

**Mt. SAC Faculty Association
Executive Board Meeting
October 13, 2020 via Zoom**

Present: Alvarez-Galvan, Chan, Esslinger, Greenberg, Heard, Howell, Kaljumagi, Lawton, Piluso, Rivera, Sholars, Thomas, , Uyeki, Ward, Woolery.

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 11:32 a.m.

II. Approval of Minutes

The minutes of September 29, 2020 were approved as written.

III. President's Report – Joan Sholars – Report to BoT

A. Electronic Voting – The Faculty Association Representative Council met on Tuesday, October 6. The Rep Council approved using electronic voting for our elections and contract ratification from now on. Joan Sholars and Emily Woolery are working on getting that all set up for our next election.

B. CCA Fall Conference – The CCA Fall Conference was held Wednesday, October 7 – Saturday, October 10 virtually. Sessions included grievances, bargaining, the State Budget, and White Fragility. It was a good conference but hard for some of our members to attend as sessions were held in late afternoons and early evenings when some of us are still working and teaching.

C. Negotiations – Negotiation teams met on Monday, October 12 from 9 – 1. The District finished their proposal on Article 10 and responded to the FA's proposal on Article 13. The District does not want to open further articles until these are finished but the FA believes that is a stalling technique used by the District. The more that salary and health and welfare benefits is postponed, the better for the District because the faculty will just continue to be frustrated that they are treated differently from the other groups on campus. The District has also restricted the number of dates that they are available for negotiations for the remainder of the year. While at most we could have 3 -4 more meetings this semester, the District wants to restrict that number to at most 3 more meetings and then only if the FA agrees to finish the articles being worked on now and not introduce any new articles.

D. Title V – At the Saturday Board of Trustees Study Session, the Board was given information concerning our Title V grant. The District has brought proposals to the FA about equity, diversity and inclusiveness (EDI) but have not listened or heard our concerns about their wish list. The FA believes that continuous training and education for our faculty (all faculty – full time, adjunct, credit, non-credit) should be at the top of the list of things that we want to accomplish. This training needs to be meaningful to faculty. Ongoing training should be compensated by the District for all faculty. Putting EDI in the Evaluation article in our CBA is not a first step – it is a final step but it is unfortunately the step where the District started.

E. School of Continuing Ed Grievance – The FA has filed a couple of grievances against the District in regards to the scheduling practices used by the School of Continuing Education. As the District has rejected our grievances, we are considering moving to arbitration on at least on, if not all, of these grievances. The FA believes that the District gave an unfair advantage to the SCE in responding to our grievances by even allowing the SCE to write or edit their response to the FA. Did the FA get a chance to respond to their response? After the District gave their response to the managers in SCE to check over their response, the District did not offer the FA the same privilege. The party in the administration making a decision is supposed to be a neutral party listening to both sides, not giving one side an advantage over the other. The FA does not expect to win every grievance but we do expect to be given the same chance as the administrators being grieved.

F. PGI Grievance – The FA has also filed a grievance concerning Professional Growth Increment (PGI) and how PGI is awarded or not. In 2016, the District and the FA changed how PGI was awarded and when it could be awarded. It appears that what was given to the Board to ratify was not what was written into the contract. To be fair, the “intent” was given to faculty but not placed in the contract. How are faculty to know what the requirements are if the Salary and Leaves Committee does not state them anywhere on their paperwork and it is not in the contract. How can faculty be held to an expectation not fully spelled out in the contract? Again, the District has worked with others from the District on their response without allowing the FA the same privilege.

E. Grievance Problems – Initially, the District and the FA worked long and hard together to make the COVID required changes to education. Now, as you can see, working in this pandemic has made working together harder and it does not seem that the District is interested in continuing the work done previously. I am open to working together on problems but only if the FA is provided with the same privileges extended to administration and given a fair shot. Working with HR has been a pleasure and we continue to work together to solve problems. HR is not the problem here. The problem is upper management trying to maintain the position of the administrators that are being grieved without giving the faculty who grieve or the FA a reasonable and fair hearing.

