MEMBERS PRESENT: Evelyn Brown, Shawnee Hanzlick, Pam Lanser, Michele Ronabough, Joan Warfield, Wendy Dosch, Rick Gary, Norma Gutierrez, Sam McGlone, Carrie McLaughlin, Hal Melfi, Robert Ramirez, Mary Lou Rosas, Laura Rutkoski, Robert Teso, Margie Torres, Mary Anne Wilson, Suzanne Blackburn, Tim Kelliher, Holly Tackett, Barbara Byrnes, Cliff Shuttleworth, Marjorie Crook, Ed Gallagher, Carol Carder, Terrie Fisher, Darlene Godoy, Jason Stone,

Guests: Chancellor Flores, Dr. Suzanne Miles, Lynne Wakefield, Dawn Huntsinger, Cindy Dooling

EXCUSED ABSENCE: Delso Bosquez, Rachael Eldridge, Teresa Guy, Mike McGuire, Lucy Schubert, Hector Acosta, Carol Munoz, Sharon Sinibaldi,

1. GENERAL MATTERS
   1.1 Introductions
   1.2 Agenda Modifications - There were no agenda modifications.
   1.3 Approval of July 2009 Minutes - Staff Council voted to approve the July minutes.
   1.4 Announcements

2. BUSINESS
   2.1 Public Comment and/or Question
   2.2 Chancellor’s Report – Dr. Roy Flores
      Dr. Flores spoke about the effects of the economy. He, Dr. Bea and Doreen Armstrong have held informational meetings at the campuses and Dr. Flores thanked Cindy Dooling and ACES Leadership for the getting the word out on the issue. The College administration has been working to minimize layoffs and furloughs.

      College operations are affected by property values and the deficit in the state’s budget. Tuition cannot be increased enough to close the gap. At the August Board of Governors meeting, the Chancellor will propose adopting a 40-hour workweek in addition to requesting a 4% pay adjustment for regular full-time employees.

      Question: Do ACES and AFSCME have to approve this? No, only the Board has to approve the measure. Question: Will the Board approve the 4% pay raise? Dr. Flores is confident the Board will approve the 4% raise and the 40-hour workweek. The Board is mindful of our employees’ needs. For example, they approved continued provision of generous benefits at a greater cost to the College. The choices are clear. As the revenue picture deteriorates and costs increase, there are more students to educate. We have to cut costs and 80% of the budget is used for salaries and benefits. Out of 15% of vacant positions, 7% of those will be eliminated. Some vacancies, such as police officers, faculty and some staff, will be replaced.

      Question: How will this affect temporary positions? Part-time temps will not be affected. Question: There is a perception among non-exempt employees that their hourly pay will appear to decrease when adding more hours to the workweek. Dr. Flores explained how the percentage of pay increase affects the weekly salary for all employee groups in the same way. The increase is equitable for all and higher salaries lead to increased retirement contributions. The goal is to avoid furloughs and loss of jobs. Increasing work hours makes up for the loss of vacant positions.
Question: Will full-time temporary employees get more money due to increased hours? Yes, they will receive the increase.

Question: Will the new work hours affect flexible scheduling? No, there will still be flexible scheduling to meet the needs of students. The 40-hour workweek, starting September 12th, will be a permanent change if the Board grants approval.

Dr. Flores would like to position the College to resume normal financial life as quickly as possible. Step increases would be considered if and when it becomes possible to finance them. The comment was made that employees need to have faith that the College and the Board are making decisions to manage resources to benefit the employees as much as possible.

Appreciation was extended to the Chancellor for visiting the campuses to discuss the situation. It’s reassuring to employees. It was also stated that the College is doing a great job of supporting its people in the face of losing 30% of our state appropriations.

Question: Will property taxes be raised? No, the Board will not raise property taxes. They are mindful of the fact that people are losing their homes. The state is considering raising the sales tax.

Staff Council extended thanks to the Chancellor for his part in the success of the District Jail and Bail fund raiser.

2.3 Liaison Report – Dr. Suzanne Miles
Dr. Miles congratulated Staff Council on the success of the Jail and Bail event.

The remodeling of Student Service Centers continue with completion scheduled for October to be followed by simultaneous ribbon cutting ceremonies. The new design incorporates suggestions made by employees and students during the Exeter survey.

All College Day will feature speakers Representative Raul Grijalva and Dr. Peter Smith, University of Arizona senior research scientist and principal investigator of NASA’s Phoenix Mars mission. All College Day continues to be a half-day event. Employees indicated in surveys that they prefer the half-day. The comment was made that there was some confusion last year about the hours of operation posted on the website for All College Day. Perhaps closing the College for the whole day would eliminate that confusion. Dr. Miles said that “skeleton” crews stayed at work in the past. However, she didn’t think it was fair to exclude any employees from attending All College Day. There was a comment that holding All College Day after the fall semester starts might be less disruptive, however, it could create conflict with faculty schedules.

