

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
December 12, 2023 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Christ, Esslinger, Greco, Horton, Kaljumägi, Lancaster, Landeros, Madrid, Mrofká, Nguyen, Pellitteri, Rivas, 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 (Pellitteri) and seconded (Mrofká). President Woolery requested that Committee Appointment be added under New Business. The amended agenda was approved with flexibility.

III. Approval of Minutes – November 28

A motion was made to approve the November 28 meeting minutes (Alvarez-Galván) and seconded (Nguyen). The minutes were approved.

IV. Reports

a. President – Emily Woolery

President – Emily Woolery presented and distributed a [written report](#), which includes additional information and details.

The Budget Committee met on December 6. The committee was provided a copy of [The 2024-2025 Budget: California's Fiscal Outlook](#). Although the budget looks grim for the 2024-2025 fiscal year, the district appears to be using next year's projection to set the tone for the upcoming collective bargaining to negotiate this fiscal year's COLA.

The Campus Equity and Diversity Committee (CEDC) met on December 4. The 2023-2026 Equal Employment Opportunity (EEO) Plan is an action item on the December 13 Board of Trustees agenda without it having been presented at the President Advisory Council. CSEA 262 will be speaking against the taking of action on the item due to it not having been reviewed by all relevant constituency groups.

President Woolery and Vice President Horton continue to address significant noncredit workload issues, including class preparation and grading not being factored into the faculty's compensated workload hours. Thus, the faculty are being required to conduct these teaching duties on their own time.

President Woolery is meeting with Rising Scholars Director Joe Louis Hernandez regarding a joint grant with Citrus Community College that involves the teaching of Mt. SAC classes at juvenile justice centers beginning in the upcoming spring semester. Counseling discipline course(s) will be the only classes offered during the spring semester. The Rising Scholars Director recently reached out to the FA to inquire if any working conditions need to be considered and negotiated, such as curriculum content, allowable instructional sources, and other working conditions specific to the juvenile justice center environment. Tony Rivas suggested to consult with the Counseling Department Chair to find out if counseling discipline faculty were consulted when the grant was written, or if timely consultation with the appropriate constituents was neglected.

President Woolery has attended meetings involving the incorrect loading of one or two courses in the Paramedic Program with regards to the off-site clinical instruction.

Vice President of Instruction Kelly Fowler has stated to one of the full-time faculty that the goal is to retain all full-time faculty positions in the program.

b. Vice President – Tamra Horton

Vice President Tamra Horton shared that the district's inaccurate depiction of the FA's involvement with the review process of Appendix E positions was brought to Dr. Garcia's attention. Tamra has recommended that the faculty discontinue performing the work duties initiated by the Strong Workforce Grant if they are no longer being compensated for the work following cessation of grant funding.

Joshua Christ voiced concern about departments lacking sufficient budgets to maintain adequate staffing when increases to wages for student workers and professional experts are board-approved. Joshua suggested that the Board of Trustees be encouraged to direct the district to increase the departments' budgets with the approval of wage increases.

c. Treasurer – Maya Alvarez-Galván

Treasurer Maya Alvarez-Galván distributed the current [financial statement](#). Two deposits of membership dues were recorded on the latest bank statement, reflecting an income of \$28,769.40.

V. Closed Session

a. Negotiations Report – Sandra Esslinger

Negotiations Lead Sandra Esslinger reported that negotiation meetings are being scheduled for the winter and spring terms. The winter intersession meetings will be scheduled on every other Monday and spring semester meetings will be scheduled on every other Friday. The Faculty Association Negotiations Team (FANT) will need an active commitment from the faculty to support negotiations. Loni Nguyen stated that the Negotiations Survey Committee will be meeting this week to review the survey responses.

b. Grievance Report: No report.

VI. Old Business – Action Items

a. Campus Safety

The Executive Board engaged in discussion about the recently implemented safety measures and additional measures being planned by the district. The district has implemented the measure of contracting with an external agency to provide additional security personnel on campus, is planning for the hiring of additional public safety officers, the reinstating the student escort program with its hub being in Building 26, and the installation of cameras near Building 26 and in parking lots. Tania Anders recommended proposing additional faculty membership on the Facilities Advisory Committee due to its integral role in discussions and making recommendations about matters such as campus camera installation. Tania stated that the committee has already conducted the Request for Proposals for cameras and installation. Members of the Executive Board expressed the following concerns: regular observations of no campus security or police presence at the transit hub, which is located in a relatively secluded area on campus and where students and employees wait for their busses; the outside agency-contracted security personnel appearing to not be vigilantly patrolling assigned areas but instead sitting on benches and conversing with one another during work shifts; the measures being taken and planned not effectively addressing the problems that occurred during and following the campus stabbing altercation, as the incident was not a random victimization; some Board of Trustees' responses reflecting a

viewpoint that such assaults will happen on college campuses and colleges cannot prevent them all; the lack of a holistic campus plan for safety, including campus traffic routes, evacuation routes, and building locations and exits; the inherent problems of having a small police station on campus rather than having sufficient staffing of and campus presence of public safety officers and the ability to call local police when needed; and the need for bargaining of working conditions related to safety measures, including, but not limited to, the installation of cameras on campus and in parking lots. Tony Rivas added that the district is in a reassessment phase at this point and asked that the FA request from Dr. Garcia an assessment of the safety of the buildings and all campus areas and an assessment of the projected impacts of adding more safety officers and installing additional cameras.

