

## **Citrus College Faculty Association**

### **Officers:**

Joseph Harvey, President  
Terry Miles, Vice President  
Jack Wood, Past President

Jim Lancaster, Treasurer  
John Fincher, Secretary  
Dave Brown, Chief Negotiator

### **Representatives:**

Art  
Biology  
Cosmetology  
Foreign Languages  
Language Arts  
Mathematics  
Music  
Physical Science  
Social Science

Dyane Duffy  
Greg Johansen  
Carri Lurette  
Ana Afzali  
Connie Tucker  
Steve Odrich  
Bob Slack  
Jim McClain  
Rudolph Saldana

Behavioral Science  
Business/CIS  
Counseling/DSP&S  
Health Occupations  
Transportation Tech  
Physical Education  
Public Service  
Learning Assistance

Ken Guttman  
Robert Smolin  
Robin McBurney  
Claudia Pohl  
James Lancaster  
Steve Hartman  
Darrell Carr  
Barbara Rugeley

### **At Large Representatives:**

Vince Mercurio  
Keleigh Lanphear  
Ralph Tippins

### **Members and Guests:**

Tom Gerfen  
Maryln Eng  
Rich Ghidella  
Kathy Bakhit  
Roberta Eisel  
Lisa Telesca

Dana Hester  
Jo Morrison  
Dennis Korn  
George Carlson  
Glenn Gorelick

## **UN-Approved Minutes of the March 16, 2005 CCFA meeting**

CCFA President Joe Harvey called the meeting to order at 2:03pm. Minutes of the February 16<sup>th</sup> meeting were approved.

Terry Miles – Terry gave an update as to the upcoming elections. He suggested a candidate's forum after nominations are closed. There were no objections. There were no nominations from the floor for At-Large, Secretary, Vice-President, and President positions. Anna Afzali nominated Barbara Rugeley for Secretary. Terry then discussed Article XI on positions and vacancies. He explained the language would be changed to the Senate language with respect to succession (Vice-President becomes President becomes Past President).

Jim Lancaster – Jim explained how the proposal to alter the Treasurer position would extend the term of office. The extension would enable the Treasurer to 'close the books' before a new Treasurer assumes office.

Jim McClain explained concerns that a negotiating team could be changed out if a new executive team came in. Terry replied that under the proposed language the Vice-President would be more involved with the President and that such a change would be unlikely.

Joe Harvey – Joe explained support for the proposals as they would allow for more people to be involved similar to what has occurred down at Mt. Sac.

Marilyn Eng – Marilyn offered a suggestion that more interaction occur with the Senate as some labor issues interface with negotiations.

Candidates Forum –

Joe Harvey read a letter from Steven O'Hara, candidate for At-Large position.

Robin McBurney discussed her various efforts and accomplishments.

Grace Lucido explained her passion for teaching and how she would bring it to the Board.

Jean Howard relayed to the group that she would do whatever it took to help out.

Cathy Bahkit discussed her background and experience and explained her desire to learn.

Caroline Lerrette admits she may not be as experienced as others but promised to work hard.

Jim McClain promised to bring the issues and ideas to the Board that faculty present to him.

Jim Lancaster wanted to make the position better than he found it and hopes he did.

John Fincher said he hoped that the Faculty would bring additional ideas to the meetings.

Terry Miles told of his background and experience. He also relayed his goals of making the union more accessible and an increase in participation.

Joe Harvey – Joe explained past practice as how the district has offered money as raises to the faculty. He also pointed out how he worked with the administration to get approval for hiring more faculty with the state, worked on the bond issue, receive a long accreditation, and other items as a gesture of goodwill and co-operation. He believes the BOT did not appreciate those efforts.

Dave Brown – Dave reported that the contract represented the district's newest 'last best and final' offer. He explained the 2.5%, 1% and Load elements. He also detailed re-openers, task force creation and other essentials.

Anna Afzali – Questioned the purpose of the Load Task Force. Dave explained that it was a proposal to examine details of the load prior to its implementation. Various members discussed various load related scenarios.

Joe asked for a motion to bring the contract to a vote. Jim McClain made the motion and John Fincher seconded it. The motion passed.

Jim McClain expressed concern that members of this organization may feel intimidated from bringing ideas to the organization.

Ralph Tippins want to know if the body would receive a 'fresh' copy of the latest contract offer. Joe said that everyone would receive a new copy of the contract with the mediated provisions.

Terry explained his curiosity as to how the mediator could stop the process without going to Fact Finding. Joe responded that it was her decision and that we were prepared to show all financial statements. He mentioned that the process, as executed by the mediator, did not include include the opportunity to see any financial evidence.

Ray explained that her job was to 'close the deal'. Jim McLain offered that if she handed it over to Fact Finding it would be an admission of defeat on her part. Ray also explained the need to get organized politically. CTA would provide political consultants and funding.

She questioned whether or not such decisiveness could re-appear in the future. Dave explained that yes, it could re-appear and would most likely happen.

Joe explained how the district would proceed with the process.

Jo Morrison – She questioned how we could prevent this confrontation with the BOT in the future. She wanted to know how we could work to change the board. Joe suggested the formation of a PAC fund at the next meeting.

Ray Barney – Ray explained how a PAC fund would work and CTA's ability to contribute to that fund. He also explained how CCA could also assist.

Roberta Eisel – Suggested that this body should protest the derogatory remarks made by Jean Malone. Motion seconded and passed.

Meeting adjourned at 3:30pm.