

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes
October 25, 2022 | 11:30am – 1:00pm via Zoom

Attendance: Kristina Allende, Tania Anders, Maya Alvarez-Galván, Joshua Christ, Vicki Greco, Tamra Horton, Eric Kaljumägi, Teresa Landeros, Marina McLaughlin, Loni Nguyen, John Pellitteri, Tony Rivas, Roger Willis, Emily Woolery

- I. Call to Order
President Emily Woolery called the meeting to order at 11:33am.
- II. Approval of Agenda with Flexibility
A motion was made to approve the agenda with flexibility (Pellitteri), and seconded (Horton). The motion passed.
- III. Approval of Minutes – October 11
A motion was made to approve the minutes (Pellitteri) and seconded (Allende). The motion passed: 9 in favor; 0 opposed; 1 abstention.
- IV. Reports
 - A. President - Emily Woolery
 1. President Emily Woolery will be appointing John Geiger as a researcher to assist the Faculty Association Negotiations Team (FANT) with the Intellectual Property Article and will be compensated for a minimum of 10 hours at the non-teaching pay rate.
 2. Many faculty have received notification from CalPERS that their medical insurance plan will be canceled effective January 2023. Human Resources is working to correct the problem and is investigating the cause.
 - B. Vice President - Tamra Horton
Vice President Tamra Horton reported that one faculty member attended the FA Out and About event, *Around the World in 80 Days*. Teresa Landeros will be hosting the FA Out and About event, *Fall Dance Repertory Concert*, on November 5.
 - C. Treasurer - Maya Alvarez-Galván
 1. Treasurer Maya Alvarez-Galván presented the financial statement for September 1, 2022 through October 25, 2022. The FA received its first payment of membership dues from CTA. Maya pointed out that the FA is being charged monthly bank fees that she cannot remedy due not yet being listed as a signatory on the account.
 2. Internal Revenue Service
 - a) The Mt. SAC Faculty Association is erroneously listed as a 501(c)(4) instead of a 501(c)(5) with the IRS, which has resulted in the FA not being able to file taxes for several years. The error appears to have occurred several years ago, in 2017. Because of the FA's inability to file taxes, the FA has lost its tax-exempt status.
 - b) CTA has advised that the FA hire a professional to correct the error with the IRS. Maya provided an estimated amount for correction of the tax problems. In fall of 2021, the past FA Treasurer reported to the executive board that the FA's accounting firm had corrected the tax exempt status; however, the accounting firm has communicated to Maya that they have not submitted documents to the IRS necessary for correction.

A motion was made to suspend the rules to act on the item (Kaljumägi) and was seconded (Nguyen). The motion passed: 9 in favor; 0 opposed; 1 abstention. A motion was made to authorize the FA Treasurer Maya Alvarez-Galván up to \$5,000 in legal and accounting fees to fix the problems of our IRS filing and tax exempt statuses, with the provisions that the FA Treasurer has flexibility to select the tax preparer hired and that our current accountant not be selected (Kaljumägi) and was seconded (Nguyen). Discussion. A motion was made to amend the motion so that FA Treasurer Maya Alvarez-Galván has flexibility in the selection of any tax preparation firm to be hired by the Faculty Association (Nguyen) and was seconded (Allende). The motion to amend passed: 10 in favor; 1 opposed; 1 abstention. The vote took place on the amended motion. The motion as amended passed: 9 in favor; 0 opposed; 3 abstentions.

V. Closed Session

- A. Negotiations Report: No report.
- B. Grievance Report: No report.

VI. Old Business – Action Items

A. Pay Increase – FA office personnel

Emily presented a proposal to increase the FA office personnel's (Vera Suwantarungsri) hourly wage in alignment with the 2.76% increase that the faculty received. A motion was made to increase the hourly wage from \$22.00 to \$22.61, effective immediately (Alvarez-Galván) and seconded (Allende). The motion passed: 11 in favor; 0 opposed; 1 abstention.

