

**Mt. SAC Faculty Association
Executive Board Meeting
May 12, 2020 via Zoom**

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

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 flexibility at 11:35 a.m.

II. Approval of Minutes

The minutes of April 28, 2020 were approved as written.

III. Elections Report and Discussion – Phil Wolf – Elections Chair

After discussion, a motion was made, seconded and carried (Aye – 3; Nay – 2; Abstain – 6) to run the 2020-21 FA elections again noting that mistakes were made due to COVID-19 and leave the process in the hands of the FA Elections Committee. Ballots will be reprinted and the FA staff will assist in getting the ballots ready for mailing. A Zoom meeting with candidates will be scheduled to discuss the ground rules. Eric Kaljumagi will get names and campaign statements posted on the FA website up before ballots are received.

IV. President's Report – Joan Sholars

A. FA Report to the Board of Trustees – Joan shared her letter to the Board of Trustees meeting to be held Wednesday, May 13th. The following is her report:

At Rep Council on Tuesday May 5, nominations were closed for the Executive Board. Ballots were mailed on Thursday, May 7 and are due back in two weeks. Nominations are:

Vice President: Emily Woolery and Tamra Horton

Secretary: Liz Ward and Vicki Greco

Treasurer: Masoud Roueintan and Linda Chan

Full-time Director (vote for three): Robert Piluso, Joshua Christ, Luisa Howell, Tony Rivas and Maya Alvarez Galvan

Part-time Director: Ellen Straw and Judy Lawton

Rep Council also recommended Version A of the Academic Calendar for 2021 -2022 and approved the recommendations from the workgroup on AP3445. Our next Rep Council meeting is Tuesday, June 2.

The FA Negotiation Team for our current year negotiations includes Joan Sholars, Lead, Sandra Esslinger, Emily Woolery and Robin Devitt, CTA. Our shadows are Vicki Greco and Herschel Greenberg. Our resource/researchers are Maria Davis, Judy Lawton and Linda Chan. We look forward to working with the District during these challenging times.

The FA is currently reviewing APs on hiring faculty, management and executive management. The APs on harassment and discrimination have been pulled by the District since the new Title IX regulations came out last week from the federal government.

The District and the FA have been diligently meeting to work together to handle the issues and concerns of the faculty and the administration during these challenging times. We have worked on side letters to compensate faculty for their training during the 2 week closure and are currently working on a side letter to compensate the faculty mentors for the work that they have done and are continuing to do. We have worked on a side letter concerning the additional training that most faculty will need in order to teach this summer and fall – FOMA training that the Academic Senate mentioned in their report.

The FA and the District are working out the details concerning evaluations for faculty in the fall. These evaluations concern regular tenured faculty, adjunct faculty and probationary faculty. We are very close here and are just finishing up a few details.

We are still working on cleanliness and sanitization of our classrooms, labs and workspaces, class size, office hours, among other things. Each time we think we might have answered all the questions and concerns, something else comes up. The FA appreciates the District's attention to these matters and both the FA and the District have been working collegially with each other during these times.

Some classes will be brought on campus during the summer. The District has started a workgroup to discuss the logistics of such a move. Both the FA and the AS have appointed a faculty member to that group. The FA appointed Masoud Roueintan from Chemistry. This is an extremely important workgroup that will discuss the challenges of bringing faculty and students to the campus – how to keep social distancing and how to keep the workspaces sanitized during and between classes. Faculty are constantly updating the FA about the dangers of any return to campus.

I know that you are waiting with baited breath about our just finished negotiations and the ratification of the new contract. The ballot to ratify the contract is in the mail to our members. The FA Executive Board voted to recommend ratification, although not unanimously. The FA held an information session last Tuesday, May 5 and are holding another information session/office hour on Thursday, May 14 from 2 – 3. While the FA Executive Board believes that the contract will be ratified, the FA does know that there is unrest and unhappiness among the faculty, especially when it comes to health care. Faculty feel strongly that the District has put their health and safety at risk due to their insistence on a change from CalPERS to SISC – for reasons that the faculty cannot understand.

While negotiations ended abruptly last month due in part to these unusual circumstances we find ourselves in, the District should not think that the faculty are happy or content with the results. Without any offer for health care, the district has placed the faculty at least \$1M behind the other groups on campus in regards to health care for their members and other employees of the college. Faculty's hard work far exceeded the District's expectations, while the common sense expectation of having their health care funded at least at the same level as all other employees was far below any expectation they could have had. It was a slap in the face to them. Peace in the ranks and respect for faculty work and life is not something that the District is fostering at this time. Faculty see the District as not recognizing our efforts or our dedication to our students and the college.

The FA is hopeful that our upcoming negotiations will produce results that can make both groups satisfied with the results. This is not the case this time.

V. Vice President's Report – Emily Woolery

A. Board of Trustees (BoT) – The next BoT meeting is May 13th and Emily will attend closed session with a faculty member.

