

**Mt. SAC Faculty Association  
Executive Board Meeting  
April 30, 2019**

**Present:** Chan, Heard, Horton, Kaljumagi, Lancaster, Ott, Quinn, Rubenstein, Sholars, Thomas, Uyeki, Ward, Woolery. **Absent:** Enke, Sanetrick.

**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 11:37 a.m.

**II. Approval of Minutes**

The minutes of April 9, 2019 were approved as written.

**III. President's Report – Eric Kaljumagi**

A. President's Advisory Council (PAC) – PAC met on April 10 in its expanded form to discuss the Strategic Plan, major decisions and initiatives, and subject matter plans, with Information Technology highlighted. As Eric was attending the ASCCC plenary that day, Vice-President Sholars will report on this meeting. The council also was scheduled to meet on April 24, but it failed to obtain a quorum. PAC will next meet on May 8.

B. Board of Trustees Meeting – The BoT met on April 10 to find well over 100 faculty protesting the District's inaction on one-time monies and their insistence on changing healthcare vendors. As Eric was attending the ASCCC plenary that day, Vice-President Sholars will report on this meeting. The BoT will next meet on May 8 at 6:30 p.m.. Faculty are needed to continue the protest. We are making progress!

C. Committee Vacancies – A general call for committees was sent to all faculty via e-mail on March 20, but the response so far has been modest. Those interested in a committee seat should contact the FA President at [ekaljumagi@msac-fa.org](mailto:ekaljumagi@msac-fa.org). A list of the available seats was attached to his report.

D. CCA Spring Conference – The CCA Spring Conference / W.H.O. awards was held April 26 - 28 at the Hilton Irvine/Orange County Airport, and twenty Mt. SAC faculty were in attendance. The sessions attended included bullying and harassment prevention training, equity, social media, retirement, advocacy skills, the Family and Medical Leave Act, and LGBTQ+ supportive programming. We also hooted our appreciation for this year's W.H.O. recipient, Barbara Quinn, and participated in CCA governance at the CCA Council. Congratulations to Randa Wahbe from Cypress College for being elected as CCA Vice-President and to me for being elected as CCA President.

E. FA Elections – Ballots have been sent out for the FA elections and are due back to the FA office by May 3. In addition, the FA is continuing a pilot of our adjunct representational structure by which representatives will be selected by division. Adjunct faculty wishing to run for one of these representative seats should contact the FA President at [ekaljumagi@msac-fa.org](mailto:ekaljumagi@msac-fa.org) by May 4. There are currently no candidates from the Arts division.

F. Faculty Appreciation Lunch – National Teacher Appreciation Day will be celebrated at Mt. SAC on May 7 from 11:00 – 3:00 on the patio at Founders Hall. The FA will have a tasty taco lunch available for faculty during that time! Attendees will also receive a raffle ticket for a gift card drawing and a complementary FA protest sunshade for your car. If you have a FA shirt, wear it that day for an extra raffle ticket! Come have lunch on us and feel appreciated!

G. Negotiations Survey Items – The FA Survey Committee will create the annual negotiations survey this semester (Spring 2019) so that it is ready to send out early in the Fall 2019 semester. Faculty are encouraged to submit items for this survey, the results of which will guide the FA Exec. Board as they direct

the 2020 faculty negotiations team. To submit items, please email the text you would like to see on the survey to Eric Kaljumagi at [ekaljumagi@mtsac.edu](mailto:ekaljumagi@mtsac.edu) or [ekaljumagi@msac-fa.org](mailto:ekaljumagi@msac-fa.org) by May 14. We will not be carrying over items from previous years, so please submit your idea even if you have done so in the past. Also, please note that submitted items may be combined or otherwise edited for clarity.

H. Retirement/Tenure Tea – The annual Tenure/Retirement Tea will be in Founders Hall on May 21 from 11:30 – 1:00 in Founders Hall. Newly tenured faculty and those faculty who are retiring will be honored. If you are retiring or know someone who is, please contact the FA President at [ekaljumagi@msac-fa.org](mailto:ekaljumagi@msac-fa.org) so that we may invite them to the tea.

I. FA Student Awards Reception – Please mark your calendars to attend the FA Student Achievement Awards Reception, which will be held on June 8 from 2:00 – 4:00 in Founders Hall.

