EXECUTIVE COUNCIL MINUTES
Meeting Held April 7, 2010

PRESENT: 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: Bea Cashmore.

GUEST: Christine Vo.

M/S Agenda approved as written. Vote unanimous.

M/S Minutes approved as written. Vote unanimous.

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

COUNCIL APPOINTMENT

The Executive Council reviewed letters of interest from the two part-time faculty members who applied for the spring quarter replacement position. The Council discussed the strengths of each candidate and then voted via secret ballot. Foothill Language Arts instructor Sam McPherson was appointed to the position.

HEALTH BENEFITS OPEN ENROLLMENT

Benefits Manager Christine Vo spoke to the Executive Council about the changes in the open enrollment process for benefits selection. Two packages have already been sent to employee homes, as well as many email messages, detailing the process and alerting active employees that failure to enroll through the online iElect system will lose them all benefits for 2010-11. There is no longer a default option for those who didn’t participate in open enrollment in the past because there are no longer any plans with no monthly contribution. Employees must consent via the online enrollment to the monthly payroll deduction that will go into effect in July. Vo noted that many workshops were also being offered to answer questions and assist employees through the process. Some of these workshops will be specific to retirees, who are not subject to the mandatory online enrollment because they will be billed for their contributions.

Vo stated that the new MIS system, Banner, will not allow the previously available option of having contributions deducted from summer earnings for those on 10- or 11-month contracts. Faculty will, therefore, also have their contributions for July and/or August deducted from their September paycheck. Vo noted that the District would accept checks for the summer months, however, she recommended that faculty not do this since these contributions would not be pre-tax.

Vo’s office will be generating a report for FA of faculty who have not yet completed their benefits enrollment on April 19 or 20. The council members will then be tasked with
contacting faculty in their liaison division(s) to alert them of the approaching deadline and the necessity of completing the online process. Vo warned that, due to IRS regulations, there could be no exceptions made to the loss of benefits for employees that miss the enrollment deadline.

PRESIDENT’S REPORT

Board of Trustees: The colleges each presented their lay-off plans at the March 8 Board of Trustees meeting. These plans were not approved until the April 5 meeting, prior to which they had been revised to reallocate a few additional classified positions at each campus to Escrow II, with continued employment at least through June 2011. The April 5 meeting was well attended and included a number of students who spoke to the vital role played by De Anza’s Cooperative Education program for working students. The Euphrat Museum also received a lot of attention opposing the planned lay-off of its director.

At the same meeting, Mike Brandy gave a historical presentation on the budget to illustrate what had brought the District to this point. Hansen noted that the presentation failed to provide information on the projected ending balance for 2009-10, data that is of critical importance at this time. Hansen reviewed funds currently in district reserves including $5.3 million for stability funding to cover Escrow II positions and $4.97 million for rate stability to cover increases in health benefit costs. Hansen noted that, being held by the campuses and central services, there is an additional $4.4 million in unspent funds. These pockets of money are all in addition to the Board reserves. Brandy concluded his presentation by stating that, if the state budget situation doesn’t change, the District is in good shape for the next couple of years.

After extensive discussion, the Board voted to move ahead on a Foothill-De Anza parcel tax initiative for the November ballot. Laura Casas-Frier expressed concern that the plethora of parcel taxes on the June ballot would cloud the results of polling that will be taking place prior to that election.

Palo Alto has indicated its interest in striking a deal with the District over the Middlefield campus property. Foothill President Judy Miner expressed great excitement over the additional partnership opportunities in programs like Middle College and Nova. Hansen raised concern that a site development would better serve the district budget if it were to be invested in a third campus. Under the new community college funding structure Middlefield campus is grand parented as a “site,” bringing an additional $1 million annually in district funding. More money would be garnered for a facility that is granted “campus” status, with that amount increasing along with enrollment.

Accreditation Task Force: The Accreditation Task Force met on April 7 and, since no additional response to its list of recommendations has come out of the Accreditation Commission’s March retreat, the mood of the Task Force has become more aggressive. Possible lines of action include calling for an administrative audit on the cost of the extra work generated by the new accreditation standards, an investigation of by-law violations made by the Commission, or abandonment of the ACCJC if favor of a different accreditation agency.
FOOTHILL PaRC REPORT

Karen Erickson gave an impromptu report on the April 7 PaRC meeting, noting that a
decision had been made to extend Eloise Orrell as the interim Vice President of Instruction
through 2010-11. Fourteen faculty positions were brought forward to be ranked for possible
Fall 2011 hiring. The number of these positions that will actually be filled will be unknown until
next year. The Governance Handbook and Organizational Calendars were also
approved.

NEGOTIATIONS UPDATE

Chief Negotiator Anne Paye reported that a 3-hour negotiation session on March 10 had been
wasted with yet another review of the same interests for changes in the 2010-13 Agreement.
No movement had taken place on any of these items.

Paye noted that the District is following a disturbing new pattern of making unilateral
decisions on areas that were previously negotiated e.g. the refusal to provide
minutes of
negotiation sessions. Paye will be working with FA legal counsel on the best approach to
break this pattern.

Only six more negotiation sessions are scheduled for this year and the entire contract is open.
While there has been some discussion of having small groups work independently to come
up with ideas for addressing some of the larger issues, Paye reported that, other than
alphabetizing provisions and adding subtitles, it’s looking like the 2007-10 Agreement may
simply be rolled over unchanged for the 2010-13 Agreement.

FOR THE GOOD OF THE ORDER

Part-time Associate Secretary Mary Ellen Goodwin reported that the new district “MyPortal”
site shows a zero balance for part-time faculty accumulated sick leave. Goodwin has spoken
to district personnel who are aware of the problem and are working to correct it. Part-time
faculty should be assured that the correct leave balance information has not been lost and will
be updated soon in the new MIS system.