

**Mt. SAC Faculty Association
Executive Board Meeting
October 30, 2018**

Present: Alvarez-Galván, Chan, Horton, Heard, Kaljumagi, Lancaster, Quinn, Rubenstein, Sanetrick, Sholars, Ward, Woolery. **Absent:** Ramey, Thomas, Uyeki

I. Call to Order and Approval of Agenda

The meeting was called to order and the Agenda was approved with the amendment of IV. I Membership Report at 11:35 a.m.

II. Approval of Minutes

The minutes of October 9, 2018 were approved as written with replacement of Health Insurance Committee Taskforce to XIII. A.

III. President's Report – Eric Kaljumagi

A. President's Advisory Council (PAC) – PAC met on October 10 and heard reports from four committees. The Accreditation Steering Committee noted that Section 504 (disability) regulations are not one of the items reported to the accrediting commission. The Budget Committee explained why it did not meet its goals last year and pledged to review the OPEB and the PERS/STRS trust details. This committee will also look to improve the interaction between the Budget and the Institutional Effectiveness Committees. The Campus Equity and Diversity Committee noted that it is working on a revision to the college's EEO (Equal Employment Opportunity) Plan. Dr. Scroggins is of the opinion that the committee should look at a recruiting plan for the college. Finally, the Facility Advisory Committee reported that they have been discussing lactation resource rooms, non-gender restrooms, and mediation rooms. On October 24, PAC had the opportunity to discuss current events with State Board of Governors President Tom Epstein. However, this conversation took all the available time so the meeting was never called to order. PAC will next meet on November 14.

B. Board of Trustees Meeting – The BoT met on October 10 and found about forty faculty in attendance. Several held signs expressing displeasure with the recently negotiated salary increase while others made public comment on the topics of pay, the impact of the lawsuits against Mt. SAC, the cost of health care, and increased faculty workload. This was followed by discussion on possible community workforce agreements. Several trade labor unions argued in favor of these agreements, as did trustee candidate Ruth Luevand. After the constituent reports there was a distance learning report where we learned that most of the student success differential between distance learning and traditional courses can be explained by economic factors. Approximately fifty new distance learning courses were created this past year and now approximately half of all courses on campus use the Canvas learning management system. A second report on enrollment noted that Mt. SAC is looking to grow and in fact is growing. Current fall enrollment has already reached half of last year's total enrollment, despite the absence of late start classes in the calculation. An item to increase the builders' contracts for the new stadium by approximately \$5 M received a 6 -1 vote with Trustee Santos voting no. In addition, the College has contracted with Citizen's Bank Arena for the 2019 commencement at a cost of approximately \$95,000 for the event. The Board also approved travel for two managers to Japan and China to meet with agents for the recruitment of international students. The managers' contract was ratified with managers receiving 2.71% in salary and no change to their health benefits. All managers will now receive a \$1,000 annual stipend for home technology used for work relation purposes. The BoT will next meet on 14 November.

C. November Elections – This fall, CTA is focusing on the election of Tony Thurmond for the office of State Superintendent of Public Instruction and Gavin Newsom for State Governor. CTA also recommends the following with regard to State Propositions: 1) Yes on **Proposition 4** – would authorize \$1.5 B in bonds, primarily to assist seven nonprofit hospitals; 2) No on **Proposition 5** – would allow those 55 or older to transfer their tax assessment to a higher value home in CA, significantly reducing property tax

revenue over time; 3) Yes on **Proposition 10** – would make it easier for local governments to regulate rents; 4) No on Proposition 11 – would remove the current requirement that ambulance workers (like most other hourly employees) take meal and rest breaks. In addition, we are locally supporting the candidacy of **Ruth Luevand** for the Mt. SAC Board of Trustees in area 2. A list of local CTA endorsed candidates was provided. The FA also supports passage of Measure GO and encourages faculty to assist with their phone banking. Faculty phone banking takes place daily from 12:00 – 8:00.

D. Committee Vacancies – There are still a vacancy on the FA Budget committee, which meets as needed. If you are interested in serving on this committee, please contact the FA President at kaljumagi@msac-fa.org.

F. Negotiations Ratification – The 2018 Negotiations ratification election ended on October 12 with a 191 to 121 vote in favor of the changes. We expect the Board of Trustees to approve these changes at their meeting on November 14 and retroactive salary increases should occur by January. January will also mark the return of negotiations on the topics of one-time funds and benefits, as these two items were postponed back in August.

G. Educator of the Year – Congratulations to Vice President Joan Sholars for being recognized as one of Assm. Freddie Rodriguez's 2018 Educators of the Year! Joan and seven other teachers will receive their awards at a reception in Chino on November 8.

