

**Mt. SAC Faculty Association
Executive Board Meeting
September 24, 2019**

Present: Chan, Esslinger, Greco, Greenberg Heard, Kaljumagi, Lancaster, Ott, Sholars, Thomas, Uyeki, Ward, Woolery. **Absent:** Enke.

I. Call to Order and Approval of Agenda

The meeting was called to order and a motion was made, seconded and carried to approve the agenda with amended New Business – AA. PDC Discussion at 11:33 a.m.

II. Approval of Minutes

The minutes of August 27, 2019 were approved as written with minor edits.

III. President's Report – Joan Sholars

A. PAC – PAC met on Wednesday, September 11. AP 7250: Educational Administrators was approved. The FA and the Academic Senate pulled AP/BP 3900 Freedom of Expression. The next PAC meeting is Wednesday, September 25.

B. Board of Trustees – The FA asked the BoT to pull an item from the agenda concerning a probationary faculty member. According to the agenda, the faculty member was required to redo Year 1. The Board pulled the item but only asked the District questions. The Board then voted to approve the item. Joan filed a grievance the next morning because our contract states that our probationary period is 4 years. Dr. Scroggins, Emily Woolery and Joan met on Monday, September 16 to discuss the matter. We signed a Side Letter stating that the District will offer tenure to the faculty member after three years if the remaining evaluations are okay. We now have another faculty member who has received notice that they need to redo Year 1 of their probationary period. We are working on the same agreement but this faculty member is asking if there is anything else they can do.

C. Meetings with CSEA – Emily Woolery, Robert Stubbe, and Joan met on Thursday, September 19. Robert Stubbe is the President of CSEA 262. We are scheduling monthly meetings and are inviting CSEA 651. The next meeting is scheduled for October 10.

D. Next Representative Council Meeting – Linda Chan and Joan attended the Region 2 Leadership Conference in Reno this last weekend. Joan attended a 7 hour workshop on membership engagement and development on Friday, September 20. She also attended the President's meeting on Friday afternoon. On Saturday we attended sessions on Leadership styles and Engaging in Effective Conversation (Linda), Adult Bullying and Harassment: What Can We Do (Joan), Legal Strategies to Improve Your Bargaining Leverage (Joan), Equity in the Classroom and Above (Linda), Advancing the Art of Negotiation (Joan and Linda), Advocacy During Investigatory Interviews (Joan). George Sheridan, NEA Executive Committee member, was the keynote speaker on Sunday afternoon.

E. FPDC and Salary and Leaves – FPDC has asked to attend a Salary and Leaves Committee meeting to talk through some of the difficulties they have with the SLOW approval process by S&L. Tamra Horton has asked if she could replace Joan Sholars on S&L as she serves on FPDC and could act as a liaison between the two committees.

F. Election – Ballots are due back tomorrow for the election for our vacant Executive Board seat. This election has brought to the forefront our problems with elections. In order to get ballots out, it takes the staff about 4 days. We have to mail ballots to the Older Adult members and mail all the other ballots to the different departments. This method is time consuming as well as expensive. Eric Kaljumagi researched electronic voting a few years ago. Joan would like to get the Executive Board's approval to start

this research again. We cannot use Mt. SAC's email system to do the electronic voting; in fact, we have to use an approved CTA source.

G. Newsletter – The deadline for articles for the next newsletter is October 4. That will allow Joan time to get the articles formatted for the newsletter and hopefully get the newsletter out the following week. Linda Chan and Herschel Greenberg are writing an article concerning adjunct issues. Gary Enke is writing an article concerning rallying efforts. Joan will be writing a negotiations update and a budget update. Joan needs volunteers for articles.

H. AirBNB – Faculty received an email last week concerning the District stating that employees can no longer use AirBNB. Joan did write an email to Dr. Scroggins, Abe Ali, and Mike Gregoryk asking for reasons and stating she believes that this should have been negotiated or at least they should have given all the unions a heads up. She had a meeting this morning with Abe to talk about several topics. There will be a verbal update today. By the way, the District outlawed AirBNB but did not outlaw Home Away or other companies that offer the same service.

