

**MSAC Faculty Association
Representative Council Meeting
June 4, 2019**

Present: Barrios, Birca, Calzada, Chan, Crichlow, Cummings, Daland, Enke, Ezzell, Flisik, Frickert, Greco, Greenberg, Heard, E. Hernandez, Horton, Howell, Hughey, James-Perez, Kaljumagi, Kirchgraber, Knapp, Lackey, Lancaster, Leyva, McIntosh, Meyer, Nakamura, Nejad, Norvell, Ott, Piluso, Quinn, Rojas, Rubenstein, Sanetrick, Scott, Sholars, Simon, Straw, Thomas, Uyeki, Vo, Ward, Woolery, Wolf.

Absent: Ahmed, Alvarez-Galvan, Blyzka, Brentingham, Burman, Chen, Coreas, Cridland, Edson, Engisch, Esslinger, Foisia, Garcia, Garrett, Hamby, Hernandez-Magallon, Impara, Jollivet, Jones, Luther, McLeod, Necke, Nixon, Olds, Pham, Pula, Richardson, Romero, Smith, Stringfellow, Toloui, Uranga, Velasquez, Willis.

I. Call to Order and Approval of the Agenda

President Eric Kaljumagi called the meeting to order and the Agenda was approved at 11:35 a.m.

II. Approval of Minutes

The minutes of May 7, 2019 were approved as written.

Barbara Quinn, Tamra Horton, Susie Rubenstein and Michael Sanetrick were presented with awards for their years of service to the Executive Board. Also, Linda Chan was given an award for her service on CTA State Council of which she had termed out (9 years). Eric Kaljumagi was given a gift from the FA for his years of dedication as serving as our FA President and the FA wished him well as our new CCA President.

III. President's Report – Eric Kaljumagi

A. President's Advisory Council (PAC) – PAC met on May 8 and was informed of how the college is aligning its KPIs (Key Performance Indicators) with local and Chancellor's Office data. Progress is being made, but there are challenges. There was also a report from the Information Technology Advisory Committee (ITAC). Replacement servers need to be purchased and ITAC is interested in a replacement policy that allows for the replacement of important machinery before it fails or is considered unsupported by its manufacturer. Finally, AP 5200 (Student Health Services) was considered for its first reading. Nothing about this AP appears to affect faculty. PAC did not achieve a quorum on May 22. The next meeting is scheduled for June 12.

B. Board of Trustees Meeting – The BoT met on May 8 to find for the fifth time over sixty faculty protesting the District's inaction on one-time monies and their insistence on changing healthcare vendors. Following our protest, nine faculty retirees were recognized, as were our forensics team, our health occupations team, a member of our swim team (who won the National Two-Year College Scholar Athlete of the Year award), and our outgoing student trustee. After a report of Mt. SAC's performance on the 109 existing Community College metrics the consent agenda was passed with little discussion. Items of note include an MOU with West Covina for summer Counseling 51 dual-enrollment courses, the purchase of Unicheck anti-plagiarism software (replacing VeriCite), the acceptance of free dental and vision services for students from the Buddhist Tzu Chi Medical Foundation, and a contract with the Law Offices of Lizbeth Mateo to assist undocumented Mt. SAC students. There were five action items, including approval of a report to the Chancellor's Office and the annual review of the board policy relating to the student trustee. An MOU with West Covina for the dual enrollment classes at the "Mt. SAC Early College Academy," a resolution calling upon the Chancellor to halt his planned changes to EOPS services, and the Board of Trustees' goals were also all approved. The Board's goals are to: 1.) Effectively implement Measure GO, following the Educational and Facilities Master Plan; 2.) Complete the site work on the West Parcel and explore options for the long-term use of the site; 3.) Expand efforts to encourage qualifying bids from contractors who hire locally; 4.) Re-establish the positive and effective working relationship with the community and city officials of Walnut; 5.) Ensure that new state initiatives, including the funding formula, are successfully implemented and that any adverse impact is monitored and ameliorated; 6.) Maintain a balanced budget and

ensure the fiscal stability of the institution; 7.) Improve the Board of Trustees' access to state and national elected officials; 8.) Continue to improve the cohesiveness of the Board and the Board/CEO working relationship; 9.) Ensure that the Board of Trustees' evaluation of the President/CEO is conducted annually; 10.) Increase the diversity of our faculty, staff, and administrative team; 11.) Improve the ability of our graduates to secure well paying, full-time employment; 12.) Support a strong Social Justice Studies curriculum. The BoT will next meet in a special session to consider construction issues on June 5 at 6:30 p.m..

