

California School Employees Association

OFFICIAL



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Chapter 33 **Drive Release Meeting**

Wednesday, July 20, 2011

Location: District Office – Board Room

12:00 pm – 1:00 pm

Members present: Annette Perot, Goldie Lee, Paul Barbosa, Fleeta Rodriguez, Maria Lara-Blanco, Kathy Chaika, Terence O'Neill, Mario Pena, Kay Rabb, Jan Phemester, Greg Jarrell, John Hall, Toni Savage, Martha Menendez, Steven DeGracia, Sharon Himebrook, Jeanne Stalker, Herb Mintz, Lani Sevilla, Ahmad Ladhani, Sam Haun, Xuan Ling Ma, Chris Weidman, Linda Herda, Lavine Mar, Stephanie Samuelson, Charles Jones, Juanita Celaya, Melanie Berzon, Medelline Lowe, Chuck La Mere

Meeting called to order 12:07pm – Annette Perot

1. Approval of minutes June 15, 2011 – Annette Perot
Minutes were attached for review. Motion to approve as submitted – Kathy Chaika/Charles Jones
Motion – passed
2. Treasurer's Report – Linda Herda
Report of accounting activity and ending balances for July 2011 were attached to agenda.
Checking account ending balance: \$9684.94
Savings account ending balance: \$7925.27 with interest of .65¢

There will be considerable upcoming expenses for the CSEA Annual Conference which include delegate's airfares, meals, land transportation and the balance of room rentals.

3. Trustee Mandelkern seeking support for SMCCCD Board re-election
Trustee Mandelkern stated the reasons that he was seeking re-election to the San Mateo County Community College District and why he believes he is the right person to serve on the Board, such as
 - a. He is always available to listen
 - b. He has always been straight forward and honest
 - c. He is not a 'yes man', he doesn't hesitate to speak up and question things

The floor was open for questions for Trustee Mandelkern

1. **Q (Herb Mintz):** Voiced his complaint about the process that led to the decision to sell KCSM-TV. He felt the station didn't receive the support and backing of the Board and SMCCCD Administration. He wanted to know why there wasn't a Board/Administration campaign – as the public campaign they did with the bond measure – that went out to the public to help get with funding?
A (Mandelkern): Stated that the management for all departments is left to the individual managers. If it wasn't for the dire financial straits of the state of California – which has led to drastic financial cuts to education, the District would still fund KCSM-TV. However, KCSM-TV has

been losing hundreds of thousands of dollars each year for years and the district can no longer afford to fund KCSM-TV and they must focus on their core mission – student education. While he has been the biggest proponent and supporter of KCSM-TV, unfortunately it has never lived up to its potential; and in this time of a proliferation of television stations, no new and innovative programming that is different from other channels, no clear identity for KCSM-TV except as the re-run station for PBS programs and very little classroom integration, it doesn't have public financial support to sustain itself independent of the District. The Board of Trustees and Administration has met with General Manager Marilyn Lawrence many times over the years and were open to any changes she wanted to make to save the station (e.g. changing the business model, change station format, drastic reduction of employees) but it was up to the station to save itself, and very little seemed to be done. With looming projected educational budget cuts of \$6-\$10 million, we have to take a hard look at everything.

Q (Sam Haun): Where did you get the projected future budget numbers?

A (Mandelkern): Those are the figures projected by the state. If additional revenue doesn't come in, cuts could be closer to the \$10 million range over 2 years. The District and Administration has worked diligently since 2003 to avoid employee lay-offs, salary 'give-backs' or furlough days, however, there may be a point within the next 2 years when we can no longer avoid these measures.

2. **Q (Melanie Berzon):** If the offers from the RFP (Request For Proposal) aren't good, what will happen? Is there a criteria for accepting offers to buy the station?

A (Mandelkern): Cutting the loss is the criteria, and the District has always been firm that they cannot and will not fund KCSM, period. They will look at the cost of the sale, and if the offers don't cover the outlays then they will look for alternatives, including just shutting down the station if necessary.

3. **Q (Kathy Chaika):** KCSM employees have not been officially unfunded to date, and therefore, have lost the opportunity to apply for other jobs with the same salary protection (Y rating) that have been afforded to other unfunded employees. Since we know the RFP is in process, why haven't KCSM-TV employees been unfunded? There are possible places these employees could be placed, such as the electronics lab and the Digital Media (DigMe) Program (which is very dependent on KCSM, and that means a lot of money that has been spend will be lost.)