b. FA Accounting Firm

Treasurer Maya Alvarez-Galván requested the Board's guidance on whether to change accounting firms. The FA's current accounting firm was not helpful in solving the FA's recent problem with its tax-exempt status; however, the firm is responsive and completes its regular work for the FA. Eric Kaljumägi stated that it is a recommended practice to change accounting firms every several years. A motion was made to research two or three other accounting firms and to bring the information back to the Executive Board for review (Nguyen) and seconded (Landeros). The motion passed.

c. Accreditation Core Inquiries

The Executive Board discussed addressing aspects of the Core Inquiries that impact the union's functions and its members either at a scheduled meeting with the Accreditation Team or at the open forum. The Accreditation Team's open forum date is not yet known.

d. Executive Board Meetings in Winter Intersession – Jan. 16, Feb. 13

A motion was made to hold Executive Board Meetings on January 16 and February 13, 2024 during the winter intersession (Alvarez-Galván) and seconded (Mrofka). The motion passed.

VII. New Business – Discussion Items

a. Standing Rules X.B.a. Amendment

- i. Amendment to the Standing Rules X.B.a.: The item was introduced.
- ii. Request for reimbursement of additional winter 2023 holiday expenses: A motion was made to suspend the rules and act on the item today, seconded, and carried.

A motion was made to approve the request for reimbursement of additional winter 2023 holiday expenses in the amount of \$165.00 plus tax (Alvarez-Galván) and seconded (Nguyen). The motion passed to approve the following expenses: \$40.00 for the purchase of gifts for FA Office Staff & Classified Senate President, \$120.00 for the purchase of gifts for the offices of Administrative Services, Human Resources, Instruction, School of Continuing Education, Student Services, and President, and approximately \$5.00 for gift wrapping and cards.

b. 2026-2027, 2027-2028 Academic Calendars: The item was postponed.

c. CTA/NEA Retiree Issues Conference Attendance

A motion was made to suspend the rules and act on the item today, seconded, and carried. A motion was made to approve sponsorship of Kristina Allende for the CTA/NEA Retired Issues Conference (Alvarez-Galván) and (Nguyen). The motion passed.

- d. FA Elections Timeline: The item was not addressed due to time constraints.
- e. Increase Pay for AFAC Meeting Attendance
 - At 1:00pm, a motion was made to extend the meeting, seconded, and carried.
 - A motion was made to suspend the rules to act on the item at today's meeting (Mrofka) and seconded (Nguyen). The motion to suspend the rules passed.
 - AFAC Co-Chair Teresa Landeros introduced a proposal for a pay increase of 30% for meeting attendance by AFAC Members. Discussion occurred and a suggestion was made to increase the meeting attendance pay from \$65.00 per meeting to \$72.00 per meeting so that it would be consistent with the recent 10% COLA negotiated for faculty salaries. Teresa stated that the amended increase would be acceptable to the AFAC Members. A motion was made to increase the pay rate to \$72.00 per meeting, seconded, and carried.
- f. Request for Conference Reports from Conference Attendees: The item was not addressed due to time constraints.
- g. Committee Appointment: The item was not addressed due to time constraints.

VIII. Other Reports

- a. Academic Senate: No report.
- b. Adjunct Faculty Advisory Committee: No report.
- c. CCA District M Director: No report.
- d. CTA State Council: No report.
- e. Organizing: Organizing Chair Maya Alvarez-Galván distributed a [written report](#).

IX. Announcements

- a. Coffee from the FA: Dec. 11 – Dec. 14 (Finals Week)
- b. Board of Trustees Meeting: Dec. 13
- c. CCA Winter Conference: Feb. 2-4, 2024, Westin Bonaventure Hotel, Los Angeles
- d. Executive Board Meeting: Feb. 27 @ 11:30am-1:00pm via Zoom
- e. CTA/NEA Retired Issues Conference: Feb. 29-Mar.1, Westin Bonaventure Hotel, Los Angeles
- f. FA Representative Council Meeting: Mar. 5 @ 11:30am-1:00pm
- g. Celebrate Your Union Day: March 19, Time & Location TBD
- h. Faculty Appreciation: May 8, Time & Location TBD
- i. Retirement/Tenure Tea: May 21 @ 11am-1:30pm

X. Adjournment

President Woolery adjourned the meeting at 1:10pm.

Respectfully submitted,
Vicki Greco