IV. Vice President’s Report – Emily Woolery

A. Board of Trustees – Joan attended the Board Study Session on October 10. Discussion items included: Title V Grant; Student Basic Needs; Measure GO Expanded Update; Special COVID-19 Funds Budgets; Return to Campus Protocols; Lesson Learned from Returning Classes to Campus; Board Member Roundtable Discussion. The BoT will meet again on October 14.

B. President’s Advisory Council – PAC will next meet on October 28.

C. Proposition 15 – CTA Region 3 is hosting a phone bank event tonight – October 13 from 5:00-7:00 PM. Luisa Howell, Doug Hughey, and Emily Woolery will participate. CCA is hosting a phone bank event on October 13 from 5:00-7:00 PM. Please email Eric Kaljumagi at president@cca4us.org to participate.

D. Student CTA (SCTA) – SCTA held its first club meeting on October 12. They reviewed the statewide SCTA mission statement and values and discussed potential events, like the Road to Teaching Conference and CBEST preparation.

E. CCA Fall Conference – CCA held its virtual fall conference on October 7 – 10. Emily was able to attend the workshop, “Don’t talk about it, be about it: How I used Robin DiAngelo’s “White Fragility” to help create change”, General Sessions 1 and 2, and the CCA Council Session. The Building Strong Locals Academy will be held at the next conferences: Winter 2021, Spring 2021, and Fall 2021. Applications are due on January 11, 2021.

F. Meetings Attended – Joan and Emily attended the following meetings: • October 5: Monthly Meeting with President • October 7: Meeting with Human Resources and Academic Senate regarding Title 5 changes • October 7: Monthly Meeting with School of Continuing Education • October 8: Academic Senate Executive Board Meeting • October 8: Weekly Meeting with Human Resources • October 12: Constituent BoT Agenda Review with President.

V. Treasurer’s Report – Linda Chan

Linda Chan reviewed the September 1, 2020 – October 13, 2020 Treasurer’s report. She stated that we have not yet received the bank statement that should reflect the Dues and Agency Fees installment. Treasurer Chan also stated that we have paid Governance, Accounting and Auditing, Payroll and Printing Expenses since her last report.

VI. Academic Senate – Chisa Uyeki

A. Senate Action – No new Senate Action since the last report.

B. Equity Summit – How do we Move the Needle on Equity? Academic Senate, Student Services and Instruction invite you to join faculty, staff, managers, and students in courageous conversations on race and equity. Save the date: October 30, 2020 from 9:00 am – 1:00 pm. Chisa encourages all FA E-Board members to attend this important gathering, the outcomes of which will be used to inform the College Strategic Plan. Topics covered will include using data to understand and effectively address student needs, equity and sustainability reimagining outcomes through an equity lens, strategic planning and equity, guided pathways and more!

VI. Adjunct Faculty Advisory Committee – Herschel Greenberg/Judy Lawton (shared)

A. AFAC Workshop – The AFAC workshop on Thursday, October 1st, from 12:30 – 2pm was a huge success. We had 39 adjunct attend (we have seen an increase in participation from workshop to workshop each semester). The biggest concern was how adjunct would be evaluated during the Fall or Spring semester. They were concerned about which form would be used, how REC would be evaluated with only FOMAR training, and what it means toward rehire rights. We broke the workshop into different parts, giving the AFAC team an opportunity to present or moderate the workshop. Overall, the feedback has been positive and everyone felt that the information was helpful.

B. AFAC Meeting 9-15-20 – The AFAC met on 9-15-20 from 11:30am – 1pm via Zoom. Everything below is the same as the last report.

C. Issues – The following issues were discussed (as communicated by adjunct from different departments and divisions around campus). 1) Fallout from low enrollment. 2) Adjunct need voting rights in department meetings. 3) All departments need to invite adjunct (several still do not invite adjunct). 4) ESL Admin enters Canvas Shell once a week in order to gather data.