IV. Vice President's Report – Emily Woolery

A. PAC – PAC met on September 11. We heard a Budget Committee Update. Academic Senate and Faculty Association pulled BP/AP 3900 – Freedom of Expression for further review and discussion. PAC will meet again on September 25.

B. Board of Trustees – The BoT met on September 11. Our new full-time probationary faculty were introduced. We heard information reports on Distance Learning and the 2019-20 Adopted Budget. Student success in distance learning courses is increasing, with a 2.4% gap in success rates between face-to-face and online courses. With the budget report, the impact of the Student Centered Funding Formula (SCFF) on the community college system and on Mt. SAC is still to be determined. The BoT will meet again on October 9.

C. Student California Teachers Association – Student California Teachers Association (SCTA) was successfully reactivated with thirteen charter members. We will meet on Thursdays from 1:30 – 2:30 PM. We seek a regular meeting location. You can follow SCTA-Mt. San Antonio College on Facebook, Instagram, and Twitter. Look for @scta.mtsac or @scta_mtsac.

D. Other – On behalf of the FA, Emily attended meetings regarding: (a) regular and effective contact in distance learning courses and (b) sabbatical orientation.

V. Treasurer's Report – Steve Lancaster

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2019 – September 20, 2019 and stated that this was our first official report of the year. All of last year's approved 2019-2020 budgets are reflected in the report. Dividends and interest will be reported after receiving the bank statement in October.

VI. Director J Report – No Report

VII. SOne/CTA State Council Report – Joan Sholars

A list of CCA bills with CTA's position was provided. Joan will be attending the President's meeting held on Wednesday, September 25th in Monrovia from 11:00 – 3:00. Joan stated that CTA State Council will be held at the end of October and the District Q, Higher Ed Director will be voted on at this meeting. Joan announced she is running for this position. The next SOne meeting is October 2, 2019 from 4:30 – 9:00 pm at the San Dimas Country Club.

VIII. Academic Senate Report – Chisa Uyeki

A. Appointments and Election – Lance Heard was elected on September 12, 2019, to serve a two-year term (19-21) as Co-VP of the Academic Senate. The following committee and council appointments have been made: 1) Student Prep & Success: Matt Munroe, Math (19-20) and Sara Mestas, Counseling (19-21); 2) SSSPAC: Jesse Lopez, Counseling; 3) Donna Necke and L.E Foisia to share Noncredit EDC appointment; 4) Associate Dean, Arts hiring committee appointments: Emily Woolery (Library), Tiffany Kuo (Music), and Steve Burgoon (Commercial & Entertainment Arts). A call has gone out for faculty to participate on Workgroup on AP 3445 Accessibility of Electronic Media.

B. Actions of the Senate – Richard Mahon, VPI, was welcomed at the September 12th Senate meeting. He expressed interest in identifying ways that he can connect with faculty to support our work. Faculty Town Hall on Student Centered Funding Formula is scheduled for Thursday Oct 10, 2019, from 3-4:30 in Founder's Hall to discuss academic and professional considerations. Senate approved the submission of a letter to Assembly Member Chen and Senator Chang in support of AB 48: Education finance: school facilities: Public Preschool, K-12, and College Health and Safety Bond Act of 2020. Multiple Measures Task Force Recommendations were accepted by the Senate. Workgroup on Electronic Media AP was formed and a call for faculty participation went out. Textbook and Instructional Materials Committee purpose & function was approved, creating a committee that was initially recommended by the Senate Textbook Task Force, but with an expanded purpose to include affordability, OER, copyright, and accessibility.

C. Requests for Faculty Positions – Requests for Faculty Positions are due to Laura Martinez by September 30th. The President had said that we will likely only hire to keep our number of faculty at the current level (so only as many as needed to replace the number of faculty who leave). Since then, as noted in the President's Cabinet notes, "Chancellor's Office released revised Fall 2019 Full-Time Faculty Obligation Numbers and Mt. SAC's revised FON for Fall 2019 is 443.1, down from 447." As faculty we should continue to assert that the FON as a minimum. If we want to be a campus of excellence and support student goals such as completion, we should hire to support our programs and student needs, rather than to hit a minimum.

