

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
June 6, 2023 | 11:30am – 1:00pm via Zoom

Attendance: Allende, Alvarez-Galván, Anders, Christ, Esslinger, Greco, Horton, Kaljumägi, Landeros, McLaughlin, Nguyen, Pellitteri, Rivas, Willis, 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 (Nguyen) and seconded (McLaughlin). The agenda was approved with flexibility.

III. Approval of Minutes – May 23

A motion was made to approve the minutes from the May 23, 2023 Executive Board Meeting (Nguyen) and seconded (Pellitteri). The minutes were approved.

IV. Reports

a. President – Emily Woolery

President Emily Woolery thanked Directors Sandra Esslinger and Kristina Allende for their service on the Executive Board. The Board will be welcoming incoming Directors David Mrofka and Stephen Lancaster for the 2023-2024 year.

b. Vice President – Tamra Horton

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

c. Treasurer – Maya Alvarez-Galván

Treasurer Maya Alvarez-Galván distributed a written report of the current [financial statement](#). The statement reflects that the FA remains operating underbudget. Members continue to submit hotel expenses for the March NEA conference.

V. Closed Session

a. Negotiations Report – Tamra Horton

Vice President Tamra Horton gave an update on the status of negotiations. The district's counterproposals at the most recent negotiations session on June 2nd did not include a counter on salary or other monetary compensation. The district countered the FANT's proposal of a few sentences on Intellectual Property with a 3-page proposal. The district continues to push for closing negotiations by June 30th; however, that will depend on whether agreements are reached during the next two negotiations sessions.

b. Grievance Report – Tamra Horton

Vice President Tamra Horton included the report in the VP's written report. Tamra reported that the dispute process as it is written in the contract is problematic because there is no enforcement for the parties to participate. The disputes filed against two administrators for an email listserv communication in response to comments the FA President made at the March 8th Board of Trustees Meeting is now at Step 2, and the meeting is being held tomorrow, June 7. Another department has contacted the FA regarding concerns about department chair elections procedures. The FA has intervened in a student complaint against a member and will pull AP 5530 for revision due to it conflicting with the faculty collective bargaining agreement regarding the processing of student complaints. Director Eric Kaljumägi commented that the collective bargaining agreement supersedes the district's board policies and administrative procedures.

VI. Old Business – Action Items

a. Organizing Leadership

President Emily Woolery shared the proposed budget for FA operations and negotiations for 2023-24 as informational and presented a proposal for the 2023-24 Organizing Leadership. The proposed LHE for Organizing Leadership will result in a projected deficit of 2 LHE, which is an approximate cost of \$3,500. Emily stated that the cost can be sufficiently covered by the approved 2023-24 FA budget. A motion was made to approve the proposal to appoint Maya Alvarez-Galván as Lead Organizer and to allocate 8 annual LHE starting summer 2023 through spring 2024 (Kaljumägi) and (Nguyen). The motion passed.

b. Dr. Scroggins' Retirement Event – Gift

Vice President Tamra Horton presented gift ideas that she received from members of the Executive Board. A motion was made to purchase a stuffed bear and FA t-shirt for the bear and was seconded. Discussion occurred, with some board members speaking against using member dues to purchase a gift due to concerns of President Scroggins not valuing the faculty throughout his tenure as Mt. SAC's president. Other members spoke in support of purchasing a fiscally modest gift as an acknowledgement of President Scroggins' 30-plus years of professional contributions to the community colleges. The motion passed: 6 in favor; 3 opposed; 2 abstained.

c. Dr. Garcia – Reception, Gift

A motion was made to host a reception event in the fall semester with a budget of \$3,000 for food (Alvarez-Galván) and seconded (Kaljumägi). The motion passed. The idea of a gift was postponed to a future meeting.

d. Organizing Proposal

Lead Organizer Maya Alvarez-Galván reported that there has been a good turnout at the Coffee with FA Leaders this week. Maya would like to continue this activity in the fall semester and is seeking the Board's approval of a \$500 budget proposal. A motion was made to approve the proposed budget (Kaljumägi) and seconded (Alvarez-Galván). Discussion occurred about whether approval is required for each budget associated with organizing activities even if the proposed amount does not exceed the approved budgets for such activities. Eric responded that the FA President can approve, at their discretion, expenditures that do not exceed \$1,000; budget proposals of this kind do not require Board or Council approval. The motion passed.

e. Committee Appointments

A motion was made to approve the proposed 2023-2026 committee appointments (Rivas) and seconded (Nguyen). President Woolery appointed members to only one committee even when members volunteered for multiple committees. The Executive Board approved the following appointments:

- Class Size Committee: Julie Bray-Ali, Earth Science and Astronomy
- Exceptional Levels of Service Committee: Maura Palacios Mejia, Biology
- Health and Safety Committee: Connie Kunkler, Nursing
- FA Communication Committee: Daniel Cantrell, Communication
- FA Governance Committee: Joshua Christ, Theater
- FA Hospitality Committee: Michelle Shear, Dance; Maya Alvarez-Galván, English
- FA Taskforce on Managers Evaluation: Maria Davis, Fashion; Patricia Maestro, Counseling

Emily asked for volunteers from the Executive Board to serve as chairs on FA committees.

