

# **Cabrillo Classified Employee Union**

## **BOARD OF DIRECTORS MEETING MINUTES**

May 7, 2009 -- 12:00 noon, Room 1040

**Item 1.) CALL TO ORDER: ..... TIME 12:09 PM**

**1-1.) Members present at today's meeting:**

Mikki Adams, Janus Blumë, Rick Fillman, Jefferson Hancock,  
Alta Northcutt, Stephanie Stainback

**1-2.) Members absent from today's meeting:**

Lori Amato (approved), Anya Finke (approved), Lena Mason (approved)

**1-3.) Non Voting members present:** Eireann Del Bonta

**1-4.) Non Voting members absent:**

**1-5.) Guests present at today's meeting:** Brad Booth

**Item 2.) CHANGES TO AGENDA:** Chief steward's report after item 6.

**Item 3.) ITEMS FROM THE FLOOR:** None.

**Item 4.) APPROVAL OF CCEU BOARD MINUTES:**

Alta moved to approved the minutes of 4/9/09.

Janus seconded.

6 yea, 0 nay, 0 abstentions.

**The minutes of April 9 were approved.**

Janus moved to approved the minutes of 4/27

Mikki Seconded

4 yea, 0 nay, 2 abstentions.

**The minutes of April 27 were approved** with the following changes:

- Change "leadership techniques" to "group decision making."
- Strike two bullet items in item 6-1 "Continued response to budget cuts."

**Item 5.) APPROVAL OF CCEU EXPENDITURES:** No expenditures to approve.

**Item 6.) PRESIDENT'S REPORT:**

**Student Services VP Hire:** Stephanie has been working on the hiring committee for Vice President of Student Services. The position will remain open until filled. Very time consuming. Strong pool of applicants.

**Information Request:** CCEU has requested information regarding the cost of adding and 8th step to the administrative salary schedule.

Board Members and Regular Guests:

Mikki Adams, Lori Amato, Janus Blumë, Bradley Booth, Eireann Del Bonta, Rick Fillman,  
Jefferson Hancock, Lena Mason, Anya Finke, Alta Northcutt, Stephanie Stainback

# Cabrillo Classified Employee Union

## BOARD OF DIRECTORS MEETING MINUTES

May 7, 2009 -- 12:00 noon, Room 1040

**State Budget:** The state propositions may fail and Governor Schwarzenegger may reduce Prop. 98 distribution to Community Colleges. Next year, Cabrillo may face budget cuts beyond what was expected. Such cuts will put pressure on the college to stay near cap enrollment. Additional teaching units may be reduced.

**Absence:** Steph will be on vacation from June 20-July 18.

**Item 7.) CHIEF STEWARD'S REPORT** .....Eireann Del Bonta

**Negotiations:** Negotiations are beginning. Brad and Eireann are going through the contract and reviewing staff surveys. Work reduction plans are in process to allow for budget reductions.

**Overpayment:** Administrative procedure for recovery of overpayment to employees has become a problem. Presently, if overpayment occurs, money is taken out of subsequent paychecks without employee consent. However, Brad pointed out that without prior agreement, the district cannot unilaterally take the money, and must use legal avenues, such as small claims court. Brad proposes that administration consult with the union and the employee to work out repayment. Then, if there is no agreement, the district should consider small claims court to recover the funds.

**Item 8.) UNFINISHED BUSINESS:**

**8-1.) Group Decision Making Training** ----- Stephanie Stainback

Stephanie has not contacted Teri Titlebaum yet about rates for training. Discussion revolved around what kind of training the board wants, or if further training is necessary. The Board will return to this item at the May 14 meeting. Jeff will contact Anya for her input prior to this meeting.

**8-2.) CPC Representation Appointment Update** --- Stephanie Stainback

Steph expressed gratitude to the Board and to Mikki for her briefing with Steve Wheeler. **Mikki Adams was appointed to fill the CPC representative on an interim basis. Her term runs through Dec. 31, 2010.**

**8-3.) Mission Statement** ----- Lena Mason

The following mission statement was endorsed at quarterly board meeting.

Board Members and Regular Guests:  
Mikki Adams, Lori Amato, Janus Blumë, Bradley Booth, Eireann Del Bonta, Rick Fillman, Anya Finke, Jefferson Hancock, Lena Mason, Alta Northcutt, Stephanie Stainback

# Cabrillo Classified Employee Union

## BOARD OF DIRECTORS MEETING MINUTES

May 7, 2009 -- 12:00 noon, Room 1040

"CCEU empowers its membership to create positive, productive working conditions and have a strong voice in college-wide decision making."

The mission statement will be presented to membership at the May 21 general membership meeting.

### **8-4.) Affiliation Options ----- Stephanie Stainback**

Consensus determined that CCEU wants to remain an independent union. Brad suggested that the Board prepare a formal motion on the matter for adoption at the May 14 board meeting. Janus agreed to draft and present a motion then. If the motion not to affiliate is accepted, Stephanie will present this recommendation to the May 21 general membership meeting for discussion during her report on affiliation.

**Item 9.) ADJOURN REGULAR SESSION: ..... TIME 1:07 PM**

### **Item 10.) AGENDA BUILDING:**

Board: Affiliation (formal motion Janus).

Respectfully submitted 5/8/09

---

Jefferson Hancock, Recorder

---

Stephanie Stainback, President

Board Members and Regular Guests:

Mikki Adams, Lori Amato, Janus Blumë, Bradley Booth, Eireann Del Bonta, Rick Fillman, Anya Finke, Jefferson Hancock, Lena Mason, Alta Northcutt, Stephanie Stainback