of Teachers (CFT). Hansen noted that this could be a really powerful movement if it gets good media coverage during the budget debates.

NEGOTIATIONS UPDATE

Chief Negotiator Anne Paye asked that the Executive Council aggregate the data collected on the survey of faculty interests for the 2010-13 Agreement and send it to her as soon as possible.

At the negotiation session held immediately prior to the Executive Council meeting the District shared with the negotiating team the list of articles that it is interested in opening for negotiations on the 2010-13 Agreement. They have not yet provided the specifics of the changes being sought. The District wants to open Article 17, Professional Development Leaves, Article 24, Salary, and Article 25, Special Assignments. They have also indicated their interest in changing lab loads for science classes but with the caveat that the changes
must be cost neutral to the division. They are also interested in creating the proposed Joint Labor/Management Health Benefits Task Force.

Paye reminded the Executive Council that the deadline for faculty to apply for an additional Faculty Service Area (FSA) is February 15. All eligible faculty are encouraged to submit the necessary paperwork in this current era of program reductions.

Both campuses have now gone through the process of identifying positions to be eliminated. At De Anza 55 classified positions have been listed, however, 40 of these are connected to the Readiness Center which was already subject to reorganization due to the TBA hours issue. Some of these positions will be coming back as part of that reorganization. Of the other 15 positions, five are vacant, three will be moved to grant funding, and two are Instructional Associates who have been graders/test scorers for Social Science instructors teaching concurrent sessions where full compensation has now been negotiated for these large-load classes. Two additional full-time faculty positions were identified at Foothill for a Reduction in Force (RIF), bringing the total faculty positions lost this year to four.

**DISTRICT BUDGET UPDATE**

Paye noted that there had been two District Budget meetings since the last Executive Council meeting. At the January 26 meeting it was reported that, due to the high productivity, the District is from 700 to 900 FTES (full-time equivalent students) over the state assigned “cap” on enrollment. If this pattern continues, the District plans to offer fewer sections in spring quarter.

Some controversy has arisen over the use of the Staff Protection Fund, now renamed the “Escrow” fund. Only $4 million of the $7 million available is being allocated to buffer a number of targeted classified positions under “Escrow 2” until June 2011. ACE (The Association of Classified Employees), the bargaining unit for the majority of classified employees, wants the District to use the entire fund and cover all of the affected positions. The District is planning to hold back the remaining $3 million for use in case of unforeseen budget emergencies.

Thanks to investment earnings on Measure C funds, $20 million has been allocated to install photovoltaic carports across the District. These will substantially alter the look of both campuses but will generate substantial savings on utility bills into the future.

**HEALTH BENEFITS COMMITTEE UPDATE**

Assistant Negotiator Lisa Markus gave the report on the January 21 Health Benefits Committee Update. Markus stated that a series of Wellness Initiatives is being planned including a new stop-smoking program that will net participants $250. Health screenings are planned for the end of February and, this year, will include a PSA test for men and bone density scan for women. Those who participate in both the health screening and follow-up survey will receive $100.

Open forums will be held during April’s open enrollment period to explain the changes in
health benefits that will become effective on July 1.

The cost of Medicare Part B coverage, which is reimbursed by the District for those retirees hired before July 1, 1997, is going to be subject to a cost differential. The cost is lower if payment can deducted from the recipient’s monthly social security disbursement. Since many faculty are not eligible for social security, the District will have to “eat” the higher cost for these retirees.

FH PARC/DA COLLEGE COUNCIL

Foothill PaRC
Executive Secretary Karen Erickson reported that the list of positions identified for lay-off at Foothill was distributed at the February 3 meeting. This consisted of six classified and two full-time faculty positions, all from Adaptive Learning, which had been subject to the state categorical funding cuts. Eight additional positions in Adaptive Learning, six classified and two faculty, are vacant and will not be filled.

Erickson stated that the reorganization of Foothill shared governance, under which PaRC was created, was finally taking on a more understandable shape. The second draft of the 47-page Governance Handbook has just been released and is available on the college president’s website for those who are interested in reviewing it. Erickson noted that ACE had issued a formal complaint that the bargaining unit representatives do not get to vote on the actions of the committee.

The goals have not yet been defined for the three committees responsible for reviewing funding requests so, for now, all three committees must review all funding requests.

De Anza College Council
Hansen noted that the Executive Council had already heard much of what transpired at the January 28 De Anza College Council meeting, so further reporting on this item was skipped due to time constraints.

THE BANNER SYSTEM AND WHY WE SHOULD CARE

Erickson noted that employees had been hearing the name “Banner” and many, like herself, had no understanding of the potential impact of this changeover of Information Systems. The recent switch to Banner by Human Resources had, however, delivered a significant impact to January paychecks and, in Erickson’s case, resulted in a drop of $305 in the amount of her check. An email was sent to employees warning that Banner had a different method for calculating withholding but, until the checks were issued, it was unclear what the effect of that change was going to be. Erickson cautioned the Executive Council to check their pay stubs and make any necessary W-4 changes through District payroll.

FOR THE GOOD OF THE ORDER

There were no items at this time.