C. CTA Retired – The FA Executive Board believes that Mt. SAC would benefit from a group that could officially speak on behalf of our retired faculty. After manually sorting through old Board of Trustee agendas, our FA office staff have compiled a list of the faculty who retired from full-time status during the past five years and we will contact them this week in hopes of locating the future founding members of the Mt. SAC Retired FA. Part-time faculty who have STRS retired status are also welcome to join this group. If you know of a retired Mt. SAC FA member who would like to get involved, please have them contact FA President-elect Joan Sholars at jsholars@earthlink.net. More information regarding CTA-Retired is located at <https://www.cta.org/en/About-CTA/Who-We-Are/CTA-NEA-Retired.aspx>.

D. Health Insurance Task Force Follow-Up – The recommendations of the Health Insurance Task Force were adopted by the FA Representative Council on April 2, 2019. Since then the following progress has been made: Item #1 – Moot since no mutually agreed upon criteria are planned at this time; Item #2 – Santa Monica College Article 10 has been provided to the lead negotiator for future discussion with the Negotiations Team; Item #3 – No progress. We need to identify legal experts in PEMHCA law; Item #4 – Increase of benefits successfully separated from changing administrators; Item #5 – No progress. We need to identify legal experts in PEMHCA law; Item #6 – No progress. We need to identify legal experts in PEMHCA law; Item #7 – The report was used by our negotiators to achieve tentative agreements. This summer the incoming FA board will have to seek out legal experts in PEMHCA law. CTA has not been able to locate any that have the skill set to address our specific issues.

E. Faculty Appreciation Lunch – Over 160 faculty celebrated National Teacher Appreciation Day with us at Founders Hall on May 7. However, the protest sunshades arrived late and are (hopefully) no longer needed as a protest method. If you are given a packet of them for your department today, please make them available to your fellow faculty. Congratulations to Shazia Aziz, Mark Boryta, Jessica Draper, Sandra Esslinger, Sun Ezzell, Liz Hernandez, Catherine Lamar, Julie Laverty, Elizabeth Lobb, Amy Nakamura, Donna Necke, Thuy Pham, Robert Rogus, Michael Sanetrick, James Stone, Abril Trasvina, Amy Tull, Jeff Wakefield, Sen Wang, and Abby Wood for winning the gift card raffle!

F. 2019 – 2020 Committee Vacancies – There are still vacancies on several committees. Those interested in a committee seat should contact the FA President at ekaljumagi@msac-fa.org. A list of the available seats is attached to this report.

G. Presidents' Lobby Day – The FA president attended the Presidents' Lobby Day on May 22 and presented the Mt. SAC faculty perspective to eight aides supporting the offices of the State Legislature. No actual legislators were visited as both the Assembly and the Senate were in session the entire day. There is some movement towards providing additional part-time office hour and full-time hiring funds, which might come from reducing the funding of the "online college."

H. FA Elections – The elections deadline for our adjunct divisional representatives has passed, but the ballots will not be counted until June 10. We will notify you by email once the winners are known.

I. Negotiation Ratification on Benefits and One-time Monies – On May 13 the FA and District agreed to three tentative agreements (TAs) on the subjects of benefits and one-time monies. The FA Executive Board voted on May 21 to encourage a "YES" vote to ratify these agreements and the ballot was sent out on May 24. Ballots are due back in the FA Office by 5 PM on June 10. The TAs are available on the FA website (<http://www.msac-fa.org>) and will be discussed in detail during the negotiations report later in this meeting.

J. FA Student Achievement Awards in Honor of Dr. David Hall Reception – The Faculty Association will once again provide worthy students with cash awards funded by direct donations and the proceeds of Puttin' on

the Hits. All faculty are invited to attend our Faculty Association Student Achievement Awards in Honor of Dr. David Hall reception, which will be held between 2 and 4 PM on June 8 in Founders Hall. The students to be honored this year are Ana Arellano, Geovanna Catillo, Shannon Clewley, Paul Enriquez, Katherine Fan, Sarah Flores, Fung He, Ying Hong, Kaitlin Howard, Marian Huang, Samantha Mabee, Jose Martinez, Michael Munguia, and Richmond Tang.