#### **IV. Vice President's Report – Joan Sholars – No Written report**

A. Board of Trustee Meeting April 10, 2019 – Around 100 – 125 faculty attended the Board meeting in support of the FA negotiation team. Before the Board meeting, the faculty marched around Founders Hall making our voices heard across the Board meeting. At the Board meeting, Joan made a statement on behalf of the FA stating our frustration with the negotiations process and that WE WILL NOT GIVE UP. Following me were a group of faculty stating their insistence that we do not want to lose the protections of CalPERS. While the Board could not comment on our statements, when the Board did their comments at least one Board member stated that he is ready to ask questions about where we are now. At the Board meeting, an MOU between Mt. SAC and West Covina School District concerning dual enrollment was presented to the Board for discussion. Action will take place at the May 8 meeting. Joan asked Dr. Scroggins to make several changes to the MOU before giving it to the Board and Joan am happy to report that all of her changes were accepted. This MOU also states that all the faculty teaching these dual enrollment classes will be Mt. SAC employees. The Board also approved the Meet and Confer agreements between the District and the Managers and between the District and the Confidential Employees. If interested in what these agreements have to say, please look at the Board agenda for April 10.

B. Expanded PAC April 10, 2019 – Joan attended the Expanded PAC meeting on April 10. The Strategic Plan was again reviewed but it did not seem that any conclusions or progress was made. The information that was collected will go back to Institutional Effectiveness Committee (IEC) to continue the work. By Joan's calculations, the Strategic Plan might be done in a few years at this rate.

C. CCA Spring Conference and WHO Awards – Please go the Mt. SAC Faculty Association Facebook page to look at photos from this fantastic conference. We were very happy to honor our own Barbara Quinn as our WHO (We Honor Ours) winner. Congratulations, Barbara. It is a well-deserved honor. You are a Star in Joan's book. Eric Kaljumagi was elected as incoming CCA President and Randa Wahbe was elected as incoming CCA Vice President. Congratulations and we look forward to the new leadership and can't wait to see what lies ahead in our future.

D. CCA Spring Conference and WHO Awards – Joan has attached the CCA Legislative Packet with the positions taken by the CCA Council. There was much discussion concerning the Medina bill AB 897 concerning raising the limit for our adjunct faculty from 67% to 80-85%. The Legislative and Advocacy Committee recommended a WATCH position on this bill. A WATCH position allows our advocates to work with the author to get changes. A substitute motion was made to change the position from WATCH to SUPPORT. After much debate and discussion, the substitute motion failed and the WATCH position stood. After working with Medina, the Leg Committee will meet again and reassess the bill and hopefully change the position to SUPPORT. CTA is the only union that is not supporting the bill at this point. Joan will give you more information as it becomes known. The CCA Policy Committee also presented some new policy for the council to approve. The policies now go to the CTA President to be included in the CTA Policy Handbook.

## **V. Treasurer's Report – Steve Lancaster**

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2018 – April 30, 2019 and stated that the bank had mistakenly deposited our credit card payment into our PAC account and proceeded to charge us a late fee. This will be corrected and the fee waived. We will be using our Miscellaneous budget to cover FA Tenure/Retirement Awards if the expense is more than what we have in the Faculty Awards budget. Since we are already at \$9,858.20 of a \$10,000 budget for Negotiations, we will need to increase our Negotiations budget by \$10,000 due to possible expenses incurred through the summer months.

## **VI. Director J Report – Eric Kaljumagi – No Report**

## **VII. SOne/CTA State Report – Joan Sholars – No Report**

## **VIII. Academic Senate Report – Chisa Uyeki**

A. Nominations and Elections – Congratulations to our newly elected Co-VP (Lina Soto), Directors (Phil Wolf, Melinda McCrea, & Bernie Somers), and Secretary (Kelly Rivera) for terms beginning in June 2019. Their willingness to run and to serve as members of the Senate Executive Board is appreciated.

B. Appointments – 1) Manger, Financial Aid & Special Programs (Inreach & Outreach) Search Committee: Jimmy Tamayo (Mathematics) appointed to replace previously appointed faculty who stepped down. 2) Commencement Name Readers: Michelle Shear (Dance), Tony Macaraeg,(Nursing), Beta Meyer (Biology), Tony Rivas (Counseling EOPS), Luisa Howell (Spanish), and Bruce Nixon (PsychTech). 3) Scholarship Committee: Estela Mejia-Gonzalez (Child Development). 4) Joint AS/FA Task Force on Flex Days: Tania Anders (ESA), Rocio Avila (ENGL), Sun Ezzell (LERN). 5) Joint AS/FA Task Force on Class Size: Kim-Leiloni Nguyen (BIOL), Mica Stewart-Thomas (SOC), Kristina Allende (ENGL). 6) Diversity Requirement Task Force: John Norvell (BIOL), Marlene Gallarde (SOC), Karla Hernandez-Magallon (SOC), Lina Soto (COUN), Mica Stewart-Thomas (SOC), Shiloh A. Blacksher (PSYC), Gina DePaola (JOUR), Laura Jacob (ESL), Solène Alghannam (WLAN), Doug Mullane (ENGL) and Laura Jacob (ESL). 7) Funding Formula Task Force Appointments: Jimmy Tamayo (MATH); L. E. Foisia, (ABE); Sun Ezzell (READ); Keiko Tsurumi (WLAN); Bernie Somers (COUN); Richard Strand (THTR).