H. CCA Conferences – Faculty are now encouraged to request appointment to the CCA Winter and Spring Conferences. The CCA Winter Conference will be held February 8 – 10 in San Diego. It will have a focused strand on collective bargaining and is an ideal way for faculty to learn how to negotiate and assist in contractual negotiations. The CCA Spring Conference will be held April 26 – 28 in Irvine. This conference will highlight how to be an effective advocate in California, and there will be sessions related to advocacy with the State Legislature, local boards of trustees, communities, and our membership. The spring conference also includes the “We Honor Ours” (W.H.O.) award dinner and this year will include very important elections for the CCA President and Vice-President. Due to the need for Exec. Board approval, please contact the FA President at ekaljumagi@msac-fa.org by November 16 for the Winter Conference and by March 8 for the Spring Conference.

I. STRS Workshops – Due to the well attended STRS workshops last year, the FA has convinced STRS to return to campus again this year. Their “My Retirement Benefits” workshop, which is intended for those ten to fifteen years from retirement, will be on December 4 at 1:30 PM in Founders Hall. This will be followed by their “My Retirement Decisions” workshop, intended for those within five years of retirement, on December 4 at 3:00 PM in Founders Hall. As space is limited, please reserve your attendance by using the POD calendar (<http://pod.mtsac.edu>). Since we will have a very large number of new hires next year, the STRS early-career workshop will be requested next year.

J. Commencement MOU – Although the contract requires faculty attendance at commencement, an MOU was signed two years ago that made attendance optional for 2017 and 2018. Approximately 100 faculty attended each of those years. Since our new stadium is not expected to be completed for at least another year, it is likely that commencement will remain at Citizen's Business Bank Area for 2019 and 2020. We have just signed an MOU with the District that continues optional attendance at commencement for the next two years. Faculty are encouraged to attend.

K. Thank You Note from Shasta College – The secretary from the Shasta College Faculty Association has sent a note to the FA thanking us for our contribution to their employee relief fund. A total of \$19,846 was raised to assist the nineteen employees of Shasta College who lost their homes in the Carr Fire.

L. Conclusion of Fall Events – There are no FA events remaining this semester. The adjunct faculty celebration included the attendance of Dr. Scroggins, Dr. Anderson, Dr. McGowan, Trustee Chen-Haggerty, and six other managers. The FA Open House also had good attendance, with Carolyn Robinson and Steve Williams winning the door prizes. We thank Emily Woolery and Maya Alvarez-Galvan for their help with the picnic and soccer game.

M. Resignation of FA Director – Director Maya Alvarez-Galvan will be resigning her position at the end of the fall semester. Faculty interested in being appointed to the FA Exec. Board to finish her term should contact the FA President at ekaljumagi@msac-fa.org by November 9.

IV. Vice President's Report – Joan Sholars

A. FA Open House – The FA Open House had about 20 people attend. Carolyn Robinson and Steve Williams won \$25 gift cards.

B. Leadership Conference – Eric Kaljumagi, Linda Chan, Tamra Horton and Joan attended the Region 2 Leadership Conference in Reno October 18 – 21. This conference is the largest of the regional leadership conferences. Joan attended sessions on CTA 360PRO and CTA 360 App: Using the Power of Data to Organize; Bargaining Team Resources, Research, and Contract Assessment; Legal Strategies to Increase Your Bargaining Leverage; and Body Language for Bargaining and Member Engagement.

C. Educator of the Year – The FA nominated Joan and she was selected to be an honoree at the 2018 Educator of the Year Ceremony hosted by Assembly member Freddie Rodriguez on Thursday, November 8 from 6 – 8 p.m. at Chino's Old Schoolhouse Museum 5493 B St., Chino, Ca. Joan thanked everyone for nominating her for this honor and would love anyone interested to join her at the ceremony.

D. 4th Annual Adjunct Faculty Celebration – The 4th Annual Celebration of our Adjunct Faculty was well attended. It was a pleasure to honor the following faculty at the awards ceremony: Rita Van Dyke-Kao – ESL; Nichol Graffeo – Respiratory Therapy; Luke Blacquiere – Biology; Pat Ash – Physics and Engineerin; Theodros Kidane – Chemistry; Lorraine Jones – Kinesiology; Chuck Freeman – Management; Joshua Estrada Romero – Dance; Judy DeVries – Adult Basic Education; Alan Brooks – Theater; Erika Bowers – Accounting; Rebekah Borup – Biology; Scott Zine – Athletics; Michael Malley – AMLA; Masako Klassen – Music; Doug Neves – Earth Sciences; Samantha James-Perez – Mental Health Technology; Usha Chhabra – Library; Richard Prehn – Learning Assistance; Ivan Tircuit – Philosophy; Briseida Ramirez – Education for Older Adults/Adults with Disabilities; Tammy Basile – Nutrition; Jose Martinez – Administration of Justice; Fayez Khattar – Welding; Angela Aranda – Earth Sciences; Crystal Valdez – Short-Term Vocational; Alicia Baugh – Agricultural Sciences; M. Dolores Bayle – Geography; Ashley Haines – History; Rita Page – History. Thank you to Linda Chan for hosting the celebration!

