

Special Guild Membership Meeting

May 31, 2011

Call to order: 12:23 p.m.—Quorum established

1. Consideration of Minutes from May 17, 2011

MSC (Kaye/Coblentz) approval of minutes as written.

2. Announcements

a. Vote for the Guild Grievance and Operations Officers. Deadline this Friday.

3. Old Business

a. Guild Budget Ratification. Our gap from the previous meeting lowered from \$30,000 to a budget gap for this year of \$24,000 to \$25,000. Mainly income was overestimated. The year 2011-2012 will have a budget deficit of \$20,000 which can be covered by Guild savings.

MSC (Attyah/Marsden) Accept Guild Budget as presented.

*Recommendations: Cut travel, food, Chaparell, etc.

b. Reopeners—Sunshined TAs. Fall ratifications.

- MUTUAL: Placing Internship 050 into the collective bargaining agreement.
- Reopeners: Guild as grievant—to hold the District accountable. Extends the informal procedure from 20 days to 60 days (agreed upon by both the District and Guild).
- Evaluation of Adjunct (hourly) faculty time-line. First year and once every three years thereafter, adjunct instructors need to be evaluated. After a break of two years, evaluations need to start over; but the faculty members will stay on their last pay scale.
- Flex. The District wanted 18 out of 30 flex hours to be mandatory (12 in the fall and 6 in the spring). The Guild agreed to a one-year agreement of 12 mandatory hours (6 in the fall and 6 in the spring) on the first Friday of the first week of the new semester (the first Friday of spring is a holiday!). The District must get the approval of either the Senate or Guild in order to require the spring session—to be determined by quality and necessity. Any instructor with a time conflict will be excused from the mandatory hours which must be completed with personal flex hours.
- Change in evaluation form. Adjunct and full-time instructors will be evaluated on one form. Both will have “exceeds” and “meets.” There is a place for narratives after each section. All of the evaluation sections are weighted as to importance (more “exceeds” on an evaluation does not necessarily give an “exceeds” ranking—it depends on where the instructor achieved the “exceeds.”) This is an attempt to achieve consistency in form and final evaluation. This form was developed by Chairs, the Guild, and the Negotiations team.

ACTION: Alexandre will send out the new evaluation form electronically to all Guild members.

ACTION: Requesting Alfred Ramirez to send out information to the adjunct evaluators as to the adjunct instructors that received ancillary pay as this information should not be placed on the evaluation.

ACTION: Alexandre and negotiating team need to determine which evaluator will collect the tenured faculty member's assessment of strengths and weaknesses in meeting stated goals. Should this section have a check-off (or specifics)?

4. New Business

- a. Composition of new negotiating team. Mike Allen is the new chief negotiator. Requesting two new members—one tenured faculty member and one adjunct credit faculty member. Alexandre and the negotiating team for this year were thanked for all their work.

5. Budget--better than we were!

- a. Potential rebate of \$247,613 from Blue Shield—where the money will be used will be determined later.
- b. We may get \$3 million more money from the State.
- c. There may be \$1.6 million extra from retirees (some of those positions may be filled).
- d. Some administrative positions will be lowered and, therefore, pay will be reduced.