

MINUTES

UFO Executive Board Meeting
14 February 2020
Meeting held via Zoom
11:30 a.m.

Executive Board Members present:

Executive Board Members absent:

Jeff O'Connell
Janice Jones
Heather McCarty
Jeffrey S. Dean
Andrea Brown
Teresa Massimo
Jim Andrews
Carmen Madden
Isabel Reichert

Rob Smedfjeld

The members of the UFO Executive Board met via Zoom on Friday, February 14, 2020, beginning at 11:30 a.m. Executive Board Members were sent the recent Tentative Agreement and associated documents in advance of the meeting and the meeting began with Andrews making comments about the content of the TA, in particular the financial aspects as well as the addition of language related to distance education and non-credit classes.

Andrews spoke about the recent negotiations interactions and how they have proceeded and ultimately resulted in the TA that we are being asked to consider presently.

Questions of strategy and timing, in particular relating to the timing of the offer and the timeline that the UFO would have for moving the TA forward for a vote by the membership were discussed by members of the Executive Board.

Extensive discussion on the subject of the language related to distance education took place among the Executive Board. McCarty and others pointed out concerns with the language's ability to accurately capture how certain hybrid courses are organized and conducted. It was agreed that this language needs work to better reflect instructor and student expectations in hybrid classes. Questions relating to the particular form

of and compensation for training that instructional faculty undertake for online and hybrid teaching assignments was further mentioned.

Because of the desire to revise language related to distance education, Andrews was asked to look into the possibility of separating out work on the distance education segment of the TA from the basic financial elements of the TA. This would allow for the financial aspect of the TA to move forward without delay with the idea that the distance education language could be worked on and agreed to at a later time. Andrews indicated that he would contact Shairon Zingsheim immediately and report back to the Executive Board. The response will dictate how the UFO Executive Board moves forward with a vote on the TA by the membership.

Brown initiated a discussion about the need to increase PT faculty compensation.

As a next step, in determining whether or not the UFO Executive Board is moving in the direction of putting the basic financial parameters of the TA, it was agreed that voting members of the Executive Board would vote via e-mail by sending an email to Jeffrey Dean's non-Ohlone email address, indicating their approval of the financial aspects of the TA, notwithstanding the concerns about the DE language, which was discussed during the meeting and is being considered with revisions in mind, as referenced above. This email should be sent by 8:00 p.m. on Monday (February 17). After that time, the results will be sent to Jeff O'Connell.

The meeting adjourned at 12:55 p.m.

Respectfully submitted by Jeffrey S. Dean, Secretary of the UFO, on Feb. 17, 2020