D. Solutions – . Solutions were discussed: 1) Department outreach using email in order to increase communication.2) Resources on the AFAC Canvas page.

E. Adjunct Seniority List – Adjunct seniority list is available on HR website. How to we tell adjunct to check this list? 1.) Send an email alerting adjunct that this list is now available to check for accuracy. 2.) Email contains a friendly reminder: have you checked the list? Is it accurate?

F. Next AFAC Meeting – Our next AFAC meeting is on Oct. 20th at 11:30 am via Zoom.

VII. Closed Session – Grievance and Negotiations Report

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

VIII. Old Business – No Action Items

IX. New Business – Discussion

A. Harassment – Title IX AP – AP 3434 addresses responding to sexual harassment and gives direction as to college investigation procedures. This will be an action item at the next Executive Board meeting on October 27th.

B. Committee Vacancies – Several FA Committee vacancies were announced and faculty are volunteering to serve. This will be an action item at the next Executive Board meeting on October 27th.

C. Auditor Approval – A motion was made, seconded and carried to suspend the rules and approve the appointment of Smith Marion as our FA auditor.

D. Equity, Diversity, and Inclusiveness – This item was not addressed and will be a discussion item at the next Executive Board meeting on October 27th.

E. Election Update – Emily Woolery announced that CTA has approved ABC funds for our candidates. We are still waiting to receive Fabian Pavon FPPC number so we can support him with \$2,500. This will be an action item at the next Executive Board meeting on October 27th.

F. Negotiation Team 2021 - 2022 – Joan announced that she will NOT be retiring next year as planned and proposed that we have the same Negotiation Team for 2021 – 2022 as we do for this year. This will be an action item at the next Executive Board meeting on October 27th.

G. Governance Committee – Linda Chan reported that the Governance Committee recommends that AFAC be permanent. In regards to the Insurance Committee, we have not received a purpose/mission statement from Sandra Esslinger as to their responsibilities, number sitting on the committee and who will chair. It was recommended that the Webmaster be a FA budget line item since that position will be an employee similar to our Office Staff. In the past we have paid the webmaster as an employee. This will be an action item at the next Executive Board meeting on October 27th.

H. Website Subcommittee – Liz Ward shared the Website Subcommittee's recommendations to hire a former exemplary student of Vic Zamora (Mt. SAC CIS professor), Alexander Chang as the FA webmaster. This will be an action item at the next Executive Board meeting on October 27th.

X. Other Reports

A. CCA District J – Luisa Howell reported that she did not receive a CCA Board packet and that one is being sent to her. Also that Hartnell's faculty had negotiated a Golden Handshake and had received money for getting onboard with Distance Learning. Luisa shared our displeasure of the Fall CCA Conference running Wednesday through Friday evening when some faculty had classes but Luisa stated that attendance was higher than other CCA Fall conferences by approximately 43 faculty. Luisa will have a full report at our next meeting. Joan reminded faculty to check their personal emails for the Higher Ed ballot. Our own Joshua Christ is running unopposed so please vote since the election is ending soon. Joan noted that the Board of Trustees and Mt. SAC have refused to take a stance on Proposition 15 and 16.

B. PGI – The PGI project has been working well. Tamra Horton has been sending out emails to faculty to assist them in achieving their PGI. As noted in Joan's report, the FA has filed a PGI grievance going to level 4 with the District. We are hoping to get more faculty earning PGI so that we can propose a 2nd PGI.

XI. Announcements

A. Next Executive Board Meeting – The next Executive Board Meeting will be held Tuesday, October 27th at 11:30 a.m. via Zoom.

B. Next FA Representative Council – The next Representative Council meeting will be held Tuesday, November 3rd at 11:30 a.m. via Zoom.

XI. Adjournment

The meeting was adjourned at 1:24 p.m.

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