

**ALL FACULTY ASSOCIATION  
EXECUTIVE COUNCIL  
MEETING MINUTES**

December 14, 2005

*(Approved by Council 1/25/06)*

Executive Council members present (noted by \*):

* Janet McCulloch, <i>presiding</i>	Cheryl Dunn	* Johanna James	* Greg Sheldon
* Alix Alixopoulos	* Jim Elrod	* Michael Ludder	* Deborah Sweitzer
* Ted Crowell	Peggy Goebel	* Joel Neuberg	* Doris Tolks
* John Daly	* Ann Herbst	Andrea Proehl	Linda Weiss

Also present: Judith Bernstein.

The meeting was called to order at 3:10 p.m.

**MEMBER CONCERNS**

1. Due Process for Adjunct Faculty. Michael requested Council feedback regarding his draft letter asking FACCC to propose a change to the Ed Code. This item will be put on the agenda for the next Council meeting.
2. CPFA Proposal to Increase Adjunct Faculty Load Limit to 80%. Michael requested that discussion of this item be put on the agenda for the next Council meeting.
3. Options for Unused Sick Leave. Joel said that he recently tried to donate some of his unused sick leave to someone who needed it, and questioned whether he could donate it into a bank for others to use when he retires. Brief discussion followed about restrictions governing the donation of sick leave and conversion of unused sick leave to service credit under the CalSTRS Defined Benefit plan

**MINUTES**

The Council unanimously approved the minutes from the November 23, 2005 meeting with one correction: in Discussion Item #3, point #10 will be rephrased as follows “dues are not a tax, they are a service fee and they explain a relationship with the union, not with the District” (9 in favor, 0 opposed, 0 abstentions). The Council unanimously approved the minutes from the November 30, 2005 meeting as written (9 in favor, 0 opposed, 0 abstentions).

**DISCUSSION ITEMS**

1. Revision of Re-assigned Time/Stipend Budget for 2005-06. The AFA officers recommended Council approval of an increase in the re-assigned time/stipend budget as detailed in an attached spreadsheet. Among the reasons mentioned by the officers for the unanticipated, extra expenses were the two-day, Interest-based Bargaining Training sessions held in August, Michael Kaufmann’s attendance at Council meetings, and additional Negotiations Team time during the Fall semester. It was acknowledged that a budget is just an estimate and that, in every case, people put in extra hours because of tasks they were requested to take on by the Council or the AFA officers. All AFA officers receiving re-assigned time or stipends are asked to turn in their time sheets on a monthly basis. Brief discussion followed about State law and what the District is required to pay to the union in terms of negotiating time (actual time spent in

meetings, not in preparations for meetings, which accounts for about half of the hours). There is approximately \$17,000 in the AFA College Service and Technology Training (ACSTT) budget allocated for AFA re-assigned time and stipends. Following discussion, the Council approved a motion to move this re-assigned time/stipend increase item to the action agenda at this meeting (9 in favor, 0 opposed, 0 abstentions).

### **ACTION ITEMS**

1. Revision of Re-assigned Time/Stipend Budget for Fall 2005. Following discussion (see Discussion Item #1), the Council unanimously approved a motion to pay an additional \$2,983 in stipends for the Fall 2005 semester (9 in favor, 0 opposed, 0 abstentions).
2. Revision of Re-assigned Time/Stipend Budget for Spring 2006. Following brief discussion about the officers' recommendation to increase the stipend for one member of the Negotiations Team from 5% to 10%, and to pay Michael Kaufmann, adjunct faculty member of the Negotiations Team, to attend Executive Council meetings, the Council unanimously approved a motion to increase the Spring 2006 semester stipend budget by approximately \$2,500 (9 in favor, 0 opposed, 0 abstentions).

### **SENATE/COUNCIL/COMMITTEE REPORTS**

1. Annual AFA Audit. Judith reported that the AFA office received two reports from Mike Gibson, AFA's accountant, in connection with the annual audit of AFA's books. According to the audit, the chargeable portion of AFA's expenses for the 2004-05 year was 99.54%.
1. Staff Development Coordinating Committee. Johanna will submit a written report in January. This committee decided that the Fall 2006 mandatory PDA day topic would be student retention and recruitment, and the Spring 2007 mandatory PDA day topic would be emergency preparedness.
2. Parking and Transportation Committee. Doris reminded the Council that faculty members and the entire community are invited to a public meeting that will be held on the first day of school, Tuesday, January 17, 2006 at 12 noon in Pedroncelli Center. The meeting will focus on concerns about construction (e.g., the potential of College Avenue and Steele Lane being closed in 2006) and movement of people (e.g., skateboarders and bicyclists riding across campus).
3. PDA Flex Days in January 2006. Janet asked that Council members explain to their colleagues that they do not have to come to campus on Thursday, January 12, 2006 or Friday, January 13, 2006. Those two days have been set aside as placeholders for Flex activities. Counselors have a flex schedule that is not outlined in the Contract. They will be working on those two days, but will receive PDA Flex placeholder days (12 hours) on two other days.
4. Fringe Benefits. Janet reported that the District agreed to hire Linda Pierce, a health benefits consultant with Rael & Letson. The AFA Negotiations Team met with Ms. Pierce on Monday, December 12. On Monday, December 19, Ms. Pierce will meet with all of the bargaining units to define her scope of work. Janet also reported that Ms. Pierce will be looking at all of the benefit packages, not just medical, and that the Human Resources Department Director has committed to hiring an STNC to do any extra work needed. Janet noted that she would give a progress report on this topic in January.

The meeting was adjourned at 3:37 p.m.

Minutes submitted by Judith Bernstein.