K. Executive Board Action – Since the last Faculty Association Representative Council meeting, the Board has: 1) confirmed the appointment of Julie Bray-Ali to the Exceptional Service Committee; 2) confirmed the appointment of David Mrofka to the FA Grievance Committee; 3) confirmed the appointment of Julie Bradley to the FA Calendar Committee; 4) confirmed the appointment of Beta Meyer to the FA Elections Committee; 5) confirmed the appointment of Mark Cooper to the Lab Parity Committee; 6) confirmed the appointments of Kim Geary, Luisa Howell, Richard Myers, and Kelly Rivera to the FA Political Action Committee; 7) determined that the Faculty Association should request two sessions at the Fall Flex Day; 8) Determined to hold two additional Exec. Board meetings on 23 July and 6 August; 9) referred the FA Standing Rules and Bylaws back to the Governance Committee for further modifications; 10) postponed approval of the 2019-20 FA goals until next year; 11) postponed approval of the 2019-20 FA Elections timeline until next year; 12) approved the attendance of Joan Sholars and Emily Woolery at the CTA Presidents' Conference; 13) approved the attendance of Joan Sholars and Emily Woolery at the CTA Summer Institute at UCLA; 14) approved up to \$300 to pay SCTA dues for Mt. SAC SCTA members; 15) approved up to \$750 for breakfast for the department chair training day in August; 16) approved up to \$1,250 for the Fall adjunct faculty orientation sessions; 17) approved the firm of Smith, Marion, and Co. to provide the 2018-19 audit; 18) approved a plan to rebalance the FA's certificates of deposit; 19) recommended that the FA Representative Council amend its budget for printing, copying, and office supplies.

IV. Vice President's Report – Joan Sholars

A. PAC Meeting – PAC was cancelled due to lack of a quorum. The next meeting for PAC is scheduled for June 12.

B. Retirement and Tenure Tea – The Retirement and Tenure Tea was a success. Trustees Gary Chow and Laura Santos attended this celebration of our faculty. Dean Meghan Chen and Associate Dean Romelia Salinas were also in attendance. We need to work on getting more people to attend this event. This event recognizes two different groups of faculty at different milestones in their career and should be celebrated by many more faculty. Joan will be contacting faculty that did not attend to see how to get their awards to them.

C. Wear Red for Ed – Wednesday, May 22, was Wear Red for Ed Action Day in Sacramento. Eric Kaljumagi attended the event in Sacramento. While on our campus, many faculty supported the event by wearing red. Attached were some pictures for you to see Mt. SAC supporting our fellow educators across the state.

D. FA Flex Day Event – The Membership and Hospitality Committees will help Emily and Joan prepare for our event on Flex Day. Joan will need flyers and information ready for Rep Council now so that faculty can put the event on their calendars. We were awarded a \$2000 grant from CCA to help fund this event.

E. Summer FA Hours – The office will be open on Tuesday and Wednesdays from 8:30 – 12:30 starting Monday, June 17. Vera will come in on days that we are doing negotiations in the FA office. Joan will be available Monday – Thursdays during the summer. She will plan on a vacation at some point but Emily will hold down the fort when she is gone. Both Emily and Joan will be attending the President's Conference in San Jose from July 18 – 21.

F. Grievance Report – a) Joan has been meeting with an adjunct faculty member for the past couple of weeks concerning their assigned job for the next year. She is working on a settlement offer between the district and the employee. b) Joan had a meeting on Tuesday, May 28, between an adjunct faculty member, the department chair and the associate dean concerning leaving class early and too many absences. The Division was worried there were not enough minutes in class to give the students credit for the class. The Division had done no intermediate intervention so both Dr. Scroggins and Joan agreed that this faculty member should be able to teach their class in Fall 2019 but given a memo detailing the problems and what will happen if the behavior occurs again. The faculty member does not have rehire rights. c) Eric is working with a probationary faculty member who has

concerns that their evaluation has not followed the contract. d) The Division and Joan are working on setting up a meeting between two faculty members, the Dean or Associate Dean, and the FA. This meeting is to try and settle a personality conflict between the two faculty members. e) Last week Abe Ali and Joan met with the Dean, Associate Dean and three faculty to work on the trust relationship between the faculty and the division and the trust relationship between the division and the faculty. After listening to all the problems, Abe and Joan are meeting this week to work on a possible resolution. We will then take the resolution to the parties to see if they agree.

V. Treasurer's Report – Steve Lancaster

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2018 – June 4, 2019 and stated that we are a little over budget for Auditing and Accounting Expenses. Also, the MOU signed for the officers' LHE was typed incorrectly. We are hoping for an agreement with the District that the language can be changed as a "typo." We were 11 LHE under the limit this year. If the typo is not corrected then we will be approximately 13 LHE over limit next year. Our Conference and Training expenses are below budget but we still have some faculty attending conferences this academic year. Our year to date budget shows a \$35,000 deficit because we do not show the Dues and Agency Fees installment we have most likely received until the bank statement is obtained. We are also seeing this deficit because we incurred \$15,000 - \$20,000 extra in unexpected expenses.