2.4 Liaison Report – Lynne Wakefield
Lynne reminded the council that employees are expected to return to their work sites at 1:00 on All College Day, Friday, August 21st.

Human Resources will send letters announcing the 4% pay adjustment pending Board approval. With a 40-hour workweek, the College’s official hours of operation will be from 8:00am – 5:00pm. Campuses will determine operating hours to serve their students.

Step Progression plans are being accepted for this year. Employees are allowed to keep one completed Step Progression Plan “in the bank” for a possible future step increase. Employees who did not “bank” a completed plan last year, may do so this year. Of course, employees are encouraged to continue professional development for their personal benefit.
It was suggested that All College Day could be a good time for employee work units, such as student services employees, to meet, plan and share college-wide issues. Lynne will take back this suggestion for future a All College Day. She will also check on the status of the latest cyclical reviews.

3. EMPLOYEE REPORTS
   3.1 AFSCME – No report
   3.2 ACES – Cindy Dooling
      A special meeting is planned for exempt staff on August 13, 8:30-10:30 in the Community Board Room to address changes in the work schedule. Cindy commented that, with a 40-hour workweek, hourly pay rates may appear lower, but take home pay is increased. In addition, we receive full benefits which are a huge advantage.

      ACES extends an invitation to participate in their October barbecue fund raiser

      There was $60,000 available for professional development use (with a maximum of $2000 per activity per year). When applying to use these funds to attend a conference, one may provide estimated expenses in order to submit the paperwork early. There are almost 90 requests so far this year and funds have been exhausted with applications still in line for consideration.

4. COUNCIL REPORTS
   4.1 Board of Governors Report - no meeting in July.
   4.2 Fundraising Committee Report
      Money raised for scholarships at the District Jail and Bail event exceeded the goal of $7,500. Carrie McLaughlin shared a PowerPoint presentation featuring pictures of administrators being “arrested, handcuffed and jailed” for the event by officer Rosalind Williams. Ted Roush and John Fulginiti participated in place of Dr. Albrecht and Dr. Kooi. Dr. Bia interrupted his vacation to participate. Christy Yebra provided a backdrop rented from Gaslight Theater. Sodexho donated the food and the media department donated their talents. Volunteers did a great job building the jail. It was suggested that the results of this event be posted for students to see. The PowerPoint will be emailed to Staff Council members for sharing with their campuses.

      Fundraising year-to-date: the Chuy’s event raised $1,493.00; Jail and Bail raised $10,873.40. The total scholarship funds raised is $12,366.40. This has been an enormously successful fund raising year.

      **AVIVA Back-to-School Drive:** Cliff Shuttleworth will email a sample notice of the drive for school supplies. Collection boxes will be displayed mid-August through September. Suggested locations for the boxes include campus presidents’ offices, bookstores, cafeterias and faculty office areas. Campus bookstores may have additional empty boxes to use. Unused 3-ring binders are needed. Donated supplies will be collected at the October Staff Council meeting. Tim Kelliher has volunteered to help transport supplies to AVIVA after the October meeting.

4.3 Campus/District Reports
   **The East Campus** remodel is in progress.

   **Northwest Campus** welcomes the following administrators to their campus: Jana Kooi, President; Vicki Cook, Vice President for Instruction; and Jerry Haynes, Vice President of Student Development.
Roderick Gary announced that the kick-off breakfast for the American Cancer Society was sponsored by Wal-Mart and 94.9 Mix FM. Please contact Roderick if you wish to participate. View their site online at www.cancer.org/strides online and click “events.”

It was announced that Cheryl Gongos has been hospitalized with a major illness and wishes to convey thanks to her colleagues for their support, prayers, and thoughts. Staff Council members were saddened to hear that two employees passed away last week – Tony Ashbacher from East Campus and Sue Choat from Downtown Campus.

Laura Rutkoski announced that non-exempt staff members have expressed concern that Staff Council has not received much communication from AFSCME. There is a perception that AFSCME members who pay dues are the only ones being contacted while AFSCME represents the employee group as a whole. It was suggested that communication is a two-way street and it has been difficult for AFSCME representatives to attend our meetings. However, it’s been observed that AFSCME doesn’t contact new employees who need a way to get preliminary information about AFSCME. There was an observation that AFSCME looks outward toward its national organization while ACES looks inward to the College. There is ongoing discussion about the possibility of organizing a non-exempt group similar to ACES. It was pointed out that Staff Council is not the platform from which to create a new bargaining unit for non-exempt employees. Employees need to make AFSCME aware of their discontent. The schedule of AFSCME Meet and Confer meetings is posted online. Employees are welcome to attend the first 10 minutes of each meeting during the open forum.

5. OPEN FORUM/QUESTIONS

6. ADJOURNMENT
   The meeting adjourned at 10:30am.
   Meetings will return to Fridays mornings with the next meeting scheduled for September 4, 2009 8:30-10:30am at the Community Campus TV studio.
   The schedule of meetings will be distributed as soon as the Chancellor’s office approves it.