C. Actions – 1) Recommendations from Textbook Task Force were accepted with amendments by the full Senate on April 11, 2019. 2) Resolution in Support for Actions to Ensure the Implementation of the Climate Action Plan was passed by the full Senate on April 25, 2019. 3) SSSPAC Recommendations from March 4, and April 15, 2019 were accepted by full Senate on April 25, 2019. 4) Discipline equivalencies from Chemistry, Psychology, Engineering, and Theater Arts were approved by the full Senate on April 25, 2019. 5) Mt. SAC Tech Equity Pilot, recommended by (SP&S), was approved by full Senate on April 25, 2019.

D. Individual Equivalencies – Over the past month Chisa has reviewed about 40 individual equivalencies for adjunct faculty to teach in the School of Continuing Education, mostly for the summer high school program. An additional approximately 45 equivalencies have been reviewed (with assistance from Lina and discipline faculty [usually the department chair] as needed) for applicants to full-time faculty positions.

E. EAB Launch Meeting – EAB is a software solution that (among other features) supports student academic planning with tools such as visualizations of schedules to support student course and term planning and make registration easier for busy Mt. SAC students. We will continue to use Degree works for MAPs. EAB is robust, with a plethora of features, which will be rolled out in phases. The first roll out phase will be no earlier than about a year from now for summer 2020 registration. The project will be lead by Student Services with support from IT.

F. ASCCC Spring Plenary – Spring Plenary, April 11-13, included a general session at which Dr. Scroggins presented on a panel with three other past-presidents of the ASCCC. Dr. Scroggins spoke to the importance of maintaining local control, urged faculty to maintain a strong Academic Senate voice, particularly in the online college. He spoke to diversity being the particular strength of our state and our country, and that top-down centralized control is not reflective of California. In addition to the general sessions, Chisa attended

presentations on expected changes to Title 5 related to AB 705, credit for work, the role of the Senate in college budget processes, and Student Equity and Achievement Metrics and Student Equity Plans.

G. AMAC – AMAC met on April 10, 2019 and discussed SEAP planning and funding process, Multiple Measures updates, and reviewed standing/carry over items. In response to student requests, LatinX Center has been given space with the Bridge Program. There is no current funding for separate programming, but students are receiving services through Bridge. AMAC also met on April 24<sup>th</sup> and this will be included in the next report.

H. GPS Steering – Met on April 16, 2019, and reviewed a final draft of the Guided Pathways Essential Practices: Scale of Adoption Self-Assessment document. Edits were made at the last meeting and at this meeting. The purpose of this document is to show progress and degrees of implementation of Guided Pathways across campus, including how equity efforts are being connected to pathways work.

I. Upcoming ASCCC Events – Upcoming ASCCC Events · 2019 Faculty Leadership Institute, June 13, 2019 to June 15, 2019, in Sacramento. Chisa Uyeki and Serena Ott are attending.

#### **IX. Insurance Committee/Health Insurance Task Force – Barbara Quinn**

A verbal report was given. The Executive Board Members were provided with the Power Point from the April CECHCR presentation along with information shared by the Insurance Task Force. Highlights of information that was sent to the FA Executive Board was discussed. The next Insurance Committee/Employee Health Benefits Committee will be held on May 15 from 1:30-3:00 pm. Location to be determined.

#### **X. Adjunct Faculty Committee – Linda Chan**

The Adjunct Faculty Advisory Committee (AFAC) met on April 16<sup>th</sup> and discussed membership outreach and how it is progressing. Also discussed was one-on-one promotional conversations, parity pay and how to replace members of the committee. The AFAC continued working on finalizing the adjunct faculty promotional brochure.

#### **XI. Hospitality Committee – Tamra Horton**

Hospitality chair, Tamra Horton, announced that May 7<sup>th</sup> is Faculty Appreciation Day and will be held in Founders Hall from 11:00 am – 5:00 pm. A festive taco bar will be provided as well as a chance to win a gift card (two chances if you wear a green Faculty Association shirt!). She reminded Board members of their volunteered hours and thanked them for assisting in making this a special event for our faculty.

