

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes
November 8, 2022 | 11:30am – 1:00pm via Zoom

Attendance: Allende, Alvarez-Galván, Anders, Christ, Greco, Horton, Kaljumägi, McLaughlin, Nguyen, Pellitteri, Rivas, Willis, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 11:34am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Nguyen) and seconded (Pellitteri). The agenda was approved with flexibility.

III. Approval of Minutes – October 25

A motion was made to approve the minutes (Nguyen) and seconded (Pellitteri). A correction was made for accuracy of information contained in the proposal under New Business item A.- *Update FA Computers*, which included the purchase of a computer for the front FA office in addition to the two computers for the President's and Vice President's offices. The minutes were approved as amended.

IV. Reports

A. President - Emily Woolery

President Emily Woolery provided an oral report.

1. **President's Advisory Council:** Mt. SAC's draft 2022-2025 Strategic Plan does not include increased remote work opportunities. The Administration has stated that, because it is a working condition and, therefore, a collective bargaining item, it is not being included in the plan. The Board Policy on Budget Management (BP 6250) has been proposed for revision to increase the minimum requirement from 10% to 18.5% for the District's reserves account. Vice President Morris Rodrigue said that it is a change in the document but not a change in practice. Morris has said he would be comfortable with 25% in reserves. The District is creating its budget narrative of one-time monies as faculty contract negotiations begin. Local budget assumptions were discussed, including a reduction of 4,000 FTES. The revised board policy will be reviewed by Cabinet.
2. **Campus Equity and Diversity Committee:** Because of the creation of the DEISA Council, the Campus Equity and Diversity Committee is determining how the new council affects its functions.
3. **Competency Based Education (CBE):** Charla Long, President of the CBE Network chaired meetings that Emily attended on 10/26 and 10/27. Mt. SAC's CBE Pilot means a substantive change in working conditions for faculty involved in the pilot. The FA will be negotiating side letters to address working conditions of the pilot participants. Presently, Mike Hood and Madelyn Arballo are serving as the leads for faculty and management, respectively. Vice President Tamra Horton asked Eric to comment as CCA President on what being communicated from CCA or CTA on the issue of CBE. Eric responded that the chancellor's office has described it as multiple faculty having involvement with separate aspects of the curriculum and not necessarily in a collaborative way. There may be a faculty member developing curriculum, another teaching the curriculum and a third faculty member assessing the students. The CBE model may have similar conditions as those of Calbright Online Community College, which includes 12-month instruction and no defined academic terms. Emily identified impacts to contract articles pertaining to the Calendar, Workload, Distance Learning, Class Size, Faculty Evaluations and Appendix H, Intellectual Property Rights, and Appendices A, C, and F. Several executive board members raised concerns about aspects

of working conditions including, but not limited to, compensation, workload, MQs for “coach”, academic calendar, and transcript notations.

4. **Appendix E Workgroup:** The work group is trying to confirm that the position descriptions that have been submitted over the years and recently still meet the current functions of the positions. There seems to be confusion about the purpose for district administrators questioning faculty appointed to Appendix E positions about their duties. Tamra clarified that the work group is gathering information at this point to better create consistency and standardize the LHE allocated to positions. Academic Senate Vice President Tania Anders stated that the Academic Senate-appointed positions’ descriptions are documented in the Academic Senate’s Constitution and cannot be changed by the individuals appointed to the positions.

5. **Merged Shell Work Group:** Two additional members are being added to the work group: Faculty member Carol Impara and Distance Learning Director Katie Datko.

B. Vice President - Tamra Horton

Vice President Tamra Horton distributed a [written report](#).

C. Treasurer - Maya Alvarez-Galván

Treasurer Maya Alvarez-Galván had reported at the last executive board meeting that the first deposit had been made; however, Maya has since learned that it was a delayed deposit for last fiscal year. The first deposit for membership dues has recently been made but is not yet reflected on the statement. The deposit should be reflected on the next statement. The FA has completed its annual audit. Last week, Maya spent approximately 8 hours on the phone with the IRS, after which she concluded that the FA can file the paperwork on its own without hiring an accounting firm. Maya will proceed to file the paperwork on behalf of the Faculty Association, which will result in saving a few thousand dollars.

V. Closed Session

A. Negotiations Report

Emily reported that the first negotiations session was held on Friday, November 4. A negotiations update report will likely go out to the faculty prior to our next executive board meeting. Discussion occurred about additional ways to inform the faculty at large of critical information. Marina volunteered to assist with efforts to inform. Eric shared that some districts have successfully negotiated increases in the double digits, and there are districts that are engaged in organizing. Eric reminded the board that the P1 report comes out in February and contains important information to publicize.

B. Grievance Report: No report.

VI. Old Business – Action Items

A. Divestment Resolution

A motion was made to recommend the resolution as written and with the addition of identifying Mt. SAC Faculty Association to the representative council for adoption (Allende) and seconded (Greco). Discussion. The motion was recommended unanimously.

B. Class Size Task Force Recommendations

A motion was made to recommend the Class Size Task Force Recommendations (Horton) and seconded (Allende). Discussion included agreement on a proposed amendment being made on the floor at the FA Representative Council meeting to clarify that a course outline of record applies to all modes of instruction, i.e. on campus and online. Kristina Allende, who served as a member of the task force, confirmed that it was not included in the recommendations at the time because it had been the practice of the College since the beginning of distance learning and online modes of instruction. Eric brought up the likelihood of increased costs as a result of class size reductions for some courses. It was stated that the task force had done cost calculations as part of its work and Phil Wolf was identified as the task force member who had calculated the costs. Tamra Horton withdrew the motion; the second (Kristina Allende)

concurrent. The item will return to the next executive board meeting along with the projected costs associated with the recommendations.

C. Update FA Computers

Tamra presented the estimate for three desktop computers. A motion was made to approve the proposal (Allende) and seconded (Pellitteri). The motion was approved.

D. Holiday Pay for FA Office Personnel

Eric brought up a concern about the potential of multiple staff being employed and how to determine which staff receives the holiday pay. No action was taken due to time constraints. The item will return at the next executive board meeting.

VII. New Business – Discussion Items

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

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

VIII. Other Reports

A. Academic Senate: A [written report](#) was distributed.

B. Adjunct Faculty Advisory Committee: No report.

C. CCA Director J Report: No report.

D. CTA State Council Report: No report.

E. Organizing Report: No report.

IX. Announcements

A. Board of Trustees Meeting: November 9 @ TBA

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

C. Board Study Session: Nov. 12 @ 8:30am at the Diamond Bar Center - Pine Room

D. FA Bylaws Review Sessions: Nov. 16 @ 1:30-2:30pm & Nov. 17 @ 5:30-6:30pm

E. Executive Board Meeting: November 22 @ 11:30am-1:00pm

F. Rep Council Meeting: Nov. 29 at 11:30am-1:00pm

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

H. 2023 NEA Higher Education Conference: March 17-19, 2023 in San Jose

X. Adjournment

The meeting adjourned at 1:00pm.

Respectfully submitted,

Vicki Greco

Faculty Association Secretary