

**Management Council**  
**Thursday, October 29, 2009**  
**1:00 p.m., LA-108**

Present: McKinley Williams, John Wade, Darlene Poe, Jennifer Ounjian, Jose Oliveira, Mariles Magalong, Carol Maga, Marva Lyons, Viviane LaMothe, Bruce King, Helen Kalkstein, Frank Hernandez, Donna Floyd, Vicki Ferguson, James Eystone, Terence Elliott, Tim Clow, Linda Cherry, Sue Abe

Absent: Janis Walsh, Susan Lee, Priscilla Leadon, Aleks Ilich, Michael Aldaco

1. **Collective Bargaining** – Mack said Gene Huff sent out an e-mail on the UF negotiations. They completed the evaluation process and it will be distributed soon. There will also be scheduled training sessions on the contract so we will know the revisions. Darlene said there will be an all day session for negotiations on the classified contract and they are hoping to get everything done in one day.

2. **Committee Reports - DGC** – Linda Cherry said the next large agenda item they are reviewing is the proposed allocation model. There is a series of principles discussed at Chancellor's Cabinet that DGC was asked to review and make comments. Linda said she sent them out via e-mail to all our managers last week. If there are any comments please forward them to John Wade or Linda or attend the DGC meetings as all managers are welcome. Carol said currently the budget formula affords us more funding because we have more financial aid students and those additional funds will be abolished with the new allocation formula. Linda said there is a discussion about equity and equality with the new allocation formula. Equity would help us and equality would not. Mack said we should discuss persistence rates with the allocation formula. DGC meetings are held on the Tuesday before the governing board meeting at 3:00 p.m. John said the students are concerned about Chief Gibson's plan to increase parking fees. Frank proposed that the staff pay \$10.00 parking fee per semester as students are proposing staff pay for parking. Linda said the employees' groups say parking is a compensation and, therefore, this is a negotiated item. Jennifer said the students are voting on that issue today. Linda said the DEEOAC plan has been forwarded by the DGC.

**College Council** – Jennifer said College Council gave approval of the Locker Policy with minor revisions. The Art Donation Policy was revised, specifically, Item #16 and then approved. The Designated Smoking Policy was cleaned up, removing the former policies and leaving the current policy only. There was much discussion about the update on the naming of the Martin Padilla Student Services Building. That item will be on the upcoming agenda. Mariles said the constituencies will come back to College Council with their vote on the naming of the Student Services Building. Mack elaborated that we don't want to be confrontational to the governing board on this issue even though our initial proposal never made it on the agenda of the governing board. We have to decide how much of an issue do we want to make of this? With the new allocation formulas facing us, we have to tread carefully. It was suggested to name the walking trail after Martin or place a dedication plaque in memory of Martin on the SSC building. Frank was adamant in his plea to move forward and pursue the naming the SSC after Martin. He also encouraged that we ask for more details regarding the rejection of the college's request. Mack said the President's Cabinet suggestion is to come up with alternatives and he will suggest the alternatives in College Council. Mack said in respect to Martin, we should proceed with something we can do without being confrontational with the district. Linda said if the discussion is going to take place,

then the discussion needs to include everyone and every building. Mack said this discussion needs to be taken back to College Council. James asked what does it cost to have a name on a building and Linda said it is a seven digit figure. Jennifer said the students wanted to know why money was so important in this decision as they had concerns about the district's lack of regard for an employee's service/dedication. Jennifer said she wanted to create an ad hoc committee from each constituency to continue this discussion. We need to move it to a smaller group outside of college council that includes one or two people from each constituency. Mack asked what the sentiment of our group is on this issue. Terence asked if we could do two actions – name the walking trail now and keep pursuing with the naming of the building at the district level. Jennifer said there is a plaque outside of the SA Building dedicated to Clifford McClain, her predecessor. Carol said Martin was someone who didn't pursue conflicts and she would prefer to pursue any movement of naming the SSC in a thoughtful and positive way; not proceeding by demanding our right to take this action should we chose that path. Helen suggested calling the area outside of the Student Services Center the Martin Padilla Plaza. If it ends up that the building is named after Martin, the Martin Padilla Plaza would tie in with the building name. Management Council liked this suggestion and will bring it forward to College Council.

**DMC** – Viviane reported the last DMC meeting was a conference call and they approved all of the BP and HR policies. Institutional governance is still being discussed.

**DEEOAC** – Mariles said there is a sub-committee that is working out the details for a retreat on the 14<sup>th</sup> and 15<sup>th</sup> of January. Different entities will be invited to share their un-bias policies.

3. **Health Living Initiatives** – Our management council subcommittee proposed showing a video, specifically the documentary, *Food, Inc.* This video is coming on out on DVD in November. There could be a follow-up discussion after the showing. The movie features are food industry and how our food is made and delivered to the grocery stores. The Academic Senate has sent out information on purchasing produce boxes. Mack suggested we support the walking contest and culminate this activity at the Staff Appreciation Day with prizes. John suggested we have a specified morning time to walk where he could open up the track for not only employees but for the community during a specific morning hour. The first class on the track is at 10:00 a.m. Linda said we have made progress with the community garden. We are thinking about what we can do without using any new resources.

4. **Budget Forum** – Mack said only nine or ten employees attended the last budget forum. He will send out the information in a power point format. We got through this year with the 1.1 million dollar cut but next year we will be looking at an amount almost equal to that. We had two one-time dollar loans from the district office so this next year we have to come up with a permanent reduction. Mack is planning on using vacant positions that we can surrender in lieu of laying off employees. If we cannot come up with enough retirements and resignations, then we will have to lay off employees. Darlene asked if we could furlough employees. Mack said we have not discussed furloughs yet at the district level. Helen said it was suggested by faculty yesterday that more classes be cut in order to ensure more money be given to assessment. Mack said our C contract dollars can be used if we don't spend it on classes. Mack said along with reducing our classes, we still have to make our FTES goal. We are banking on the classes being extremely productive. If we have a tuition increase or there is a sudden up-turn in the economy or we drastically limit services to help our students, we may not make our FTES goal. Mack emphasized our first order of business is to make our FTES goal. The district is still talking about a retirement incentive although time is passing quickly and anything offered should be immediate. Linda said furloughs are still a negotiated item but Mack said the board can vote for furlough without union approval. Optimally furloughs would be agreed upon by both district and the employees though before any board action is taken.

5. **All College Day** - Mack said we want to have a celebratory All College Day in honor of our 60<sup>th</sup> anniversary. We may have our resident poets write some poems or have our students make speeches. Linda said the Hall of Fame is tentatively scheduled at the end of March and will be promoted as a 60<sup>th</sup> anniversary celebration. She is taking nominations. They are hoping to nominate students and former employees and hopefully include an exemplary classified person. Mack announced next Friday, November 6, 2009 at 2:00 in the Library is the Emeritus Reception.

6. Vicki showed her EOPS DVD that was presented at the governing board report last week. It is the 40<sup>th</sup> anniversary of EOPS. The video was quite compelling and heartfelt with narrative from EOPS students. Mack commended Vicki and her counterparts at our sister college for this “labor of love.”

Meeting adjourned at 2:10 p.m.

Respectfully submitted,

Melody Hanson  
Senior Executive Assistant to the President