B. Proposal for Additional Organizing Funding

A motion was made to recommend approval of the proposal for 1 LHE in winter 2023 and 3 LHE in spring 2023 for each Organizing co-Chair, Maya Alvarez-Galván and Ellen Straw. Presently, the co-Chairs of Organizing are grant-funded. Approval of the funding proposal will allow organizing to continue in the winter and spring of 2023. A question was asked if the LHE compensation will be from the part of the negotiations LHE that the FA President has authorization to approve, or if it will be presented to the Representative Council to request an increase in expenditures? The response was that the FA Governance Committee will review it and make a recommendation. The motion passed: 12 in favor, 0 opposed, 1 abstention.

C. Manager Evaluations

A motion was made to accept the proposal for a committee to investigate and make recommendations on manager evaluations (Alvarez-Galván) and seconded (Greco). Discussion. Con arguments included anonymous feedback may lack validity, that a manager evaluation process has been in place, and a perspective that manager evaluations are not an issue for the Union to address. Pro arguments included that the creation of an evaluation process is a way for the Union to obtain information from faculty and to keep track of the evaluations and behaviors of individual administrators. Because much of the information that is known to the leadership of the FA and the Academic Senate is within a confidential realm, a process such as the one proposed could help with transparency and accountability. The vote took place, and the motion passed: 9 in favor; 1 opposed; 2 abstentions.

D. Divestment Resolution

Tania Anders spoke in favor of our local CTA Chapter to propose a resolution supporting the divestment of fossil fuels in regard to pension funds. A sample divestment resolution calling for CalSTRS to divest with a commitment to a defined exit strategy that other CTA Chapters have passed was presented. State Council Representative Joshua Christ said that the CalSTRS Board took a vote to not divest after

taking direction from CTA retirement committees. The purpose of our local chapter taking action on a divestment resolution is to have a record of support or not support of the motion so that our region representative can represent our position at State Council. No action was taken. The item will return under *Old Business* at the next executive board meeting.

E. Class Size Task Force Recommendations: The item was postponed until the next executive board meeting on November 8, 2022.

F. Mascot and Moniker – FA Resolution

A motion was made to support the Academic Senate Resolution (Alvarez-Galván), and seconded (Greco). The motion passed: 6 in favor; 0 opposed; 1 abstention. The item will go to the next Representative Council meeting.

VII. New Business – Discussion Items

A. Update FA Computers

Vice President Tamra Horton presented a written proposal to purchase new computers for the Faculty Association front office and for the FA President and Vice President offices. In addition, it is desired to purchase laptops for the FA Secretary and Treasurer, which would exceed the budget.

B. Holiday Pay for FA Office Personnel

President Emily Woolery presented the idea for holiday compensation for the FA office personnel for standard holidays.

C. Membership Drive: The item was not addressed due to time constraints.

D. Paying an Accounting Firm to Fix Tax Problems: The item was addressed under the Treasurer's Report.

E. Change Accounting Firm: The item was addressed under the Treasurer's Report.

F. Sabbatical Report Storage at the FA Office: The item was not addressed due to time constraints.

VIII. Other Reports

A. Academic Senate

B. Adjunct Faculty Advisory Committee

C. CCA Director J Report

D. CTA State Council Report

E. Organizing Report

IX. Announcements

A. To Kill a Mockingbird: Oct. 30 at 1:00pm, Pantages Theater

B. Rep Council Meeting: Nov. 1 at 11:30am-1:00pm

C. FA Open House for Part-time Faculty, Nov. 3 @ 1:30pm-2:30pm via Zoom

D. FA Out and About: Repertory Dance Concert, Nov. 5 @ 7:30pm, Sophia B. Clarke Theater

E. Executive Board Meeting: November 8 @ 11:30am – 1:00pm

F. Board of Trustees Meeting: November 9 @ TBA

G. The Japanese American Museum: Nov. 11 @ 11:00am

H. Board Study Session: Nov. 12

I. The Outsiders: Feb. 23, 2023, La Mirada Theatre for the Performing Arts

X. Adjournment

The meeting adjourned at 1:14pm.

Respectfully submitted:

Vicki Greco