VII. New Business – Discussion Items

a. Work Group on Article 10 – Workload

Director and Lead Negotiator Sandra Esslinger introduced the item. Sandy has heard from numerous faculty about the increased workload being experienced over the past few years. Sandy is requesting a diverse work group be created, with faculty from all areas and positions to look at factors contributing to the increased workloads and the role that FA can play to mitigate the additional workload burdens. President Woolery asked that Sandy draft a proposal including compensation, if any.

b. Work Group – Dual Enrollment Mandate for 2025 Incoming Ninth Graders: The item was postponed until the next meeting so the proposer of the item, Joshua Christ, could present the item.

c. FA Negotiation Team Appointments

President Woolery asked for a motion that the proposed FA Negotiation Team appointments be considered for action today. Director and Lead Negotiator Sandra Esslinger objected to the consideration of the item.

President Emily Woolery presented the proposed appointments for the Faculty Association Negotiations Team (FANT) and the proposed LHE for each proposed appointment. The proposal includes appointments for Lead Negotiator, three negotiations team members, one negotiations team shadow, and two researchers. Emily asked that the Executive Board consider the appointments. Discussion occurred. In response to a process question, Emily stated that both she and Sandra Esslinger made appointment recommendations. Director Loni Nguyen asked that Emily email the descriptions of each FANT role (Lead, regular member, researcher) to the Board.

d. CTA Summer Institute

President Emily Woolery is recommending that the board approves to send three faculty to the CTA Summer Institute for the Bargaining Strand. Two of the three faculty would include Marina McLaughlin and Benjamin Vu, should the proposed negotiations team appointments be approved.

e. CCA/CTA/NEA Affiliation Taskforce

Vice President Tamra Horton introduced the item. The charge of the taskforce is proposed to examine the MSACFA's affiliation with CCA/CTA/NEA through a long-term task force that would develop recommendations and suggestions for improving relations and the responsiveness of these affiliates to the local chapter.

f. Wall-to-Wall Unit Taskforce

Vice President Tamra Horton introduced the idea of creating a Wall-to-Wall Unit Taskforce considering some members' comments that the FA has not been responsive to the adjunct faculty's concerns and some adjunct faculty seeking assistance from the College's Human Resources Department in setting up an email listserv only for adjunct faculty FA members. Director Kristina Allende asked if full-time faculty will be included on the taskforce. The item will return to the next Executive Board meeting.

g. Purchase of Text Blasts for Organizing Purposes: The item was not addressed due to insufficient time.

h. Lunch with a Trustee Proposal: The item was not addressed due to insufficient time.

i. World Teacher Appreciation Day for Fall, 2023: The item was not addressed due to insufficient time.

- j. FA Apparel Availability Options – Discussion: The item was not addressed due to insufficient time.
- k. Part-time Directors – 2022-23 Compensation
A motion was made to suspend the rules to act on the item today (Landeros) and seconded (Horton). The motion passed. A motion was made to approve the provision of compensation at the non-teaching rate for 12 hours each to Part-time Directors Teresa Landeros and Marina McLaughlin for their expected duties as co-chairs of the Adjunct Faculty Advisory Committee (AFAC), including meeting preparation and drafting meeting minutes, and was seconded. The motion passed.

VIII. Other Reports

- a. Academic Senate: No report.
- 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. Rep Council Meeting: May 30 at 11:30am-1:00pm
- b. Coffee with FA Leaders: Spring Finals Week
- c. Executive Board Meetings: June 6 at 11:30am-1:00pm
- d. FA Snack Table: Commencement, June 9
- e. Executive Board Meetings (Summer): June 20 & August 22
- f. Board of Trustees Meeting: June 28, 2023 @ TBA
- g. Summer Vacay with the FA '23
- h. NEA's Annual Meeting & Representative Assembly: July 3-6, Orlando, FL
- i. CTA Summer Institute: July 23-27 @ UCLA
- j. Executive Board Meeting (Fall): August 29
- k. Representative Council Meeting (Fall): September
- l. 2023 Region 3 Leadership Conference: The Westin Bonaventure Hotel & Suites, Los Angeles, 9/29-10/1

X. Adjournment

The meeting adjourned at 1:00pm.

Respectfully submitted,

Vicki Greco