

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
June 20, 2023 | 12:00pm – 2:00pm via Zoom

Attendance: Alvarez-Galván, Christ, Esslinger, Greco, Horton, Kaljumägi, Lancaster, Landeros, Madrid, McLaughlin, Mrofka, Nguyen, Pellitteri, Rivas, Willis, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 12:01pm.

II. Approval of Agenda with Flexibility

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

III. Approval of Minutes – June 6

A motion was made to approve the June 6, 2023 meeting minutes (Nguyen) and seconded (Alvarez-Galván). The minutes were approved.

IV. Reports

a. President – Emily Woolery

President Emily Woolery welcomed the new Executive Board Members and distributed a [written report](#). A document was distributed listing the FA Executive Board's goals that were created at a February meeting of this year. The College's Budget Committee on which Emily serves as an Academic Senate Appointment reviewed the adopted and actual budgets for 2022-23 and the 2023-24 tentative budget. The Governor's budgeted COLA for 2023-24 is not reflected in the district's 2023-24 tentative budget for employee salaries that will be presented to the Board of Trustees at the June 28 board meeting. Lead Negotiator Sandra Esslinger expressed concern about the budget excluding COLA from salaries, as salaries are to be budgeted and are to be negotiated for future years rather than retroactively. On June 2, Emily met with faculty member Mike Hood, Associate Vice President Madelyn Arballo, and representatives from the Competency-Based Education Network (C-BEN) and Jobs for the Future (JFF) to discuss the faculty model and potential compensation models. The current thoughts are that the assignment would be compensated as overload. The Merged Canvas Shells, RSI, and Other Workgroup has concluded its work on merged Canvas shells and the RSI rubric. The workgroup's RSI rubric recommendations was distributed.

b. Vice President – Tamra Horton

Vice President Tamra Horton shared updates from her last report on June 6, 2023. Neither department that had expressed concerns about department chair elections process wanted to file a formal complaint. The Faculty Association Negotiations Team (FANT) will be attempting to negotiate changes to contract language related to department chair elections. Revisions to Administrative Procedures (AP) 5530 will begin in the upcoming fall semester to remedy its conflict with the faculty contract language pertaining to the processing of student complaints. The Appendix E Task Force has determined that the total LHE requested for the positions in Appendix E is 170. Because some of the position requests are initiated by the administration, FANT seeks change to the Appendix E negotiations process so that the reassigned LHE negotiated for administrator-initiated requests is recorded as such.

c. Treasurer – Maya Alvarez-Galván

Treasurer Maya Alvarez-Galván distributed the current [financial statement](#).

V. Closed Session

a. Negotiations Report – Sandra Esslinger

The Board discussed the status of negotiations, the district's ending balance being a surplus, the recent double-digit increases to multiple administrators' and other managers' salaries, and the faculty's salaries not keeping pace with the region's CPI over the past several years. Approximately half of the Executive Board responded affirmatively when Lead Organizer Maya Alvarez-Galván polled the board members on their availability to attend the June 28 Board of Trustees Meeting. Director Loni Nguyen suggested that the Executive Board schedule a half-day meeting to discuss the Association's long-term negotiation goals and strategies for achieving them.

- b. Grievance Report: Grievances were included in the Vice President's report (Agenda Item IV.b.).

VI. Old Business – Action Items

- a. Work Group on Article 10 – Workload: The item was postponed.
- b. FA Negotiation Team Appointments: The item was postponed. President Emily Woolery distributed relevant documents for the Executive Board to review prior to the next meeting.
- c. CTA Summer Institute

A motion was made to provide reimbursement for the attendance of three members, so long as the training session is of value for community college faculty (Alvarez-Galván) and seconded (Kaljumägi). Director Dave Mrofka spoke in support of the motion, expressing that the CTA Summer Institute's basic bargaining strand was helpful to his preparation for serving on the Faculty Association Negotiations Team. Lead Negotiator Sandra Esslinger concurred. The motion passed.