#### **XII. Closed Session – Grievance and Negotiations Report**

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

#### **XIII. Old Business – Action Items**

A. 2019 – 2020 FA Goals – A motion was made, seconded and carried to postpone this item until the next Executive Board meeting on May 14<sup>th</sup>.

B. Committee Appointments – A motion was made, seconded and carried to approve the following committee appointments: Employee Wellness – Sandra Weatherilt; Exceptional Service – Emily Woolery; Lab Parity – Mark Cooper; FA Budget – Linda Chan; FA Survey – Maria Davis.

C. Swag for New Faculty Events – A motion was made, seconded and carried to approve the budget of \$1000 to purchase more key chains, mugs and other swag for the projected 45 new faculty hires plus 200 new part time faculty.

D. Meeting Site for June 11 – A motion was made, seconded and carried to approve the meeting site for the June 11 Executive Board meeting be held in the FA Office Conference Room.

#### **XIV. New Business – Discussion**

A. Committee Appointments – The following committee appointments have been proposed: Exceptional Service – Julie Bray-Ali; FA Grievance – David Mrofka; FA Calendar – Julie Bradley; FA Elections – Beta Meyer; FA Political Action – Kim Geary, Richard Myers, Kelly Rivera; FA Membership – Laura Wohlgezogen. This will be an action item at the next Executive Board meeting on May 14<sup>th</sup>.

B. Approval of Auditor for 2018 – 19 Audit – After receiving another bill from the auditor in the amount of \$1200 it has been recommended that we switch auditors. Treasurer Lancaster will be bringing that name forward at the next Executive Board meeting and this will be an action item on May 14<sup>th</sup>.

C. Rebalance Plan for Investments – The FA has four CDs all with individual dates of maturation. Due to an unusual year of one-time expenses such as Measure GO (\$10,000) and the Northern California disaster relief (\$1500) as well as the possible need of additional funds for upcoming negotiations, it is recommended that we transfer one of the CDs to checking to have additional money ready for emergency expenditures. This will be an action item at the next Executive Board meeting on May 14<sup>th</sup>.

D. SCTA Dues Payments – The FA is proposing to financially support SCTA students by allocating \$300 – \$500 to diminish student payments (\$35 fee) and support the next generation of teachers. This will be an action item at the next Executive Board meeting on May 14<sup>th</sup>.

E. Department Chair Training Day – The Department Chair Training will be held on Wednesday, August 21, 2019. The FA usually provides breakfast and the District provides lunch. It has been proposed to provide a continental breakfast with a budget of \$750 for this event. This will be an action item at the next Executive Board meeting on May 14<sup>th</sup>.

F. Fall Adjunct Faculty Orientation – The New Adjunct Faculty Orientation is Thursday, August 22, 2019. It is a nine to ten hour day and the FA would like to provide breakfast, lunch and dinner for this event with a budget of \$1250. This will be an action item at the next Executive Board meeting on May 14<sup>th</sup>.

G. Fall Flex Day – The FA will be presenting informational break-out sessions at Fall FLEX Day. Also, the Membership Committee Chair will be requesting a Membership Development Grant from CCA to cover an informational and promotional reception following FLEX Day. This will be an action item at the next Executive Board meeting on May 14<sup>th</sup>.

H. FA Standing Rules Modifications – A motion to postpone this item and continue as a discussion item at the next Executive Board meeting on May 14<sup>th</sup> was made, seconded and carried.

I. FA Bylaws Modifications – A motion to postpone this item and continue as a discussion item at the next Executive Board meeting on May 14<sup>th</sup> was made, seconded and carried.

#### **XV. Announcements**

A. Next Executive Board Meeting – May 14<sup>th</sup>, 11:30–1:00 in FA Office.

B. Next Representative Council Meeting – May 7<sup>th</sup>, 11:30–1:00 in Founders Hall.

C. Next Board of Trustees Meeting – May 8<sup>th</sup>, 6:30 pm in Founders Hall.

D. Next CCA Conference – October 11<sup>th</sup> at the Hilton San Jose.

E. Next SCOne Council Meeting – May 22<sup>nd</sup>, 4:30-9:00 p.m. at the San Dimas Country Club.

- F. Faculty Appreciation Day – May 7<sup>th</sup>, 11:00-3:00 p.m. in Founders Hall.
- G. Retirement/Tenure Tea – May 21<sup>st</sup>, 11:30 - 1:00 p.m. in Founders Hall.
- H. FA Awards Tea – June 8<sup>th</sup> , 2:00 - 4:00 p.m. in Founders Hall.

**XVI. Adjournment**

The meeting was adjourned at 1:15 p.m.

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