Item 1.) CALL TO ORDER: ......................... TIME  12:07 PM
1-1.) Members present at today’s meeting: Mikki Adams, Lori Amato,
    Janus Blumë, Eireann Del Bonta, Rick Fillman, Jefferson Hancock, Lena Mason, Alta
    Northcutt, Stephanie Stainback
1-2.) Members absent from today’s meeting: Anya Finke (approved)
1-3.) Guests present at today’s meeting: Bradley Booth

Item 2.) CHANGES TO AGENDA: None

Item 3.) ITEMS FROM THE FLOOR: None

Item 4.) APPROVAL OF CCEU BOARD MINUTES:
    Janus moved to approve minutes of 1/22/09, 1/26/09, 2/3/09.
    Alta seconded. Minutes approved. 7 yea, 0 nay, 0 abstentions.

Item 5.) APPROVAL OF CCEU EXPENDITURES: The treasurer submitted a summary of
    expenditures, attached to this report. Janus moved to approve CCEU’s expenditures for
    the month. Alta seconded. Expenditures for January were approved. 7 yea, 0 nay,
    0 abstentions.

Item 6.) NEW BUSINESS:
    A.) Board and President Report Card to Membership: The president
        expressed a desire create a process for reporting on CCEU board’s and CCEU
        president’s performance. She wants to steer the report toward a narrative of strengths
        and weaknesses with a grade assigned. The president further noted the importance of
        such a report in maintaining internal checks and balances.

        Brad Booth suggested that with budget concerns and negotiations coming up, the
        board might be too busy to take on a project like this.

        Alta said such a report was a good idea, but wasn’t sure about the timing.
        Lori noted that is was important to let members know how the board is responding to
        their feedback.

        Janus said she would favor such a process if the president deemed it necessary for the
        health of the organization.

        Mikki suggested the electoral process in the union was a sufficient form of evaluation,
        but if such a process were to go forward that perhaps summer would be a good time
        to revisit this issue, when there would be more time to work on it.

        Rick said that perhaps the president, recorder, and chief steward could write self
        evaluations and the board could respond to them.

        Steph asked if Brad could draft a policy of evaluation for discussion at the next
        quarterly board meeting. He said he would.

    B.) AFT Convention Invitation: AFT has invited CCEU to attend its upcoming
        convention on March 20 in Baltimore. Steph asked if sending a few board members
        would be valuable. The board expressed approval, so Steph said she would ask AFT to
        Board Members and Regular Guests:
        Mikki Adams, Lori Amato, Janus Blumë, Bradley Booth, Eireann Del Bonta, Rick Fillman, Anya Finke,
        Jill Gallo, Jefferson Hancock, Lena Mason, Alta Northcutt, Stephanie Stainback
fund three CCEU members to attend. Steph will get further information from AFT and report at the February 19 meeting.

C.) **Extended use of contracted and temporary employees:** Presently 9 temporary hourly employees are filling vacant positions. California education code and contract language specify that a position can be filled by temporary hourly employees for only 90 days. Temporary hourly employees are to be used only for temporary fill-in for workers on leave or for temporary projects with designated time periods.

Stephanie asked if CCEU should the practice to continue or enforce contract language. Lena noted that some positions are difficult to fill because no one meets the minimum qualifications.

Janus said that this problem must be addressed with the district and should be exposed.

Stephanie agreed and suggested that Eireann should use the steward network to inform co-workers of the practice.

Eireann said that we have to deal with the issue, but should do so at an appropriate time, perhaps after proposed program eliminations and layoffs have finished.

Brad said that in using temporary hourly employees, the district is violating the education code and the contract now, so the issue must be raised. He added that the district is obligated in times of program cuts and layoffs, to let go of temporary workers. He further added that this is a continuing violation of contract and that we should challenge the district on this issue, regardless of the timing.

Stephanie indicated that she would request information from Pegi Ard about the number of temporary hourly employees who have worked beyond the 90 day limit. She added that CCEU may need to file a grievance, and that she will work with Brad to confront any contract violations which may have occurred.

D.) **Mangin CCFT/CCEU solidarity party:** In an effort to build solidarity between the two Cabrillo unions, Michael Mangin has offered to host a party at his home on April 3 at 5 p.m. Board indicated approval for moving forward with that date but asked if the invitation extended to all CCEU members. Steph indicated that she thought so, but would ask Vicki Fabbri, who is organizing the event. CCEU Board agreed that it would be inappropriate for the Board of Trustees to attend the event, since it was designed for union solidarity.

Item 7.) **UNFINISHED BUSINESS: (15 minutes)**
A.) **Reclassification Study Side Letter:** The letter is presently being prepared and should be ready for discussion and approval at the 2/19 meeting.
B.) **Revised Credit Card Policy:** Postponed until 2/19 meeting.
C.) **Quarterly Board Meeting Location:** not discussed.

Item 8.) **ADJOURN REGULAR SESSION: ....................... TIME  1:09 PM**

Item 9.) **AGENDA BUILDING:**
- Revised credit card policy (2/19 meeting)
- Side letter for classification study (2/19 meeting)
- Extended use of contracted, temporary, hourly workers (3/19 membership meeting)

Respectfully submitted 2/19/09:

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Jefferson Hancock, Recorder ......................... Stephanie Stainback, President