- d. CCA/CTA/NEA Affiliation Taskforce

A motion was made to form a taskforce to examine our local chapters' needs, the affiliation structures of CCA/CTA/NEA, the affiliation structures of other faculty unions, and our current relationship and utilization of supports with CCA/CTA/NEA (Horton) and seconded (Landeros). Discussion. Vice President Tamra Horton presented background on some of our local chapter's challenges, including difficulties tracking our membership, the lack of sufficient CTA personnel resources to provide support and assistance to the community college districts, and CTA having a much greater focus on the K-12 local chapters' needs, resulting in trainings and other supports not having a high degree of applicability to the community colleges' local chapters. Eric Kaljumägi expressed opposition to the creation of a task force, stating that he does not believe there is a better option. Joshua Christ pointed out that the MSACFA's permanent seat on CCA's Executive Board provides opportunity to cultivate our relationship with the affiliation and help to solve problems that are shared by the faculty unions statewide. Joshua also commented that the more successful chapters hear and respond to the concerns and questions of the membership. Tamra reminded the board about the departure of the CSU faculty union from CTA a few years ago and suggested that obtaining information about their union's current experiences could be part of the task force's work. The motion was voted on and was passed.

- e. Wall-to-Wall Unit Taskforce: The item was postponed.

VII. New Business – Discussion Items

- a. Approval of the Institutional Self-Evaluation Report (ISER)

The Institutional Self-Evaluation Report (ISER) In Support of an Application for Reaffirmation of Accreditation will be presented to and signed at the June 28 Board of Trustees Meeting. A motion was made to suspend the rules to act on the item today, seconded, and was carried. A motion was made to authorize President Emily Woolery to sign the Institutional Self-Evaluation Report (ISER) on behalf of the Mt. SAC Faculty Association and was seconded. The motion passed.

- b. Work Group – CCCCO Dual Enrollment Goal for 9th Grade Students: *The item was not addressed due to time constraints.*
- c. Lunch with a Trustee Proposal: *The item was not addressed due to time constraints.*
- d. World Teacher Appreciation Day for Fall, 2023: *The item was not addressed due to time constraints.*
- e. FA Apparel Availability Options – Discussion: *The item was not addressed due to time constraints.*
- f. FA Committees: *The item was not addressed due to time constraints.*
 - i. Leadership
 - ii. Appointment
- g. Consider Adding Executive Board Meeting in July
The Executive Board Members who are available to meet on July 11 will hold a 2-hour meeting during the time frame of 11:00am to 2:00pm.
- h. Organizing Activity Purchase to Meet Dr. Garcia: *The item was not addressed due to time constraints.*
- i. Purchase of Text Blasts for Organizing Purposes: *The item was not addressed due to time constraints.*
- j. CCA Fall Conference - Delegate Appointments
President Emily Woolery distributed a document with proposed delegate appointments for the CCA Fall Conference. The proposed delegate appointments include Emily Woolery, Kenneth Lambright, and David Mrofka.

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

IX. Announcements

- a. Mt. SAC District J label changed to District M. Director J. Christ's temporary contact email address: Joshua.m.christ@gmail.com
- b. Board of Trustees Meeting: June 28, 2023, Time TBA
- c. NEA's Annual Meeting & Representative Assembly: July 3-6, Orlando, FL
- d. CTA Summer Institute: July 23-27 @ UCLA
- e. Summer Vacay with the FA '23
- f. Executive Board Meeting (Summer): August 22, 12-2pm @ TBD
- g. Executive Board Meeting (Fall): August 29
- h. Representative Council Meeting (Fall): September 5
- i. 2023 Region 3 Leadership Conference: Sept. 29-Oct. 1 at the Westin Bonaventure Hotel & Suites, Los Angeles
- j. CCA Fall Conference: October 13-15 at the Hyatt Regency, SFO

X. Adjournment

The meeting adjourned at 1:05pm.

Respectfully submitted,
Vicki Greco