VI Director J Report – Eric Kaljumagi – No Report

VII. SCOne/CTA State Council – Joan Sholars

Joan provided a flier for CTA at Angel Stadium night, Friday August 16, 2019 where Angels will take on the Chicago White Sox at 7:00 pm. To purchase tickets, visit <http://angels.com/cta>. For more information contact Stephen Weinberg at (714) 940-2073 or Stephen.weinberg@angels.com. CTA will be increasing dues \$2.00/month. NEA will be increasing dues \$1.00/year.

VIII. Adjunct Faculty Advisory Committee – Linda Chan

The Adjunct Faculty Advisory Committee (AFAC) met on May 23, 2019. They finalized the Adjunct Faculty brochure and compiled a list of adjunct faculty by department and collegewide issues. The main topics discussed were pay equality, office space and storage (along with lack of security) and camaraderie with fulltime faculty. They requested Professional Development opportunity information not only through email but by flyers and through department communication. Adjunct faculty would also like more transparency on when and where department meetings are being held as well as access to department minutes. AFAC members expressed a desire for grievance training in order to better serve fellow adjuncts. The next AFAC meeting is scheduled for June 13th and AFAC members will be compensated for this meeting.

IX. Academic Senate Report – Chisa Uyeki

A. Senate Executive Board – On May 16, 2019, the Academic Senate Exec board voted on behalf of the senate to approve 19-03 Opposing the Community College Chancellor's Office's Proposed Changes to the Implementing Guidelines for EOPS Programs. EOPS Counselors shared the resolution with the statewide EOPS group and spoke at the Board of Governors' (BOG) Meeting on Monday. Following public comment on the matter it seemed that the Chancellor's Office backtracked by saying that the changes previously reported were not actually to be implemented.

B. Nominations and Elections – Chisa Uyeki was confirmed by the full Senate for the second year of this two-year term, which runs until June 2020.

C. Committee and Council Appointments – Terms beginning Fall 2019: 1) Basic Skills Appointment: Dana Miho (ESL Noncredit), Barbara Gonzales (LERN), Susan Wright (Noncredit); 2) Budget Committee - Joan Sholars, Lisa Amos; 3) Content Review Appointment: Khoddam Kambiz (MATH); 4) Curriculum & Instruction Appointment: Dana Miho (Noncredit); 5) CTEAC Appointment: L.E. Foisia (Noncredit); 6) Distance Learning Appointment: Stacie Nakamatsu (COUN); 7) Ed Design Committee - Jennifer Olds (ENGL), Samantha James-Perez (Mental Health Tech), Jared Burton (Library); 8) Equivalency Appointment: Dana Miho (Noncredit); 9)

Facilities Advisory Appointment - Marc Ruh (Kinesiology); 10) Faculty Professional Development - Shiloh Blacksher (PSYC); 11) Informational Technology Appointment - Rich Patterson (CIS), Jahiri Mehta (CIS), Jean Metter (BUS); 12) Outcomes Appointment - Parisa Mahjoor (CHEM); 13) Police and Campus Safety - Gary Enke (ENGL); 14) Scholarship Committee - Bruce Nixon (TECH HEALTH), Estela Mejia-Gonzalez (CHLD); 15) SSSPAC - Naomi Avila (Noncredit); 16) Student Equity - Bruce Nixon (TECH HEALTH), Eloise Reyes (ACCESS); 17) Students of Distinction - Samantha James-Perez (TECH HEALTH). · Terms beginning now, (filling current opening): 1) Climate Commitment Implementation Committee - Aaron Salinger (WLAN); 2) Student Preparation and Success - David Beydler (MATH); 3) Spring 2019- Spring 2020 SSSPAC Appointment - David Beydler (MATH), Carly Netkey (ENGL, Noncredit).

D. Full Senate – The following are actions approved at the Full Senate Meeting May 23, 2019: 1) EEO Plan was approved; 2) SEAP (Student Equity and Achievement Programs) Plan was approved; 3) Local Goal Setting as part of AB 1809 were approved; 4) Following approval these were certified in NOVA by the Academic Senate President; 5) CTEAC SWF (Strong Work Force) Recommendations were approved with edits; 6) BSCC Carryover: Funding for continued Basic Skills Projects was approved by full Senate; 7) Recommendations for SPOT Recertification to meet the requirements of the contract were approved by full Senate. DLC and FCLT will begin working on development of courses and an approved course list.

E. Equivalency Committee – The Equivalency Committee has not met since the last report. ASCCC have drafted a Career Technical Education Faculty Minimum Qualifications Tool Kit. Equivalency Committee will review and give consideration to what from the Took Kit should be used to inform our CTE equivalency process and our AP.

F. AMAC – Senate Appointed Coordinator Positions Under the direction of the Senate Executive Board I proposed at AMAC that we develop an MOU for the addition of a second New Faculty Seminar Coordinator and an Assistant Accreditation Coordinator. The proposals have been accepted and planning is going forward.

G. Faculty Hiring – Two one-year temporary positions have been approved by the President one for Nursing and one for a Librarian. To remain at the President’s goal of 2 above FON a faculty hire for Photography was approved at AMAC, which was the next hire on the mutually agreed upon prioritized list of faculty positions.

H. Statewide Issues – Faculty Association of California Community Colleges (FACCC) Board took a vote of “no confidence in State Chancellor’s Office,” at their May board meeting. Reasons provided included a lack of transparency, acting outside of shared governance, and not including faculty and other stakeholder input in decision making. Their press release included the statement which Chisa appreciated, “California Community Colleges cater to the top 100 percent of students. These students enter our institutions with diverse backgrounds, experiences, and goals; consequently, ‘success’ varies from student to student. FACC will continue to advocate for all forms of student success and oppose rigid and punitive measures that leave most students behind.”

X. Negotiations Report – Joan Sholars

A. Ballot for TA’s Due June 10th – The ballot for the TA’s are due on Monday, June 10 by 5 p.m. Votes will be tallied later than evening. Joan will notify faculty of the results by Wednesday, June 12.

B. Spring Negotiations – In Spring Negotiations, we have set up six (6) meetings for the summer: June 17, July 15, July 22, July 29, August 5, August 12. This is in addition to the two meetings we have left for the spring: June 7 and June 14. We have scheduled two (2) Executive Board meetings for the summer so that the Negotiation Team can get guidance during the summer. Please tell your colleagues to check their emails during the summer for updates on negotiations. We have signed two (2) TA’s as of now: TA #1 concerns what happens when another group on campus negotiates some financial agreements that are higher than what the faculty negotiated. TA#2 concerns the required orientation for new faculty (both full-time and adjunct). This TA rewrites the MOU that was signed between the FA and the District as a result of AB 119. We are currently working on Article 10: Workload. We are dividing this article up into its sub-articles and working our way through the entire article. The District (Tami Pearson) and the FA (Joan Sholars) will meet together to work on Article 9: Calendar. We are trying to address the District’s interest of flexibility in the calendar with the FA’s interest of representing all faculty. This meeting is set up for Thursday, June 6. Our next large article that we will be working on is Article 18I:

Probationary Faculty Evaluations. The FANT have started working on salaries and will continue to work on health benefits. We still need to look at Appendix E, Safety, Distance Learning, Class Size, Class Cancellation, and others. Joan wants to publicly thank the Negotiation Team for all of their hard work: Linda Chan, Sandra Esslinger, Lance Heard and Emily Woolery.

XI. Old Business – Action Items

A. Open Nominations for FA Director (replacement, one year term) – A motion was made, seconded and carried to open nominations to replace Emily Woolery on the Executive Board due to her being voted in Faculty Association VP. Tamra Horton was nominated and accepted.

B. 2019 – 2020 FA Budget – A motion was made, seconded and carried to approve the proposed 2019 – 2020 FA Budget.

C. 2018 – 2019 Budget Amendments – A motion was made, seconded and carried to approve the 2018 – 2019 Budget amendments proposed by the FA Budget Committee.

XII. New Business – Discussion Items – None

XIII. Announcements

A. Next Executive Board Meeting – June 11th, 11:30–1:00 in the FA Office.

B. Next Representative Council Meeting – September 3rd, 11:30–1:00 in Founders Hall.

C. Next Board of Trustees Meeting – June 5th, 6:30 pm in Founders Hall.

D. Next CCA Conference – October 11th – 13th at the Hilton San Jose.

E. Next SCOne Council Meeting – October TBA, 4:30-9:00 p.m. at the San Dimas Country Club.

F. FA Student Achievement Awards Tea – June 8th, 2:00 - 4:00 p.m. in Founders Hall.

XIV. Adjournment

The meeting was adjourned at 1:02 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association