B. TRI and FOMA Meetings – Emily continues to attend meetings with Joan related to the ongoing Temporary Remote Instruction (TRI) and the forthcoming Fully Online by Mutual Agreement (FOMA). Sandy Esslinger and Chisa Uyeki have attended some meetings as well.

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

VII. Director J Report – Linda Chan

This year's CCA Board planning meeting will take place at the end of May. Congratulations to Luisa Howell, who is our new director from District J (Mt. SAC).

VIII. SOne/CTA State Council Report

CTA offered an unemployment workshop last week primarily geared for unemployed part-time faculty. This workshop will be repeated next Monday, May 18th, at 5:00 pm. The effect of COVID-19 to the California economy has been impactful. Look for updates from Eric and Joan regarding further information from CCA and CTA. CTA is hosting a series of workshops related to Board elections that you can register to attend.

IX. Academic Senate Report – Chis Uyeki

A. Elections – The following are the election results: • Co-Vice President, 2-year term: Kelly Rivera (Political Science) • Senators-at-Large: Bruce Nixon (Mental Health) and Shiloh Blacksher (Psychology) • Nominations are currently open for the position of Secretary, (1-year term).

B. Approvals – The Senate approved the following: 1) AP 4225 Course Repetition and Withdrawals; 2) Outcomes Committee Purpose and Function, and Outcomes Committee Goals and Objectives; 3) Faculty Professional Development Council Purpose and Function; 4) Revised Distance Learning Course Amendment Template to meet 2019 Title 5 requirements; 5) Resolution 20-05: Temporary Remote Instruction; 6) DLC Recommendations: Online Campus Offerings for Summer and Fall 2020; 7) Resolution 20-07: Nomination for ASCCC Area C Representative, Lance Heard.

C. Appointments – The following appointments were made: 1) Noncredit Guided Pathways Mapper: Michael Ngo (ESL Counselor); 2) Distance Learning Coordinator (2 year term 20-22): Carol Impara (Nutrition); 3) Outcome Coordinator (2 year term 20-22): Kim-Leiloni Nguyen (Biology); 4) AA Language Arts Degree Taskforce: Bianca Lee (ENGL); Gary Enke (ENGL); Francesca Rinaldi (SPAN); Kristina Allende (ENGL); Emily Versace (COUN); Patricia Maestro (COUN); 5) AA Natural Sciences Degree Taskforce Nominations--Janet McMullin (MATH); Becca Walker (GEOL); Mark Boryta (GEOL); Eugene Mahmoud (ENGR); Patricia Maestro (COUN); 6) AA Environmental Studies Degree Taskforce Nomination--Janet McMullin (MATH); James Stone (POLI); Becca Walker (GEOL); Mark Boryta (GEOL); Patricia Maestro (COUN).

D. Assistant Distance Learning (DL) Coordinators – Our DL leaders have had to tackle a tremendous increase in work. We have seen a swift increase in faculty sign-ups for SPOT (Skills and Pedagogy for Online Teaching), the certification that is required under usual circumstances to teach online at Mt. SAC. • SPOT sign-ups AY 2018-2019: 139 • SPOT sign-ups 7/1/2019 - 2/23/2020: 59 • SPOT sign-ups 2/25/2020 - 5/11/2020: 260. To facilitate certification of as many faculty as possible two additional faculty, Sandra Wetherilt (Nutrition) and Mike Dowdle (Psychology), both previous DL Coordinators, have been appointed as additional Assistant DL Coordinators. They have already gotten started and will also be able to provide much needed support over the summer and during fall semester as well.

E. CCCCO Distance Education Addenda – As part of our submission of the summer and fall Blanket Addendum for Distance Education which we will submit to the Chancellor's Office (CO) we must include a plan for review and approval of all courses which will be taught as Distance Learning (DL) courses in summer and fall that do not already have an approved DL amendment. We estimate that there will be 1,500 credit and noncredit courses that will need to be reviewed for either regular Distance Learning or FOMA (Fully Online by Mutual Agreement). Even with changes to the review and approval process (adding additional faculty to do technical review, and a curriculum subcommittee of DLC to review and make recommendations on DL Amendments) we are certain that we cannot retain our rigorous process, ensure quality curriculum, and complete the process by the CO December 2020 deadline. We met with members of the CO and they were very open to our providing a plan and adjusted timeline that includes a clear demonstration of our process to indicate the need for additional time to complete the process.

F. Referral System for Student Support – A referral system was developed in response to requests at the Senate Q&A for additional support in reaching out to students. Student Services worked with a team from IT to launch the program using Navigate, a product that we have been working on implementing for scheduling and other student support. On the first day we had more than 3500 responses from faculty, with 1194 referrals made in the first two weeks. All 1194 students have been sent email messages with links to

resources, and calls are in progress to these students. There will be individualized follow up for each of those students.

G. CARE Act Workgroup Meeting – The first meeting was held 4/29/2020, and a discussion of the restrictions of the funding, and some possibilities for the campus plan for the CARE Act. Faculty are being included in the workgroup.