A (Mandelkern): The cost of the DigMe Program doesn't go away, but again, the Board has been very consistent in the fact that the loss must be stopped and has been open to any suggestions. With respect to Managed Hiring, the Board doesn't control the process, the administration does.

Q (Kathy Chaika): Would he support putting KCSM employees under managed hiring?

A (Mandelkern): The budget doesn't look good, and lay-offs in the future are almost certain. There is only so much money, and they will not bankrupt the district. (He didn't give a clear answer on if he would support KCSM-TV employees being managed hired.)

Statement (Annette Perot): The union will talk to Vice Chancellor of Human Resources about manage hiring KCSM-TV engineers.

4. **Q (Juanita Celaya):** It seems that we have more administrators than ever before, including another recently added Vice Chancellor of Auxiliary Services position when we are in a financial crisis. How can you justify these increases to the administration during these difficult times?

A (Mandelkern): There has been no additional staff hired, that was a reclassification of a current employee who has done a tremendous job for the district and deserved the job. He said he didn't know if any other salary increases or new administrative hires, in fact they have downsized administrative staff by 4. If we know something different, please let him know.

5. **Q (Charles Jones):** What about the Fitness Center – there are non-CSEA employees doing classified work, these position should be filled by CSEA members.
A (Mandelkern): He was the lone vote against the Fitness Center contracts and he continues to be vigilant on that issue. Because of the success of the Fitness Center, they wanted to pass out bonus checks to the employees, and he voted against it.
Q (Kathy Chaika): We have tried to see the Fitness Center contract, but have been stonewalled. Aren't these contracts public information? Shouldn't we have copies?
A (Mandelkern): Yes, he would like to see the contracts too!
Q (Stephanie Samuelson): Wanted to point out that except for the past few years, contracts have always been public information because they are funded by tax payer dollars, so why are they being withheld?
A (Mandelkern): Suggested we submit a request via the California Public Records Act.
6. **Q (Maria Lara-Blanco):** There seems to be a huge increase to the administrative staffing levels despite a letter from the State Chancellor approximately a year ago asking that when cuts are made, they start at the top. Is this going to happen, and why haven't administrators at least been asked to give up their perks (car allowance, food allowance)?
A (Mandelkern): These are all good questions, he invited us to come to Board budget meetings and ask all of these tough questions. They have been centralizing things at the District office.
7. **Q (John Hall):** At the June Board meeting, the decision to sell KCSM-TV was made despite the possibility of an alliance with Pen-TV because such an alliance was said to be like "putting 2 sick children together." Is this still the case?
A (Mandelkern): While the Board needs to address concerns about the future viability of the station, they have always been open to saving KCSM-TV.

Trustee Mandelkern thanked the membership for listening and allowing him to come and speak to us.

Motion was made to support Dave Mandelkern in his bid for re-election to the SMCCCD Board of Trustees – Kathy Chaika/Chris Weidman
 All in favor, no abstentions, none opposed. Motion – passed

4. CSEA Annual Conference Resolutions

Resolution #11 Dues Increase for 11 & 12 month employees

Argument Against a Yes Vote: Kathy Chaika proposed that the membership vote no on the increase in the number of months dues is paid (currently 10) for 11 and 12 month employees.

Rebuttal to Argument Against a Yes Vote: Charles Jones responded that it isn't an 'us against them' issue. We are CSEA, and if we vote no against CSEA, we are essentially voting against ourselves. The amount is very low per member, but will raise \$1.5 million to help CSEA fight for issues that will benefit all members. CSEA does a good job, and a no vote could weaken the union.

Response to Argument for Yes Vote: Kathy replied that before we agree to pay more dues, the union should show us cuts they have made.

Motion on Resolution #11 Dues increase – Annette Perot/Kathy Chaika

14 in Favor, 8 opposed, 2 abstained (six member left due to lateness of time) Motion – passed

Motion on remaining resolutions – should delegates vote their conscience? – Sam Haun/Kathy Chaika

All in Favor, none opposed, no abstentions. Motion – passed

5. President's Comments – Annette Perot
Thank you for coming

6. Good of the Order
Thank you for coming

Motion to adjournment meeting – Kathy Chaika/Sam Haun

Meeting adjourned 1:06pm