

**Mt. SAC Faculty Association  
Executive Board Meeting  
February 1, 2019**

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

**I. Call to Order and Approval of Agenda**

The meeting was called to order and the agenda approved with a carried motion to reorder to address the Grievance and Negotiations Report first at 11:35 a.m.

**II. Approval of Minutes**

The minutes of December 11, 2018 were approved as written with minor edits.

**III. President's Report – Eric Kaljumagi**

A. President's Advisory Council (PAC) – PAC met on December 12 and heard reports from three groups. Barbara McNeice-Stallard presented the outcomes of the goal mapping exercise done at the Expanded PAC meeting in November. The Campus Equity and Diversity Committee noted that they are continuing their work on the Equal Employment Opportunity (EEO) plan for Mt. SAC with a goal of bringing recommendations to PAC by April. Finally, the Police and Campus Safety Advisory Committee will be sending out surveys in the spring. This committee will also create focus groups, review the Facilities Master Plan, and consider approaches to mental illness calls. The Mt. SAC Police Department expects to be POST certified by March. After these reports, PAC approved BP and AP 3050 (Institutional Code of Ethics) with the promise to return these documents to PAC for reevaluation next year. PAC also worked on BP/AP 7700 (Whistleblower Protection) and BP/AP 3565 (Smoking on Campus). The Council also met on January 9 whereupon BP/AP 7700 was approved. BP/AP 3565 underwent additional revision by the Council, and BP 5050 (Student Success) received its first reading by the Council. These latter two items were approved at a very brief PAC meeting on January 23. PAC will next meet on February 13.

B. Board of Trustees Meeting – The BoT met on December 12 and elected Trustee Hidalgo as President of the Board, replacing Trustee Baca. The Board recognized the dominating performance of the Mt. SAC Men's Cross Country Team and was informed that Dr. Ginny Burley is returning to Mt. SAC as interim VP of Instruction. After hearing a report from the college's auditor, the BoT accepted the audit reports and approved their contract with CSEA 651. This contract calls for a 2.71% salary increase plus an additional 1.29% increase in return for their commitment to select a mutually agreed upon third-party healthcare administrator for the 2020 calendar year. On January 9 the BoT heard from our financial advisors and learned that our bond rating is strong (Aa1/AA). Among the various consent items approved was an agreement for comprehensive interior design services for Founders Hall. The Board also nominated Trustee Gary Chow to run for the CCC Trustees Board of Directors and "sunshined" articles for negotiation with all three Mt. SAC unions. In addition, the BoT voted to authorize the sale of \$312M of bonds under Measure GO. This sale is nearly as large as the entire Measure RR authorization of \$327M and will allow completion of the Kinesiology complex and much infrastructure work. The BoT also discussed community workforce agreements, whereupon union wages are guaranteed in exchange for certain safeguards and training provisions. Union officials from the AFL-CIO addressed the BoT and noted that since Mt. SAC already uses over 90% union contractors, going to such an agreement would be simple. A representative from the Coalition for Fair Employment spoke against the agreements. The BoT will next meet on February 27.

C. Committee Vacancy – All members with committee terms that are ending will be notified in late February and an open call to fill positions for 2019-22 will be sent out in March.

D. Task Force Members Needed – Faculty are needed to serve on two joint task forces with the Academic Senate. The Class Size Task Force will review the appropriate role of the Academic Senate in determining class size, and the Number of Flex Days Task Force will consider the needs of faculty to meet for

large blocks of time. If you are interested in serving on either of these task forces, please contact the FA President at [ekaljumagi@msac-fa.org](mailto:ekaljumagi@msac-fa.org).

E. CCA Winter Conference – The CCA Winter Conference will be held February 8 – 10 in San Diego. Eighteen Mt. SAC faculty, including most of the negotiations team and roughly half the Executive Board will attend. It will have a focused strand on collective bargaining for the negotiations team and a brief voting session.

F. CalPERS Resolutions – On November 5 and January 23 the FA noted in emails to the Mt. SAC VP of Human Resources that the CalPERS resolutions of 2018 potentially altered the District's guarantee to faculty who retire under the new provision. We expressed our concern about possible future misinterpretations and asked that the CalPERS resolutions be corrected. On January 28 the FA received a memorandum that states that "[t]he District maintains its commitment to provide lifetime medical benefits ... in accordance with Section 8.E. of the Faculty Collective Bargaining Agreement." The entire memo was attached to Eric's report.

**IV. Vice President's Report – Joan Sholars – No Report**

**V. Treasurer's Report – Steve Lancaster – No Report.**

**VI. Director J Report – Eric Kaljumagi – No Written Report.** Eric will be running for CCA President

**VII. SOne/CTA State Report – Joan Sholars**

The CTA State Report highlighted that NEA will be recommending a candidate to support for the President of the United States at the RA in Huston, Texas this year. The CCA Winter Conference will be held in San Diego February 8-10. CCA State Council reviewed 10 bills of which 9 are to be WATCHED as they are SPOT bills. One bill that CCA Legislative Advocate suggested a SUPPORT position was on the bill proposing 2 years of free community college. Joan Sholars will be running for CTA Board of Directors District Q (Higher Ed). Also provided was the School Services California Community College financial update with an overview of the Governor's budget proposal and Community College financial projection out to 2023.

**VIII. Academic Senate Report – Martin Ramey – No Report**

**IX. Insurance Committee/Health Insurance Task Force – Barbara Quinn**

A. Insurance Committee – The Employee Benefits/Insurance Committee met on Tuesday, Jan 8, 2019. Faculty representatives were not in attendance. HR forwarded the CECHR presentation materials in which CECHR presented the scope and timeline for their consulting work. The power point presentation has been forwarded to the FA executive members for review. A request has been made to the Committee co-chair to see if minutes and the agenda can be available for review prior to future meetings.

