

**MSAC Faculty Association
Representative Council Meeting
September 4, 2018**

Present: Alvarez-Galvan, Barrios, Birca, Brentingham, Chan, Crichlow, Cummings, Engisch, Esslinger, Ezzell, James-Perez, Frickert, Garrett, Greenberg, Hamby, Hernandez, Horton, Howell, Hughey, Impara, Kaljumagi, Kirchgraber, Lackey, Lancaster, Leyva, McIntosh, McLeod, Meyer, Nakamura, Nejad, Norvell, Olds, Ott, Pham, Piluso, Pula, Quinn, Ramey, Rojas, Romero, Rubenstein, Sanetrick, Sholars, Simon, Smith, Straw, Flisik, Thomas, Toloui, Uyeki, Vo, Ward, Wolf, Woolery.

Absent: Blyzka, Burman, Chen, Cridland, Daland, Doshi, Freeman, Gomez, Greco, Heard, Ho, Hunt, Ito Rocha Santana, Jollivet, Jones, Kakiba-Russel, Knapp, Kunkler, Loera-Rameriz, Luther, Perez-Garcia, Scott, Soto, Stringfellow, Tamayo, Thay, Tircuit, Uyeki, White, Willis.

I. Call to Order and Approval of the Agenda

President Eric Kaljumagi called the meeting to order at 11:38 a.m.

II. Approval of Minutes

The minutes of June 5, 2018 were approved as written.

III. President's Report – Eric Kaljumagi

A. President's Advisory Council (PAC) – PAC met on June 13 and heard reports from four committees. The Accreditation Steering Committee noted that all campus committees have been contacted and agree to help record evidence useful to the accreditation process. The Institutional Effectiveness Committee has completed their annual report and expect to post it before the end of June. The Facilities Advisory Committee noted that concrete is now being laid down for the new stadium and that this building will have roughly the same square footage as Building 13. Also, the Equity Center is slightly behind schedule but should open before the end of the Fall 2018 semester. The Professional Development Council noted that there has been significant growth in their activities, with podcasts developed, books discussed, and 183 conferences attended. BP/AP 3540 (Sexual Assault on Campus) was approved as edited by the Faculty Association, and BP/AP 2015 (Student Trustee) was returned for further edits. Three committee purpose and function statements were approved along with PAC's report of its work towards its goals. The June 27 meeting was cancelled, and Eric was absent from the July 11 meeting. The Council met on July 25 for fewer than ten minutes as only one information item was shared. The August 8 meeting was then cancelled, and the August 22 meeting did not achieve a quorum. PAC will next meet on September 12.

B. Board of Trustees' Meeting (BOT) – The BoT met for a special meeting on June 12 and authorized a feasibility study for adding solar panels to the Lot S parking structure project. After interviewing five candidates, the BoT then appointed and immediately swore in Gary Chow as a provisional Board of Trustee member through November 2018. The BoT later met on June 27 and swore in new student trustee Gabriel Alfaro. Considerable time was spent discussing a report by bond consultants Lew Edwards Group, FM3 Research, and Stradling Attorneys at Law. They anticipate a 70% approval vote for a \$750 M bond measure, provided that there is no organized opposition. However, trustees Chen and Santos expressed concern about requesting a bond measure just a few months after the negative press on our construction projects. It will take at least five "aye" votes by the seven member board to authorize the measure. Considerable time was also spent discussing the 2018-19 tentative budget. The recently approved changes to the State funding formula mean that in the future only 70% of our base income will come from attendance, as opposed to nearly 100% in previous years and decades. While there is a "hold harmless" provision that will ensure we receive at least 2.71% more in 2018-19 than in 2017-18, our income after that point is uncertain. The initial projections show a loss in our long term income. On the positive side, our projected ending balance is likely to increase by \$ 4.7 M despite a minor "ongoing" deficit of \$494 K. Historically, the District's extremely conservative budgeting principles result in year-end "positive variances," but this year's was particularly large due mostly to much higher than anticipated growth. The BoT also met on July 11 during which time Eric was on vacation. A second July meeting occurred on July 24. This meeting began with many public comments, which were mostly from students and all in support of the college's proposed bond. Nearly all of the

