EXECUTIVE COUNCIL MINUTES
Meeting Held June 3, 2009

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

GUEST: Ken Horowitz.

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.

PRESIDENT’S REPORT

De Anza Budget Town Hall: Hansen attended the May 21 Budget Town Hall meeting at De Anza in which Interim Chancellor elect Mike Brandy presented a worst-case scenario budget picture with predictions of a $21 million hit to the District budget for 2009-10. The District’s solution is for employees to accept a 10 percent salary reduction and a cap on benefits effective July 1, 2010. Hansen opined that Brandy’s projections were unnecessarily grim, and although there will undoubtedly be cuts to the community colleges in the state budget, there were forces hard at work in Sacramento to lessen the depth of these cuts. Chancellor Martha Kanter and Vice Chancellor Dorene Novotny also presented at the event, stressing the need for everyone to work together during these trying times. Hansen noted that this seemed disingenuous in the face of the aggressive tone and scare tactics used in the take-back proposals that have been presented to the bargaining units and were reiterated at the meeting.

Chancellor’s Advisory Committee (CAC): At the May 29 CAC meeting Hansen distributed copies of the California Community College Independents (CCCI) resolution against the recent actions of the Accrediting Commission for Community and Junior Colleges (ACCJC). A state budget discussion led to confirmation of just how hard administrators both locally and around the state are working to get “relief” from the Fifty Percent Law and the Faculty Obligation Number. Hansen responded that acting prematurely and without faculty input would only serve to divide the community college advocacy coalition that, until now, has been successful in Sacramento.

Board of Trustees: At the June 1 Board of Trustees meeting Academic Services was selected as the search firm for the new chancellor. This same company previously handled searches for the Vice Chancellor of Human Resources and Foothill President. Hansen reported that the chancellor hiring committee has been formed and includes himself as the FA representative and the two Academic Senate presidents. Betsy Bechtel has also been added to the committee as a representative for the Board of Trustees.
Other items of note from the Board meeting included Foothill’s State of the College presentation that provided interesting statistical information. Hansen provided the Board with copies of the CCCI resolution on the ACCJC. Board Policy 4185, Publication of Instructional Materials, received its first official reading for approval. Parking fines were raised to $45, but without any serious commitment to address concerns that ticket machines be upgraded.

Chancellor Profile: Hansen distributed copies of the chancellor profile from the 2003 search along with a few additional items that FA was thinking of adding to the list. Hansen outlined the rationale behind the additions and solicited the Executive Council for other ideas.

**DISTRICT BUDGET UPDATE**

Hansen distributed copies of the latest budget projections that were released at the June 2 District Budget meeting. These June projections indicate that the internal operating deficit for 2009-10 has risen from $6.7 to $9.9 million. Paye speculated that a large part of this increase is due to SEIU’s refusal to adopt plan changes to offset the rising cost of health benefits. Despite the increasing deficit, figures indicate that the District still has enough one-time funds to cover operating expenses through the end of 2009-10. A lengthy discussion took place on possible salary concessions and their potential impact on faculty, programs, and students. It was stressed that there were many things yet to be determined at the state level including possible student fee increases, access to stimulus money, and workload reductions. FA understands the need to plan for the inevitable reductions but will make no concessions without knowing the full extent of the budget cuts.

**NEGOTIATIONS UPDATE**

Paye reported that a recent proposal at De Anza to hold a second six-week summer session was now off the table. De Anza is, however, proceeding with a strategy of enrollment management that will begin in the fall quarter. Under this plan, Vice President of Instruction Christina Espinosa-Pieb will be reviewing a 3-year history of classes that have a pattern of meeting only the minimum enrollment threshold to determine if they can be offered less frequently during the academic year. At Foothill they are talking about simply canceling summer session classes with a history of chronic under enrollment. Paye noted that, since contracts have already gone out for summer session, there could be contractual issues if classes are canceled without giving them the opportunity to meet minimum enrollment. The actions at both campuses are part of an effort to push productivity up to 570. The District usually builds the budget on a productivity of 538.

The District asked the negotiating team for a response to its May 20 proposal on salary and benefits. Paye voiced FA’s disappointment in the tone of the document, which is harsh and unnecessarily threatening, especially since FA understands very well that there is a big problem to be addressed.

On item #1 of the proposal, Paye asked how the District had arrived at the $972 figure as its proposed contribution toward the cost of employee health benefits. The District responded that this was the composite per employee rate in 2006-07, the last year that the district budget
was in balance. Paye noted that, if the District were successful in imposing this defined contribution rate, an employee with a family on the EPO plan would have to pay more than $10,000 out-of-pocket annually to continue with the same coverage.

The District inquired if FA might be interested in following Ohlone College’s model in which employees negotiated to relieve their district of the responsibility of covering health benefits and put the resulting savings onto their salary schedules. Ohlone employees now “buy” into the plan that they want. Paye responded to the District that FA was not interested in this idea because it would undermine the quality of the current plans, and it was unclear how this would affect retirees. FA understands the need for, and is interested in pursuing, reasonable cost savings measures on health benefits but is opposed to any defined cap on benefits.

Paye noted that item #3 in the District’s proposal concerns the small benefit available to post-1997 employees under Article 23A, if they retire before becoming Medicare eligible. Paye noted that this item, which produces no immediate savings to meet current budget needs and would net the District only an insignificant amount of savings in the long-term, seems particularly petty and mean-spirited.

In response to the proposal for a 10 percent salary cut, Paye told the District that FA was exploring options to meet immediate needs through a series of temporary cost-saving measures. The District responded that they were looking for permanent on-going changes. Paye stressed again that, since no changes were anticipated in 2009-10, there was plenty of time to get the full budget picture, weigh options, and make decisions about what level and types of cuts will be required.

BUDGET REDUCTION IDEAS

Foothill Dental Hygiene instructor Ken Horowitz asked for the opportunity to address the Executive Council to make known his dissatisfaction with the District’s handling of the budget crisis and suggest some areas for cuts. Horowitz noted that on-line instruction had freed up a lot of classroom space at Foothill and that the District should seriously consider closing down the Middlefield campus, saving about $1 million annually in rent. Horowitz also questioned the need to hire a new chancellor when both campuses can operate quite effectively without the additional oversight. Horowitz opined that the division deans should revert back to 10-month positions and that the number of Physical Education sections, which showed a marked proliferation in a comparison of the 2003 and 2009 schedules, should be cut. Horowitz finished by stating that he would vote against any salary cuts unless the District first made major structural changes like these.

PART-TIME UPDATE

Associate Secretary for Part-Time Faculty Interests Mary Ellen Goodwin reported that Portal Training workshops were continuing into June and seemed to be working very well for all participants.

The special part-time faculty session at FA’s May 29 retirement workshop was very
successful. Bruce Kint, the presenter from CalSTRS, agreed to schedule follow-up one-on-one interviews this week and 18 part-time faculty had already signed up to meet with him. Kint has agreed to do another retirement workshop and one-on-one interviews in the fall.

A luncheon for part-time faculty is scheduled for June 12 with a legislative update from FACCC Membership Director Bryan Ha and a workshop led by Goodwin on unemployment.

FOR THE GOOD OF THE ORDER

Heiser reminded the Executive Council to attend the two open faculty forums on June 10. The Council was also instructed to “get out the vote” during FA elections on June 9 and 10.