E. FA Facebook Page – On the FA's Facebook page, Joan started highlighting some of the adjunct who were honored at the celebration. Each week, she will add a profile of another adjunct faculty member to our page.

F. FA Membershp – Joan is currently getting a list of all adjunct faculty members by department so that she can randomly choose a member from each department to receive a \$10 gift card as approved by the Executive Board.

V. Treasurer's Report – Steve Lancaster

Treasure Lancaster reviewed the FA Treasurer's report for September 1, 2018 – October 30, 2018 and stated that we should show a surplus once the next bank statement is received and the installment from CTA is recorded. Treasurer Lancaster will be updating the Political Action Fund to reflect the latest funds remitted to support our candidate. He stated that the remainder of our budget seems to be in alignment.

VI. Director J Report – Eric Kaljumagi – No Report

VII. SOne/CTA State Report – Linda Chan

Linda Chan presented her CTA State Council report highlighting issues from the October 26-28 CTA State Council meeting. She noted that CTA believes language concerning dual enrollment courses should be included in collective bargaining agreements. NEA issues and legal update were noted. CTA Officer Election

candidates were listed. The CCA report and CFA issues were presented. The CTA Board approved \$3,000 for Mt. SAC Faculty Association in support of Ruth Luevand for BoT. Tony Thurmond running for Superintendent of Public Instruction appeared at the CTA State Council on Saturday, October 27 for a live Facebook press conference. Please tell family and friends to vote for Tony Thurmond for SPI.

VIII. Academic Senate Report – Martin Ramey – Written Report

A. Full Senate – The Senate met on Oct. 18 and approved the following actions: Recognized some 60+ recipients of the Senate's 10+1 Awards; Welcomed Dean Sam Agdasi from Tech & Health to campus; Authorized the creation of a Regular & Effective Contact Task Force, pursuant to the MOU signed between the District and the FA on Distance Learning; Authorized the creation of a task force on implications of the new funding formula; Authorized the creation of a task force to examine issues associated with the creation of new programs via external grants; Approved Resolution 18-10 supporting new and improved campus facilities. The Senate met on Oct. 25 and made recommendations as to the proposed resolutions being presented at the Fall 2018 Academic Senate for California Community Colleges (ASCCC) Plenary session in Irvine. Next Full Senate Meeting: Thursday, Nov. 8, 11:30 a.m. to 1 p.m., Building 77-1000.

IX. Hospitality Committee – Tamra Horton

A. Teacher Appreciation Week – On Tuesday, May 7th from 11:00 am – 5:00 pm, a Taco Spread will be set up from Sodexo. Food and drink will be set up in rooms 26A 1640/1644 to make it centrally located. Tables and easy-ups will be set up in the quad. Gift card raffle entries will be given to faculty who attend. Snack baskets will be delivered to Division Offices, Printing Services and Rep Council

B. Upcoming Items – The Committee requests that Faculty Association signs be purchased to advertise FA events. The Committee is interested in applying for a CTA Membership Engagement Grant. The next meeting is Thursday, November 8th and Monday, December 10th at 1:30 in 26A-1640.

X. Insurance Committee – Barbara Quinn – No Report

Barbara Quinn stated that the Insurance Committee meeting was cancelled. A motion was made and seconded to meet and discuss Insurance issues on November 20th. The motion failed but a second motion was approved to add Insurance Issues to the December 11 agenda.

XI. PT Advisory Committee – Linda Chan

A. PT Advisory Goals – The PT Advisory Committee is creating a purpose statement and would like to have its monthly reports sent to all Mt. SAC part-time faculty on a campus-wide listserv. Other goals are to educate adjuncts with regards to the faculty contract, their rights under title IX grievances, safety, sexual complaints, harassment reporting, medical insurance availability, retirement issues, what the role of student services is, resources for part-time faculty on the POD website, and how to apply for employment.

B. Request for Website Access – The Committee would like to have a place on the FA website for PT issues.

XII. Faculty Professional Development Council – Linda Chan

A. Review of PGI – The Committee would like the negotiating team to consider the Professional Growth Increment (PGI) Section. The Committee believes that this section is too vague and it is difficult to process what does or does not go to Salary and Leaves Committee.

B. Seat on Salary and Leaves Committee – The Committee would like to have a seat on the Salary and Leaves Committee in order to have a voice on matters of professional development.

XIII. Survey Committee – Michael Sanetrick

Michael Sanetrick presented the results of the FA Negotiations Survey. Items that scored the highest were highlighted in green. Items that scored second highest were highlighted in orange and the next tier was highlighted in yellow. Michael requested that the Executive Board review the results so that the Board can recommend Sunshine items to the December 11th Representative Council for approval.

XIV. Membership Committee – Liz Ward

Liz Ward presented the recommendations from the Membership Committee. An updated membership list especially of the adjunct faculty is necessary before contacting former fee payers. It was recommended that letters with the benefits of membership be mailed to former fee payers with an application and FA return envelope for convenience. Liz Ward requested access to CTA 360 for membership review and requested the purchasing of sandwich boards and banners for marketing purposes to advertise FA sponsored activities. The next Membership Committee meeting is scheduled for November 8th.

XV. Closed Session – Grievance and Negotiations Report

The Executive Board reviewed and discussed the Grievance and Negotiations reports.

XVI. Old Business – Action Items

A. Committee Appointments – A motion was made, seconded and carried to approve the following appointments:: David Mrofka to the FA Grievance Committee; Evelyn Heredia to the Membership committee; Lance Heard to the Police and Campus Safety advisory Committee; and Brian Scott to the Lab Parity Committee.

B. CTA LGBT Issues Conference Appointment – A motion was made, seconded and carried to approve Melinda Bowen be appointed to the CTA LGBT Issues Conference.

C. Negotiations Team Shadow Appointments – A motion was made, seconded and carried to direct Eric Kaljumagi to postpone appointments and extend the search for negotiations team shadows.

D. Political Action Funding Letter – The proposed Political Action Funding Letter was presented and is the same letter we sent out last year. This item has been postponed and will be an action item at the next Executive Board meeting on November 13th.

E. Spring Flex Day Involvement – Last year we provided breakfast for Spring Flex Day with the expense of \$1971. Our Spring Flex Day involvement was postponed and will be an action item at the next Executive Board meeting on November 13th.

F. December 11 Executive Board Meeting Location – We will need to determine a location for our December 11th Executive Board meeting. This item has been postponed and will be an action item at the next Executive Board meeting on November 13th.

G. Alignment with LA County Federation Labor – We have been asked to align with LA County Federation of Labor. The cost per member will be \$8. This item has been postponed and will be an action item at the next Executive Board meeting on November 13th.

H. Publicity and Marketing of FA – This item has been postponed and will be an action item at the next Executive Board meeting on November 13th.

I. 2018-19 Budget Amendments – The proposed budget amendments have been proposed: Reduce FA Officer stipends from \$27,000 to \$20,000; Reduce Governance from \$4,000 to \$1,000; Reduce

Conference and Training from \$25,000 to \$21,000. This item has been postponed and will be an action item at the next Executive Board meeting on November 13th.

XVII. New Business – Discussion

A. Committee Appointments – It has been proposed that Laura Wohlgezogen be appointed to the FA Membership committee and Kim Geary be appointed to the Political Action Committee. This will be an action item at the next Executive Board meeting on November 13th.

B. Sunshine Items for 2018-19 Negotiations – We will need to propose our Sunshine items for the 2018-19 Negotiations allowing the Representative Council to approve them at the next Representative Council meeting. This will be an action item at the next Executive Board meeting on November 13th.

C. Refreshments for December Representative Council Meeting – This will be an action item at the next Executive Board meeting on November 13th.

D. Salary Increases for FA Employees – This will be an action item at the next Executive Board meeting on November 13th.

E. Purchase of Promotional Items (Swag) – This will be an action item at the next Executive Board meeting on November 13th.

F. FA Team(s) for Caduceus Club's Mt. SAC Bowl – This will be an action item at the next Executive Board meeting on November 13th.

XVIII. Announcements

A. Next Executive Board Meeting – November 13th, 11:30–1:00 in FA Office.

B. Next Representative Council Meeting – November 6th, 11:30–1:00 in Founders Hall.

C. Next Board of Trustees Meeting – November 14th, 6:30 pm in Founders Hall.

D. Next CCA Conference – February 8-10 in San Diego and April 26-28 in Irvine.

E. Next SCOne Council Meeting – January 17th, 4:30-9:00 p.m. at the San Dimas Country Club.

XIX. Adjournment

The meeting was adjourned at 1:20 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association Secretary