

Mt. San Antonio College Faculty Association

Executive Board Meeting Minutes (Unapproved)

December 14, 2021

11:30am – 1:00pm via Zoom

Present: Chisa Uyeki, Emily Woolery, Eric Kaljumägi, Herschel Greenberg, Linda Chan, Maya Alvarez-Galván, Sandy Esslinger, Tamra Horton, Vicki Greco

Absent: Joshua Christ, Judy Lawton, Kristina Allende, Kelly Rivera, Luisa Howell, Robert Piluso

I. Call to Order

The meeting was called to order at 11:32am.

II. Approval of Agenda with Flexibility

Emily presented the agenda. A motion was made to approve the agenda with flexibility (Linda), seconded (Maya). The agenda was approved with flexibility by acclamation.

III. Approval of Minutes of November 30, 2021

A motion was made to approve the minutes (Linda), seconded (Maya). Maya suggested minor amendments. The minutes, with amendments, were approved by acclamation.

IV. Reports

A. President - Emily Woolery

- 1. President's Advisory Council:** President's Advisory Council (PAC) met on December 8. At the meeting, PAC reviewed and approved Purpose and Function Statements and Committee Goals for Assessment and Matriculation (info only), Basic Needs Committee, Budget Committee, Campus Equity and Diversity Committee, and Climate Commitment and Environmental Justice Committee. Pending Executive Board approval today (12/14/21), Emily appointed Tamra Horton and Phil Wolf to PAC's workgroup on the Campus Smoking Policy. In January PAC will review the College's mission, vision, and core value statements.
- 2. Board of Trustees Meeting:** The Board of Trustees (BOT) met on December 8. BOT had its annual organizational meeting, electing Judy Chen Haggerty as President, Gary Chow as Vice President, and Manuel Baca as Clerk. Former FA Leader, Lance Heard, was introduced as the new Associate Dean of Humanities and Social Sciences Division. A few students gave public comments against the student vaccine mandate, including concern that some unvaccinated students may not be able to complete their programs of study. The BOT discussed costs for the Great Staff Retreat and Management Retreat, noting a difference in costs and attendance at these retreats. They discussed a proposed agreement to partner with the Archdiocese of Los Angeles to offer dual enrollment courses at Pomona Catholic High School. They tabled Resolution No. 21-12 – Establishment of the College Police Department to the January

meeting. The FA had previously passed a resolution in 2016 against the establishment of a college police department and has not changed its position. The FA Report to the BOT is attached to Emily's written report. BOT will meet again on January 12. At this meeting, BOT will have FA reopener negotiations as an action item. BOT will also vote on Resolution No. 21-12 at this meeting. CTA organizers recommend FA members attend this meeting in support of opening reopener negotiations. Please save this date on your calendar.

3. **Interactive Process Meetings:** Emily met with HR due to receiving multiple questions about the interactive process. The district is following expected practices related to accommodations and leaves, but recent side letter agreements may have raised faculty expectations of these opportunities.
4. **Employee Relations:** Probationary and adjunct faculty members reached out to the FA with employment concerns following their evaluations. Adjunct faculty members reached out to the FA with concerns about losing sections due to enrollment declines.
5. **Negotiations:** FA leadership requested the district spread the negotiation team members' LHE as 4 LHE in Winter and 8 LHE in Spring. The district denied this request citing language in Article 23.A.
6. **Other Meeting Attendance:**
 - Academic Senate: December 2
 - Academic Senate Executive Board: December 9
 - FA and President Monthly Meeting: December 6
 - FA and SCE Monthly Meeting: December 1
7. Emily thanked the FA Executive Board Members for their service and expressed appreciation of their participation in the work of the FA.

B. Vice President - No report.

C. Treasurer - Linda Chan

1. Linda presented and distributed the Faculty Association's Financial Statement dated September 1, 2021 through December 14, 2021.

V. **Closed Session**

- A. Grievance: The Executive Board reviewed and discussed the written report.
- B. Negotiations Report: A survey is being developed that will go out to all faculty.

VI. **Old Business**

- A. FA Negotiations Team Appointments
 - Sandra Esslinger, Lead - 10 LHE
 - Robin Devitt, Member - 0 LHE
 - Herschel Greenberg, Member - 3 LHE (winter) and 3 LHE (spring)
 - Tamra Horton, Member - 0 LHE

David Mrofka, shadow - 3 LHE (winter) and 3 LHE (spring): will participate in proposal writing and research.