B. Health Insurance Task Force – The Insurance Committee Task Force completed the final report which was submitted to the FA President in January. The report has been distributed to the Exec Board members and is listed for discussion later in the agenda.

**X. Adjunct Faculty Committee – Linda Chan – No Report**

**XI. Closed Session – Grievance and Negotiations Report**

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

**XII. Old Business – Action Items**

A. Negotiation Team Shadow Appointments – Masoud Roueintan – A motion was made, seconded and carried to approve the appointment of Masoud Roueintan as a Negotiation Team Shadow.

B. Negotiation Team Researcher Appointments – Eric Kaljumagi and past Researchers Pay – A motion was made, seconded and carried to approve the appointment of Eric Kaljumagi as a Negotiation Team Researcher and that Barbara Quinn, Vicki Greco, Serena Ott, and Sandra Esslinger be paid for past research on Health Benefits.

C. CCA Spring Conference Appointments – A motion was made, seconded and carried to approve the appointment of Gary Enke, Sandra Esslinger, Vicki Greco, Enriqueta Leyva, Laura Wills and Luisa Howell to the CCA Spring Conference. Michael Sanetrick will not be able to attend so one more delegate spot is available.

D. 2019 FA W.H.O Award – Barbara Quinn – A motion was made, seconded and carried to approve the nomination of Barbara Quinn for the 2019 FA W.H.O. Award.

E. FASAF Award Applications – A motion was made, seconded and carried to approve the 2019 FASAF Award Applications. It was noted that the time of the FA Awards Ceremony may change due to a possible time conflict with the Foundation's Student Awards Ceremony.

F. Health Insurance Task Force Recommendations – A motion was made, seconded and carried to approve the following Health Insurance Task Force Recommendations: 1.) Participate in the CECHCR District assessment and RFP process; 2.) Obtain a legal opinion from counsel with expertise in PEMHCA law and CalPERS; 3.) Honor the results of Spring 2018 full-time faculty medical benefits survey by remaining in CalPERS in the interim; 4.) Empower the Health Insurance Task Force to participate in the work with legal counsel and CECHCR.

G. FA Meeting Schedule 2019-20 – A motion was made, seconded and carried to approve the FA 2019 – 2020 Meeting Schedule.

H. Establishment of a 2<sup>nd</sup> Year Adjunct Faculty Advisory Committee – A motion was made, seconded and carried to approve the establishment of a 2<sup>nd</sup> year Adjunct Faculty Advisory Committee.

### **XIII. New Business – Discussion**

A. Spring Adjunct Faculty Orientation – A motion to suspend the rules and approve \$650 for the Spring Adjunct Faculty was made, seconded and carried.

B. CCA Spring Conference Appointment – Kristina Allende – It has been proposed that Kristina Allende be appointed to the CCA Conference. This will be an action item at the next Executive Board meeting on February 26<sup>th</sup>.

C. FA Budget Committee Appointment – Gary Enke – It has been proposed that Gary Enke be appointed to the FA Budget Committee. This will be an action item at the next Executive Board meeting on February 26<sup>th</sup>.

D. FA Open House – It has been proposed that the FA Open House be held on March 6 from 10:00 am – 4:00 pm. This will be an action item at the next Executive Board meeting on February 26<sup>th</sup>.

E. FA Retirement/Tenure Tea – It has been proposed that the FA Retirement/Tenure Tea be held on May 21 from 11:30 – 1:30 in Founders Hall. This will be an action item at the next Executive Board meeting on February 26<sup>th</sup>.

F. Faculty Appreciation Events – The Hospitality Committee has proposed the following activities: **March 5** – Coffee with the FA in Founder's Hall 10:30 – 11:30 & 1:30 – 2:30 at the Common

Grounds; **March 8** – Pizza and Beer with the FA at New York Pizza and Beer (You Survived the First 2 Weeks Celebration) from 12:00 – 2:00 pm with a proposed budget of \$500; **April 2** – Coffee with the FA in Founder’s Hall 10:30 – 11:30 & 1:30 – 2:30; **May 7** – Faculty Appreciation Meal from 11:00 am – 5:00 pm with a food budget of \$5000 and a one-time budget of \$2500 to purchase promotional items; This proposal will be an action item at the next Executive Board meeting on February 26<sup>th</sup>.

G. Students of Distinction Scholarships – Last year the FA contributed \$250 awards to the recipients of the Students of Distinction Scholarships. We will need to decide if we are going to give these awards again this year. This will be an action item at the next Executive Board meeting on February 26<sup>th</sup>.

H. Health Insurance Task Force Final Recommendations – This will be an action item at the next Executive Board meeting on February 26<sup>th</sup>.

I. Establishment of CTA-Retired Chapter – It has been proposed that we establish a CTA-Retired Chapter. This will be an action item at the next Executive Board meeting on February 26<sup>th</sup>.

#### **XIV. Announcements**

A. Next Executive Board Meeting – February 26<sup>th</sup>, 11:30–1:00 in FA Office.

B. Next Representative Council Meeting – March 5<sup>th</sup>, 11:30–1:00 in Founders Hall.

C. Next Board of Trustees Meeting – February 27<sup>th</sup>, 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 – March 6<sup>th</sup>, 4:30-9:00 p.m. at the San Dimas Country Club.

#### **XV. Adjournment**

The meeting was adjourned at 1:57 p.m.

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