CALL TO ORDER: ........................................ TIME 12:05 PM

Members present at today’s meeting: Mikki Adams, Janus Blumë, Lena Mason, Alta Northcutt, Margaret Pierce, Stephanie Stainback

Members absent from today’s meeting: Lori Amato, Sharon Spence, Anya Finke

Non Voting members absent: Jill Gallo, Eireann Del Bonta

Guests present at today’s meeting: Bradley Booth

CHANGES TO AGENDA: (5 minutes) none

ITEMS FROM THE FLOOR: (5 minutes) none

APPROVAL OF CCEU BOARD MINUTES: (5 minutes) 10/9 Stephanie moves, Margaret 2nds 5-0-0 Approved

BOARD REPORTS: (15 min total, Items A, B, C, D & E on second meeting of month)

A.) Chief Steward’s Report ------------------------ Eireann DelBonta
B.) Treasurer’s Report --------------------------- Lori Amato
C.) 2nd Vice Presidents’ Report: ----------------- Alta Northcutt
D.) 1st Vice Presidents’ Report: ------------------ Janus Blumë
E.) PAC: ---------------------------------------- Janus Blumë
F.) President’s Report: -------------------------- Stephanie Stainback

CPC – 2 million + mid year reductions. Vice President of Business Services is experienced with multi-year budget planning – already planning for 2009/2010 and 2010/2011. It will not be a quick recovery. Space reallocation process – there is a link available on the Cabrillo website.

403b retirement plan – many faculty and classified upset by changes. The new 3rd party administrator of the plan (Envoy) no longer deals with American Fidelity or Vanguard. Ann Schwartz replaced Stephanie Stainback on this committee.

Culture change – Cabrillo College President and CCEU president to give a presentation regarding this on Thursday. The consultant involved in this will be paid $5000 for staff development.

NEW BUSINESS: (15 minutes)

a). Replacement appointments to the Negotiations Team:

Background:
Our CCEU Constitution calls for a negotiations team consisting of the CCEU President, plus five elected members and 1 alternate. Elections held during November, 2007 resulted in an elected negotiations team of Mikki Adams, Janus Blume, Lena Mason, and Wendy Scott. There was a run-off election for the last position on the team, and Steve Miner was elected to fill it, with Jill Gallo acting as the alternate.

Steve Miner and Mikki Adams have subsequently both resigned from the negotiations team. That results in Jill automatically becoming a member of the team. So we need to replace one more member of the team and the alternate.

The President’s Recommendation:

Recommend that the CCEU Board appoint Leah Hlavaty to fill the vacant position on the negotiations team, and appoint Dale Jerred to fill the alternate position on the team.

Margaret moves, Lena 2nds 6-0-0 Approved.

Item 7.) OLD BUSINESS: (15 minutes)

a) Establish date of last (evening) quarterly meeting(s) for 2008, AND revisit idea of monthly evening Board meeting.

Last Quarterly Board meeting will be November 24th 5-8pm @ Jill Gallo’s house. The discussion will center on Board member job descriptions.

Monthly Evening Board Meetings: It was decided that evening Board meetings be held on an as-needed basis, and be used for action items that require extended discussion. The normal Thursday afternoon Board meeting will be canceled on the weeks that an evening meeting is held. We will generally try to hold the evening meetings on the last Wednesday of the month when needed. However, the next evening meeting will be on Monday, November 24th from 5-8:00 PM at Jill Gallo’s house. The next evening meeting following that one will be on Wednesday, January 28th, 2009.

CCEU Attorney’s Report:

Public employees are not exempt from the labor code section that states that an employer cannot take employees wages. There are penalties involved in this including misdemeanor charges.

The Education Code does not address overpayment of employees only underpayment. When underpayment is involved the college upon determination must give notice and pay employee within 20 days.

CCEU agreed to the following method that must be conducted by the Business Office: contact employee and actually speak to them.

Make sure the employee understands the repayment terms and the employee agrees to repay at those terms and amounts.

At present the Business Office is not following through with this procedure.

CCEU Attorney and President will draft a script for the Board of Trustees to inform them of the salary recoupment issues. CCEU can take the college to court to receive an injunction against the current methods of salary recoupment.

Item 8.) ADJOURN REGULAR SESSION: ................................. TIME 12:55 PM

Item 9.) SPECIAL SESSION: