

**Mt. SAC Faculty Association
Executive Board Meeting
September 25, 2018**

Present: Alvarez-Galván, Chan, Horton, Heard, Kaljumagi, Lancaster, Quinn, Ramey, Rubenstein, Sanetrick, Sholars, Thomas, Uyeki, Ward, Woolery.

I. Call to Order and Approval of Agenda

The meeting was called to order and the Agenda was amended with the removal of New Business Item A was approved at 11:40 a.m.

II. Approval of Minutes

The minutes of September 11, 2018 were approved as written.

III. President's Report – Eric Kaljumagi

A. President's Advisory Council (PAC) – PAC met on September 12 and heard from five committees. The Accreditation Steering Committee noted that they are beginning work on the timeline for the midterm report. In addition, we should participate in accreditation visits. The Institutional Effectiveness Committee expects the PIE (Planning for Institutional Effectiveness) Forms to be available by the first of November. The Budget Committee noted that the college grew last year by 3.6% and that the college currently has a planned surplus of just over \$900,000. The Information Technology Advisory Committee reminded us that Banner 9 is coming on October 15 and that Lotus Notes will be turned off in January. Finally, the Professional Development Council noted that a new Professional Development Plan is being drafted and that the conference and travel budget has been expanded by 20%. The remainder of the meeting was spent discussing whether to change to a "100% Smoke and Tobacco Free College." Although there are grants available from the Chancellor's office to do this, the current policy is not being enforced and the FA is concerned about draft language that would prohibit possession of smoking/vaping items on college property, including the parking lots. This item will return at a future meeting, and the Council will next meet on September 26.

B. Board of Trustees Meeting – The BoT met on September 12. During the Foundation report, we learned that the college has received its largest gift ever (\$3 M) from the estate of Diana Berger. This money will be used for our visual arts and theater programs. After learning about our 34 active grant projects (\$27.1 M in all) and our construction management agreements, the BoT approved their consent items with little comment. These consent items included a contract to pay ELS Education Services a \$1,700 bounty per international student they route to Mt. SAC, the authorization of a new "Director, Off Campus High School Programs," and a salary increase (reclassification) for the Chief of Police and Campus Safety. Eric left at 10 PM due to his early schedule the next day. This was before the BoT had addressed its five action items. These were to layoff the Title V Grant Director due to lack of work, to adopt the 2018-19 budget, to hire Tilden-Coil to manage the Lot S Parking Structure project, to approve five architectural firms for future projects, and to approve two construction management firms for future projects. The BoT will next meet on October 10.

C. Legal Opinion – Attorney Sima Aghai, who was referred to us by the Attorney Referral Service of the LA County Bar Association (Smartlaw.org), has declined to work on our behalf. PERS has declined to suggest an attorney and has directed us to the college for assistance in understanding their resolutions. CTA GLS Attorney Marianne Reinhold has provided us with a legal opinion, but requests that this not be shared outside of the Exec. Board as some of the questions we asked are not "black and white issues." This opinion is attached to Eric's report.

D. SCOne Leadership Conference – Four Mt. SAC faculty attended the SCOne Leadership Conference on 15 September. Attendees were provided sessions that included membership engagement, member benefits, the duty of fair representation, STRS retirement, grievance processes. With two meals and

a L.A. County Fair ticket included in the price of registration, this conference represents an excellent value to the FA.

E. November Elections – This fall, CTA is focusing on the election of Tony Thurmond for the office of State Superintendent of Public Instruction and Gavin Newsom for State Governor. We do not have recommendations on ballot measures yet, but it is likely that Proposition 5 (property tax transferability for those 55 or older) will be opposed as it would significantly reduce Proposition 98 funding for schools. With regard to local elections, the FA gave the “Yes on GO” bond campaign a contribution of \$10,000 on October 19 and have given the “Ruth Luevand for Mt. SAC BoT” campaign several contributions totaling just under \$13,000. The FA Political Action Committee is planning to canvass neighborhoods on behalf of Ruth October 13 and October 27. Please contact Joan Sholars at jsholars@earthlink.net if you would like to assist with this effort.

F. Insurance Focus Groups – Five insurance focus group meetings were held during early September. Participants noted general satisfaction with their current offerings, noting that a Kaiser plan, an HMO not Kaiser, and a PPO would be required in any future insurance scenario. Participants also noted satisfaction with their current moderate office visit and drug co-pays. However, deductibles and maximum out-of-pocket amounts were deemed somewhat high. There was significant disagreement on whether we should remain in a tiered (one party, two party, three+ party) plan or switch to a composite (all pay one cost) plan, with the additional suggestion that a four-tier plan (two party w/spouse vs. two party 2/minor child) be considered.

G. STRS Workshops – Due to the well attended STRS workshops last year, the FA is working to bring STRS to campus again this year. We are hoping to get the STRS mid-career workshop on campus for the first time and will schedule the STRS late-career workshop at a later time slot than last year. As we expect to have a very large number of new hires next year, the STRS early-career workshop will be requested next year.

H. Negotiations Ratification – 2018 Negotiations ended on August 17, and a summary of the tentative agreements was sent to all faculty via e-mail on August 21. Additional details can be obtained the FA Open House on October 9. The ratification ballot was sent out earlier this week to all members with a return deadline of October 12. Some members are reporting having received an anonymous flyer asking them to vote “no” on the contract.

I. 2019 Negotiations – The survey for 2019 negotiations is available on the Luminis portal until October 10. In addition, the FA will undertake full contract negotiations beginning in January 2019. We are looking for one or two members to volunteer to shadow the negotiations process, to assist the negotiations team with their research, and to attend CCA or CTA negotiations training in either February or July. Please contact the FA President at ekaljumagi@msac-fa.org by October 5 if you are interested in being trained as an FA negotiator.

J. Committee Vacancies – There are still vacancies on the FA Membership, and FA Political Action committees. All of these committees meet as needed. We also have a seat available on the Lab Parity Committee, which meets on the second Thursday of each month from 2:00 – 3:00. If you are interested in serving on one of these committees, please contact the FA President at kaljumagi@msac-fa.org.

K. FA Events – Please encourage faculty to attend the many events noted on today’s agenda. All of these events are intended to promote interest in our union and to allow for a venue by which faculty can interact with local and regional leaders. In particular, “Cocktails with the FA President” will be tomorrow at the Diamond Bar Chili’s. In addition, faculty are needed to design and present a family game involving beach balls at the SCOne Picnic in October.

IV. Vice President's Report – Joan Sholars

A. AP/BP's on Ethics and Whistleblowing – The Academic Senate officers and the FA officers met with Sokha Song to work on some AP/BPs on Ethics, Whistleblowing, and

B. Adjunct Coordinating Committee – The Adjunct Coordinating Committee held their first meeting on Tuesday, September 18. Michael Sanetrick chaired the meeting. Good discussion and goal setting was the end game of this first meeting.

C. Governance Committee – The Governance Committee will meet after Rep Council to work on Bylaws and Standing Rules.

D. Hospitality and Membership Committee – Joan will be asking both the Hospitality Committee and the Membership Committee to meet before the next Rep Council.

E. Communication Committee – The Communication Committee met and is working on ideas for the first newsletter to come out later this semester.

E. Calendar Committee – The Calendar Committee met last week to recommend a calendar to the Executive Board for the 2020 – 2021 calendar.

V. Treasurer's Report – Steve Lancaster

Treasure Lancaster reviewed the FA Treasurer's report for September 1, 2017 – September 25, 2018 and stated that the report is current and up to date. Treasurer Lancaster reported that he contacted a representative from CTA regarding the missing dues instalment from last year. CTA was waiting for the ramifications from Janus and associated system changes before sending out the last instalment of the 2017-18 academic year. The last installment should be reflected in the next bank statement. Treasurer Lancaster then presented the final budget for September 1, 2017 through August 31, 2018. He noted that the ending balance for Savings and CDs does not reflect the last quarter's interest (the quarter ends September 30, 2018) and that it will appear in this year's budget. Also, the ending deficit of \$5,580.24 will remain on the 2017-2018 year-end budget and the estimated \$13,000 from CTA's last instalment from 2017-2018 academic year will be reflected in this year's budget.

VI. Director J Report – Eric Kaljumagi

Eric Kaljumagi reviewed the September 7-8, 2018 Director J Report and highlighted the following items: 1) Monterey Peninsula College has been without a contract for five years and have made little progress in negotiations. A strike in the near future seems likely; 2) College of the Canyons is now at impasse due to disagreements over their salary schedule; 3) San Bernardino Valley College's negotiations are focusing on wages, particularly since their district refuses to abide by their contractual "median of seven" standard agreed to in the contract; 4) Rio Hondo College will open negotiations this year in October, one month earlier than usual. This is partly because the president of Rio Hondo College has announced her retirement and wishes to complete a new contract prior to her departure; 5) Sierra College offered a regional "All Faculty Event" on August 24 with dinner, wine, music, dancing, and union information from CCA President Lynette Nyaggah and CTA Lobbyist Jennifer Baker. They also gave away swag that included their logo and media information. Over 250 faculty attended; 6) Multiple colleges reported little to no loss of membership this year. Faculty are supporting us! CTA reports that to date fewer than 300 out of nearly 300K teachers have dropped their membership; 7) The CTA ABC committee has authorized most of its funds for Board of Trustee races already. Mt. SAC received \$3,000; 8) NEA is promoting "Red for Ed," a multi-prong effort to improve the status of teachers, students, and schools. Greater school funding, improved salaries and working conditions for teachers, and improved recognition of the importance of education are the primary goals. "Red for Ed" events such as the wearing of red shirts are encouraged. More information is available at <http://neatoday.org/redforded/>; 9) Chancellor Oakley stated at the May Board of Governors' Meeting that the community colleges should be allowed to offer BS in Nursing programs. He also reported that a subgroup of the Board will serve as the governing board of the online community college. Oakley is hoping for "easy on

and off ramps” to the existing CCCs, which was not envisioned in the authorization for the online college; 10) The CCA Board considered a resolution to work with CTA leadership to lobby legislators to require that local high school teachers teaching dual enrollment classes have college level protections, including choice of textbook, a limit to class size, and choice of pedagogy. The Board decided to instead direct the CCA President to draft guidelines on these issues; 11) The CCA President encourages unions to be involved with the implementation of Guided Pathways and stated that unions should have representatives on any steering committees making decisions on this topic; 12) CCA continues to support the unfair layoff lawsuit against the College of the Siskiyous. About \$11,000 has been spent to date; 13) The CCA Conference Committee is working to create additional family-friendly events at the CCA conferences; 14) The CCA4me.org website has been changed to <http://www.CCA4us.org>; 15) the next CCA Conference will be held in San Jose on October 12 – 14 , but it will not be at the San Jose Marriott due to its ongoing labor dispute. A new hotel should be announce shortly; 16) The next CCA Board Meeting will be October 12, 2018. Please let Eric know if you have any issues you wish me to bring to the CCA Board. Also, please keep in mind that the CCA Board encourages adjunct faculty to attend CCA conferences

VII. SCOne/CTA State Report – No Report

VIII. Academic Senate Report – Martin Ramey

A. Full Senate – The Senate met on September 20 and approved the following actions:

1) Accepted recommendations contained in the Distance Learning Plan reviewed by the Distance Learning Committee. The objectives of that plan include: Increasing student success in online classes above baseline by 4%; Increasing equity in student success above baseline by 2%; Improving the marketing of distance learning (DL) opportunities; Increasing the number of faculty certified to teach DL classes; Increasing the number of approved DL courses by 10% over the previous year; and Increasing the number of sections of DL courses by 5% over the previous year, among other recommendations.

2) Opened nominations to fill a vacant Director position on the Senate’s Executive Board. This carries a two-year term. Candidates must be a sitting Senator. Nominations will close at the next Senate meeting, on Oct. 4, 2018. The next Meeting is Thursday, October 4, 11:30 a.m. to 1 p.m., Founders Hall.

IX. Insurance Committee – Barbara Quinn

Barbara Quinn shared the highlights of the September 11 Insurance Committee meeting. Alexis Carter is the new Director of HR. She will now be co-chairing the committee with Duetta Langevin (who was absent from this meeting). A request was made from the CSEA 262 representative to relook at dental benefits (specifically the HMO plan) to make it a richer plan as well as looking at the possibility of adding orthodontia to the PPOS. Human Resources has requested formal RFPs from the same eight insurance ‘third party administrators/brokers’. These are the same eight that informal requests were made for last year. (Keenan, ASCIP, SISC, Bright Path, Knights, Burnham, CALPERS, VEBA). Alexis has given them a deadline of 9/28/18 for a response. If there are any other administrators that a RFP is wanted, please let Alexis know as soon as possible. (Dental and vision, along with health insurance are being requested as part of the RFP.) Dental only is not possible through SISC. It was stated that the intent of the district is to move to a third party administrator although the possibility of being Self Insured is also being explored. They are using the whole employment base for the RFPs. However, as each group is now separated out from CALPERS, each group can decide on their own.

X. Budget Committee – Steve Lancaster

Steve Lancaster stated that the Budget Committee has redesigned the miscellaneous non-chargeable spending category into three distinct budget items: Students of Distinction; Faculty Awards; Miscellaneous; and Promotion (Swag). The Budget Committee provided a conference prioritization proposal that was approved last year with a 5% per person increase in cost. These two items are addressed in XIII. New Business, items F and G later in the agenda.