The district will fund the LHE listed in the faculty contract. Researchers will be determined as appropriate to open articles. The Executive Board acknowledged a lack of diversity in the makeup of the negotiations team. Brief discussion ensued on ways to invite and recruit broader participation in the union, including the negotiations team.

A motion was made to approve the proposed FA Negotiations Team appointments (Tamra), seconded (Herschel). The motion passed: 6 in favor, 0 opposed, 3 abstained.

B. Conference Attendance

1. CTA Region 3 Conference: Maya Alvarez-Galvan, Tamra Horton, and Emily Woolery
2. CCA Winter: Linda Chan, Joshua Christ, Maria Davis, Tamra Horton, David Mrofka, Ellen Straw, and Emily Woolery

A motion was made to approve the appointments. The motion passed by acclamation.

C. FA Meeting Schedule

1. Winter 2022 – Request to hold retreat for bylaws/standing rules:
Maya proposed to hold one 3-hour retreat meeting during the winter for the purpose of spending dedicated time on the bylaws and standing rules documents. It was suggested to invite CTA Representatives to advise. The meeting will be for discussion and information; a quorum will not be required. Maya made a motion that we hold a meeting to address the Faculty Association Bylaws and Standing Rules based on guests' availability, Herschel seconded the motion. The motion passed: 8 in favor, 0 opposed, 0 abstained.
2. Spring 2022:
Emily presented the schedule for eboard and rep council, and Retirement Tea. A motion was made to approve the spring 2022 meeting schedule (Maya), seconded (Linda). A motion was made to add "if needed" to the June 14th Executive Board Meeting (Maya), seconded (Chisa). The motion passed by acclamation. Herschel made a motion to extend the Executive Board meetings by 15 minutes, Maya seconded the motion. The motion failed: 4 in favor, 4 opposed, 1 abstained. The motion to approve the spring 2022 meeting schedule passed: 8 in favor, 0 opposed, 0 abstained.

A motion was made to extend the meeting by 15 minutes (Tamra), seconded (Maya). The motion passed: 7 in favor, 2 opposed, 0 abstained.

D. Committee Appointments

1. Employee Wellness Committee
 - Shelley Doonan, CSDT Department
Food Services Advisory Group
 - Susan Chavez, CSDT Department
Faculty Professional Development Committee
 - Stephen Trull, Geography and Political Science
Health & Safety Committee
 - Stephen Trull, Geography and Political Science
PAC Task Force - Smoke Free Campus
 - Tamra Horton, FA Vice President
 - Philip Wolf, Physics and Engineering

A motion was made to approve the committee appointments (Maya), seconded (Tamra). A motion was made to separate the FPDC appointment (Vicki), seconded (Tamra). The motion passed: 4 in favor, 2 opposed, 1 abstained. The motion to approve the committee appointments passed: 8 in favor, 0 opposed, 0 abstained. A motion was made to continue the search for FPDC appointee (Tamra), seconded (Vicki). The motion passed: 7 in favor, 1 opposed, 0 abstained.

2. FA Organizing Committee Chair - Maya Alvarez-Galván
A motion was made to approve the committee chair appointment (Tamra), seconded (Vicki). The motion passed by acclamation.

VII. New Business – Discussion Items

- A. Compensation to Adjuncts for Membership Drive
Emily presented the following proposal:
Teresa Landeros: 6 hours at \$50.00/hour = \$300.00
Natalie Solodjagin: 3 hours at \$50.00/hour = \$150.00

A motion was made to extend the meeting for 10 minutes (Maya), seconded (Tamra). The motion passed by acclamation.

A motion was made to waive the 30 day rule and to approve the compensation proposal (Maya), seconded (Herschel). The motion passed by acclamation.

VIII. Other Reports

- A. Academic Senate: No report
- B. Adjunct Faculty Advisory Committee: No report
- C. CCA Director J Report: No report
- D. CTA Service Center One Council: No report

IX. Announcements

- 1) Board of Trustees Meeting: January 12 at 6:30pm
- 2) CTA Issues Conference: January 21-23 in Las Vegas. Register at <https://www.cta.org/event/issues-conference-2022>.

- 3) CTA Region 3 Leadership Conference: February 4-6 in Los Angeles. Learn more at <https://www.cta.org/event/region-iii-leadership-conference-2022>.
- 4) CCA Winter Conference: February 11-13 in San Diego. Learn more at <https://www.cta.org/event/cca-winter-conference>.
- 5) FA Executive Board: February 22 at 11:30am – 1:00pm
- 6) FA Representative Council: March 1 at 11:30am – 1:00pm

X. Adjournment

The meeting adjourned at 1:25pm.

Respectfully submitted,

Vicki Greco