

**Mt. SAC Faculty Association
Executive Board Meeting
February 25, 2020**

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

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 at 11:35 a.m.

II. Approval of Minutes

The minutes of February 18, 2020 were approved as written.

III. President's Report – Joan Sholars

A. Adjunct Faculty Orientation – The Adjunct Faculty Orientation was held last Thursday, February 20. Approximately 60 - 65 new adjunct faculty attended. Five new adjunct faculty applied to join CTA at the orientation and many adjunct faculty filled out the CTA application in their hire packets. We now have 25 – 30 new adjunct faculty members! The orientation informed them of contractual issues as well as the evaluation process and forms.

B. FLEX Day – The FA presented “Negotiations Update: What to Expect in the Next Contract” and followed up with a questions and answers session. Also highlighted was the “Schools and Community First” ballot initiative and many faculty were recruited to sign the petition to get it on the November ballot.

C. School's and Community First – Eric Kaljumagi will be hosting a table outside Building 60 from 11:00 – 3:00 on Monday, March 2nd to acquire student, faculty and staff signatures for the Schools and Community First initiative. If anyone is available to help Eric, please assist him in gathering our goal of 600 signatures.

IV. Vice President's Report – Emily Woolery

A. Grievances – Several faculty have asked the FA questions. These will be reviewed in Grievances.

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

VI. Director J Report – Linda Chan – No Report

VII. SOne/CTA State Council Report – Joan Sholars/Eric Kaljumagi

A. CCA Conference Call – Eric Kaljumagi announced that there will be a CCA Conference call today at 5:00 p.m.

B. Service Center One – Joan announced that she will not be able to attend the March 11, 2020 SOne meeting. Linda Chan volunteered to attend in her behalf.

VIII. Academic Senate Report – Chis Uyeki/Lance Heard

A. Equivalencies – Equivalencies are in need of updating to bring our process and policies in line with state law, regulations, and the intent of the equivalency process. Senate will be working with Departments that are hiring this Spring.

B. First Full Academic Senate Meeting – The first full Academic Senate meeting will be this Thursday, February 26th at 11:30 in Founders Hall.

C. New Senate Structure – The Academic Senate is undergoing a new structure with the creation of new committees. Senate will be reaching out to faculty to fill these new committees.

D. Student Support Intervention – Senate is looking into creating a new student support group to help students who are falling through the cracks and give them the support needed to get back on track to completing their educational goals.

E. Senate Executive Board Vacancy – Nominations will open February 26th for the vacancy on the Academic Senate Executive Board for Spring 2020.

F. FLEX Day Task Force – Spring FLEX Day was a huge success! Result of the Spring FLEX Day survey will provide valuable information for future planning. The FLEX Day Task Force will be meeting on Tuesdays at 3:00 starting March 10th.

G. Dr. Frank Harris III – Dr. Frank Harris III will return to Mt. SAC on March 11th and March 12th. On March 11th he will discuss Underserved Students in Community College: Trends, Challenges and Opportunities. On March 12th he will have an interactive session on the Effects of Macroaggressions and Belonging and Success for Students of Color.

IX. Adjunct Faculty Advisory Committee – Herschel Greenberg/Linda Chan- No Report

X. Insurance Task Force – Sandra Esslinger/Vicki Greco/Tamra Horton

A. STRS Audit Report – Members brought the findings and recommendations from the 2019 STRS Audit Report to FA Leadership's attention and inquired about the District's response to the report. Findings in the report included 1.) A retired manager's vacation days were counted as excess sick days; 2.) Retired faculty's sick hours from extra pay assignments (overload) were not included in their excess sick days total and that per Education Code up to 12 sick days (1 per month worked) should be credited to eligible faculty, including those who earn sick hours for extra pay assignments. The report also noted that the District not being able to provide a record of faculty's overload accrual of sick days prior to 2008 when the District began using Banner was problematic. At the FA's request, the District provided a copy of its response to STRS. In its response, the District asserted that the conversion of the retired manager's vacation days to excess sick days was allowable and that Education Code's language on crediting additional base sick days beyond the 10 contracted months is specific to pay period timelines and that the District stands by its conservative interpretation of Education Code. The District did admit to error on failing to count the overload sick time into the retired faculty's total sick days, but stated that it was only an error in that single case and not more widespread.

B. Attorney Fees – We are requesting a flat fee quote from our attorney.

C. Insurance Committee Proposal – Sandra Esslinger proposed that we create an Insurance Committee as a standing committee to review and evaluate current insurance needs and future insurance proposals.

XI. Professional Development Committee – Linda Chan – No Report

XII. Closed Session – Grievance and Negotiations Report

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

XIII. Old Business – Action Item

A. Academic Awards Packet – A motion to approve the Academic Awards Packet was made, seconded and carried. Packets will be printed and sent to all Divisions, Financial Aid and will be made available to students and faculty on their portals.

B. Extra Curricular Awards Packet – A motion to approve the Extra Curricular Awards Packet was made, seconded and carried. Packets will be printed and sent to all Divisions, Financial Aid, Competition Directors/Coaches and will be made available to students and faculty on their portals.

C. CTE Awards Packet – A motion to approve the CTE Awards Packet was made, seconded and carried. Packets will be printed and sent to all Divisions, Financial Aid, CTE programs and will be made available to students and faculty on their portals.

D. Calendar 2021 - 2022 – Both proposed “A” and “B” 2021 – 2022 Calendars will be presented to the Representative Council on March 3rd. A motion was made, seconded and carried to recommend Calendar “A” to the Representative Council. (4 aye, 2 nay, 5 abstention).

E. Standing Rules/Bylaws– A motion was made, seconded and carried to amend the previously adopted motion and pull Standing Rules/Bylaws from the Representative Council agenda. A motion was then made, seconded and carried for interested Executive Board members to meet and review the Standing Rules/Bylaws.

XIV. New Business – Discussion

A. 2019 – 2020 Negotiation Sunshine Letter – A motion to postpone 2019 – 2020 Negotiations Sunshine Letter was made, seconded and carried. This will be a New Business item at the March 10th Executive Board meeting.

B. Election Announcement – Elections for 2020 – 2021 will open at the March 3, 2020 Representative Council meeting and will close at the April 7, 2020 Representative Council meeting.

C. Proposed Strike Timeline – Two proposed Strike Timelines were presented. The first has a sooner deadline of June 1, 2020 and the second pushes the deadline to August 24, 2020. This will be an action item at the next Executive Board meeting on March 10th.

D. AP/BP 3410 – The Executive Board was directed to review AP 3410 and BP 3410. These will be action items at the next Executive Board meeting on March 10th.

E. AP/BP 3430 – The Executive Board was directed to review AP 3430 and BP 3430. These will be action items at the next Executive Board meeting on March 10th.

F. AP/BP 3440 – The Executive Board was directed to review AP 3440 and BP 3440. These will be action items at the next Executive Board meeting on March 10th.

XV. Announcements

A. Next Representative Council Meeting – Tuesday, March 3, 11:30 – 1:00 in Founders Hall.

B. Next Board of Trustees Meeting – Wednesday, February 26, 6:00 p.m. in Founders Hall.

C. Next Executive Board Meeting – Tuesday, March 10th, 11:30 – 1:00 in the FA Office.

D. CCA Spring Conference – April 24 – 26 at Irvine Hilton.

E. Next SCOne Council Meeting – Wednesday, March 11th, 5:00-9:00 p.m. at the San Dimas Country Club.

F. Puttin' On the Hits – March 21, 2020 at 3:00 and 7:00 p.m.

XVI. Adjournment

The meeting was adjourned at 1:25 p.m.

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