XI. Closed Session – Grievance and Negotiations Report

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

XII. Old Business – Action Items

A. Approval of Events and Related Budgets – A motion was made, seconded and carried to approve 1) Faculty Association Open House – \$750 (10/ 9), 2) Adjunct Faculty Celebration – \$1450 (10/16) and 3) Soccer Family Tailgate - \$250 (10/19).

B. Approval of Elections Timeline – A motion was made, seconded and carried to approve the 2019 – 2020 Elections Timeline.

C. Committee Appointments – A motion was made, seconded and carried to approve the appointment of Luisa Howell to the FA Political Action Committee and the appointment of Sandra Essingler to the Insurance Committee.

D. CTA Contact Appointments – A motion was made, seconded and carried to approve the following CTA contact appointments: Michelle Stewart-Thomas as the Human Rights contact; Melinda Bowen as the GLBTQ+ contact; and Linda Chan as the Women’s Issues contact.

E. Reuse of Old Office Chairs – A motion was made, seconded and carried to approve the FA office chairs be sent to the warehouse after faculty have the opportunity to take them at the FA Open House on October 9th.

XIII. New Business – Discussion

A. Removed – Item removed from agenda.

B. Assemblyman Rodriguez Educator of the Year Award – A motion was made, seconded and carried to suspend the rules and approve the recommendation of Joan Sholars as the Assemblyman Rodriguez Educator of the Year Award recipient.

C. Campus Equity Week Activities (10/29 – 11/2) – Activities for Campus Equity Week celebrating the equity of adjunct faculty will be held October 29 – November 2. Activity details will follow. This will be an action item at the next Executive Board meeting on October 9th.

D. FA Budget Committee Appointment – Julie Bray-Ali – It has been proposed that Julie Bray-Ali be appointed to the FA Budget Committee. This proposal will be an action item at the next Executive Board meeting on October 9th.

E. Service Center One COAT Award – Service Center One needs a nomination for the COAT Award. This will be an action item at the next Executive Board meeting on October 9th.

F. 2018 – 19 Budget Amendment – Nonchargeable to Multiple New Categories – The Budget Committee has redesigned the miscellaneous non-chargeable spending category into three distinct budget items: 1) Students of Distinction; 2) Faculty Awards; 3) Miscellaneous; and 4) Promotion (Swag). This proposal will be an action item at the next Executive Board meeting on October 9th.

G. Conference Funding Prioritization Guidelines – A FA Conference Prioritization Guideline was proposed along with a proposed budget for 2018 – 19. This will be an action item at the next Executive Board meeting on October 9th.

H. 2020 – 21 Academic Calendar – Three 2020 – 21 Academic Calendars have been proposed by the Calendar Committee. Option A resembles our current calendar with a 6 week Winter Session and a 6 week Summer Session. Option B proposes an early Spring semester beginning in January with two Summer

Sessions. Option C is similar to Option B but with only one 8 week Summer Session. A selection of an Academic Calendar to support and propose to the Representative Council will be an action item at the next Executive Board meeting on October 9th.

I. Negotiations Team Appointments – It has been proposed that Joan Sholars (lead), Linda Chan, Sandra Essingler, Lance Heard, and Emily Woolery be appointed to the 2018 – 2019 Negotiation Team. This will be an action item at the next Executive Board meeting on October 9th.

J. FASAF Annual Review – The accounting for the September 1, 2017 – August 31, 2018 fiscal year has been reported. The approval of the accounting and ending balance will be an action item at the next Executive Board meeting on October 9th.

XIV. Announcements

- A. Next Executive Board Meeting – October 9th, 11:30–1:00 in FA Office.
- B. Next Representative Council Meeting – October 2nd, 11:30–1:00 in Founders Hall.
- C. Next Board of Trustees Meeting – October 10th, 6:30 pm in Founders Hall.
- D. Next CCA Conference – October 12th – 14th at the San Jose Marriott.
- E. Cocktails with the FA Vice-President – September 26th, 5:00 – 7:00 at the Diamond Bar Chili's.
- F. Faculty Association Open House – October 9th, 2:00 – 7:00 at the FA Office.
- G. Next SCOne Council Meeting – October 10th, 4:30 – 9:00 p.m. at the San Dimas Country Club.
- H. SCOne Picnic – October 13th, 11:00 – 2:00 at San Dimas Canyon Park.
- I. Adjunct Faculty Celebration – October 16th, 11:30 – 1:00 in Founders Hall.
- J. Soccer Family Tailgate – October 19th, 2:00 – 4:00 at the Mt. SAC Soccer Field.
- K. FA Budget Special Exec. Board Meeting – October 23rd, 11:30 – 1:00 at the FA Office.

XV. Adjournment

The meeting was adjourned at 1:10 p.m.

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