D. Improving Online CTE Pathways (IOCTEP) Grants – Mt. SAC was awarded two grants. Over the summer Lance and Chisa met with Meghan Chen, the Principle Investigator for the grants to discuss the faculty role in implementing the grants. An advisory board is required to oversee implementation and Meghan has proposed that one board oversee both grants. Faculty have been appointed to this advisory board.

E. Committee and Council Openings – A list of Committee and Council openings for Fall 2019 were listed. Terms are for three years (2019-2022) unless otherwise noted. If interested in serving please contact Senate President, Chisa Uyeki.

IX. Adjunct Faculty Committee – Linda Chan

A. Adjunct Faculty Advisory Committee – The first meeting was held Tuesday, September 17th in the FA Office from 11:30 – 1:00. The topics discussed were membership engagement, updating the brochure, increased communication and pro-adjunct faculty engagement. Adjunct Faculty involvement in department meetings and elections was discussed as well as bumping rights, leaves of absence, sabbaticals for adjuncts and adjuncts rights for available workspace. The next Adjunct Advisory Committee meeting is scheduled for Tuesday, October 15, 2019.

X. Hospitality Report – Joan Sholars – No Report

XI. **Insurance Committee** – Open Enrollment ends September 27, 2019.

XII. Closed Session – Grievance and Negotiations Report

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

XIII. Old Business – Action Item

- A. Celebration of Our Adjunct Faculty - Budget – A motion was made, seconded and carried to approve the budget of \$2000 for the Adjunct Faculty Celebration on October 22nd to cover the cost of food and gift cards.
- B. STRS Workshop – A motion was made, seconded and carried to postpone this item until the next Executive Board meeting on October 8th.
- C. Membership Benefit Workshop – A motion was made, seconded and carried to approve the budget of \$500 for the Membership Benefit Workshop on November 5th.
- D. Interest Based Bargaining Training – Many of the Executive Board were unable to attend both days of the proposed IBB Training October 18th and 19th. This training invitation will be presented to the Representative Council on November 5th.
- E. FA Retreat – Annual Celebration – A motion was made, seconded and carried to approve the budget of \$2000 for the FA Retreat Celebration.
- F. Bylaws/Standing Rules – A motion was made, seconded and carried to postpone this item until the next Executive Board meeting on October 8th.
- G. 2019 Fall CCA Conference Appointment – A motion was made, seconded and carried to approve the appointment of Ellen Straw, Lucille Howell and Manuel Castillejos to the 2019 Fall CCA Fall Conference.

XIV. New Business – Discussion

- A. 2020 Negotiation Team – Emily Woolery, Sandra Esslinger and Joan Sholars (Lead) are the proposed 2020 Negotiation Team with Linda Chan as the resource for Adjunct Faculty. This will be an action item at the next Executive Board meeting on October 8th.
- AA. PDC Discussion – AP 7160 and BP 7160 regarding Professional Development will be going to Academic Senate for approval. Please review and if there are any suggestions or concerns to bring back to FPDC, please let Linda Chan know. This will be an action item at the next Executive Board meeting on October 8th.
- B. Adjunct Faculty Advisory Committee Mid-Year Elections – Several departments do not have representation due to Adjunct Faculty Representative either getting hired full time or moving to a different college. This raises the question as to if we would like to conduct mid-year election to fill these vacancies. This will be an action item at the next Executive Board meeting on October 8th.
- C. Number of Flex Day Task Force Appointments – Herschel Greenberg has volunteered to serve on the Number of Flex Day Task Force. This will be an action item at the next Executive Board meeting on October 8th.
- D. National Center's Higher Education Labor-Management Conference Appointments (December 6-7, 2019) – It has been proposed to appoint Sandra Esslinger, Joan Sholars, Tamra Horton and Linda Chan to the National Center's Higher Education Labor-Management Conference held December 6-7, 2019.

XV. Announcements

- A. Faculty Townhall – Thursday, October 10, 3:00 p.m. in Founders Hall.

XVI. Adjournment

The meeting was adjourned at 1:17 p.m.

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