H. Statewide ASCCC – ASCCC president John Stankas, submitted a letter to the Senate and Assembly Budget Committees asking that the allocation of funds to CalBright be reconsidered, stating that, “The funding allocated to the online community college, Calbright, could be better used to protect student access in the accredited colleges.” He also stated: “The faculty of the California Community Colleges firmly believe that we can better respond to the needs of the state with an intensive one-time investment in the infrastructure needed to provide virtual instruction and services at the colleges, which would protect access during times of social distancing and in response to a variety of crises colleges may encounter in the future. We also believe that modest ongoing investments to fund the Library Services Platform to ensure equitable access to library services for all students and professional development for all employees to serve the needs of students and communities during this and future crises would serve more people and protect the ideal of equitable access to higher education that all Californians share.” Faculty will be participating in both of the upcoming ASCCC virtual conferences: Jun. 17-19, Faculty Leadership Institute, Virtual; July 08-11, Curriculum Institute, Virtual.

X. Adjunct Faculty Advisory Committee – Herschel Greenberg/Linda Chan

The Adjunct Faculty Advisory Committee will be hosting a forum “For Adjunct, by Adjunct” on Friday, May 17th from 12:00 – 1:30 p.m. held on the POD website. Sokha Song (HR) will be attending and will assist adjunct faculty with handling current safety and DL issues. With the shift to DL learning, students are most likely filing complaints with department chairs and adjunct faculty are concerned about the impact these complaints have on their personal files.

XI. Insurance Task Force – Sandra Esslinger/Vicki Greco/Tamra Horton – No Report

XII. FA Web Page Update – Liz Ward

The FA web page should be ready for the Executive Board to review before the next meeting on May 26th. Joan’s bio and picture have been sent to Brian Yokoyama as well as the list of committees and members. We need to determine which of the 22 FA committees we want placed on the website (11 committees are currently posted). The Executive Board will be able to view on the temporary FA site: msac-fa.org.temp. Our site has 5 emails available: 1) AFAC; 2) FA Awards; 3-5) Eric Kaljumagi.

XIII. Closed Session – Grievance and Negotiations Report

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

XIV. Old Business – Action Item

A. 2020 Faculty Appreciation – A motion failed to be made. Faculty Appreciation will be revisited for a possible celebration in the Fall.

B. Awards Ceremony – A motion was made, seconded and carried to mail the FA Awards recipients their financial awards once the recipients’ Spring grades have been posted.

C. Electronic Voting – A motion was made, seconded and carried to recommend to the Representative Council that the FA move to electronic voting in the future. The online voting information will need to be mailed on postcards to faculty with a passcode to check in. This will not be cost-saving at first due to the cost of postage. Once all/most personal emails are received from faculty, the process will be less expensive and electronic voting will alleviate the burden of counting votes.

D. 2020 – 2021 Negotiation Shadows – A motion was made, seconded and carried to approve the appointment of Vicki Greco and Herschel Greenberg as Negotiation Shadows to the 2020 – 2021 Negotiation Team. A motion was made, seconded and carried to approve the noted Spring and Summer compensation for shadows and resources with the individual's option of LHE or stipend.

E. Decision Making Protocol – It was recommended that a task force be created to determine recommendations to be presented to the Executive Board for decision making protocols/guidelines to possibly be placed in the Standing Rules. Specifically in emergency situations, perhaps something can be built into our FA Committees to lift some of the burden off the President and Vice President.

F. 2020 – 2021 Meeting Calendar – A motion was made, seconded and carried to postpone to the next Executive Board meeting on May 26, 2020.

XV. New Business – Discussion

A. FA Insurance Committee (need a standing rule change) – It was recommended that we create an Insurance Committee and that a mission statement be created by Sandra Esslinger. This will be an action item at the next Executive Board meeting on May 26, 2020.

B. Bylaws/Standing Rules – A meeting will be announced to review and discuss the Bylaws and Standing rules. This will be an action item at the next Executive Board meeting on May 26, 2020.

C. Hiring APs (AP 7120, AP 7122, AP 7127) – The Executive Board was directed to review the three hiring APs. These will be an action items at the next Executive Board meeting on May 26, 2020.

D. No Confidence Vote in Dr. Scroggins – The Executive Board will need to consider the pros and cons of voting “No Confidence” in Dr. Scroggins for his handling of the closure of Mt. SAC due to COVID-19. This will be an action item at the next Executive Board meeting on May 26, 2020.

E. Summer Meetings – The FA Executive Board will need to meet this Summer and dates/times will need to be determined. This will be an action item at the next Executive Board meeting on May 26, 2020.

F. Summer Treasurer Compensation – Our current Treasurer will need to be compensated for training the Treasurer-elect during the summer months. This will be an action item at the next Executive Board meeting on May 26, 2020.

XVI. Adjournment

The meeting was adjourned at 1:28 p.m.

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