student comments centered on the desire to have a new student center. After various reports from campus constituent groups, the BoT reordered the agenda to take up the matter of the bond. A first motion for a 2020 bond failed with a 2-5 vote. The proponents of delay noted that the college still faces litigation, which has now cost some \$5 M paid out of the Measure RR bond. Three board members also mentioned the gas tax repeal on the November ballot and concern about our consultant's advice. After much debate, a bond proposal for 2018 in the amount of \$750 M passed by a 5-2 vote, the minimum required. On August 8 the BoT met and those present learned that the Mt. SAC Foundation is donating \$150K to the bond campaign and that 74% of managers voted to move to SISC. During the consent agenda portion of the meeting, the Board voted 6-1 to pull agreements for architectural services and construction management services until the next meeting. Trustee Chow was the only person to vote against the postponement. The remainder of the consent agenda items passed, including renaming the Dean of Continuing Education the AVP of the School of Continuing Education and spending \$49K for soccer field rental for our new drone programs. One item of concern to the FA is the noncredit dual enrollment agreement with Pomona Unified. In part, it states: "2.12. College will have documentation that instruction claimed for apportionment under the agreement/contract is under the immediate supervision and control of an employee of [the Pomona] District who has met the minimum qualifications for instruction in the discipline of the course in the College. 2.13. College will demonstrate control and direction through such actions by providing the instructor an orientation, teacher expectations, course outlines, testing, and grading procedures to those providing instruction to College noncredit students." The BoT will next meet on September 12.

C. Interim Chief of Police – The FA President and Vice-President met with Interim Chief Williams in June to discuss concerns with the Public Safety Department and the FA's resolutions. Interim Chief Williams appears to be interested in calming the situation and is a proponent of community-based police work.

D. CTA President's Conference – Faculty Association President Eric Kaljumagi, Vice President Joan Sholars, and union negotiator Linda Chan attended the CTA Presidents' Conference in San Jose July 20-22. We received training on how to maintain highly functional union committees, how to interact with faculty who are uncertain about their membership, and how to present our work to our members and the public in the most positive manner. Two highlights of the conference were speeches by Gavin Newsom, candidate for Governor of California, and Tony Thurmond, candidate for California Superintendent of Public Instruction. Both speeches were outstanding and quite supportive of the teaching profession.

E. Twelve Month Status – The FA President and an additional 100% reassignment composed of the FA Vice-President and the FA Lead Negotiator have been agreed to on a twelve-month basis for the next two fiscal years. This will eliminate the need to purchase intersession reassigned time for these positions and will reduce the FA's expenses by approximately \$30,000 over the two year period.

F. Political Action – Volunteers are needed to assist candidate Ruth Luevand at picnics, farmers' markets, and similar community events. Please contact the FA President at ekaljumagi@msac-fa.org if you are willing to help. A total of four candidates are running for Mt. SAC Board of Trustees Area 2. As all of these candidates were invited to our June candidate forum and since no other election is competitive, we will not hold a September Candidates' Forum.

G. November Elections – This fall, CTA is focusing on the election of Tony Thurmond for the office of State Superintendent of Public Instruction and Gavin Newsom for State Governor. We do not have recommendations on ballot measures yet, but it is likely that Proposition 5 (property tax transferability for those 55 or older) will be opposed as it would significantly reduce Proposition 98 funding for schools.

H. California Fires – Shasta College in Redding has been severely affected by the Carr fire, with multiple employees losing their homes. Faculty are encouraged to donate to the college's Go Fund Me page: gf.me/u/j9ph82.

I. Issues Contacts – CTA is looking for members who are willing to serve as Human Rights, GLBTQ+, and Women's Issues Contacts. The primary duty of the contacts will be to monitor CTA e-mail communications for events in their area of interest that might be appropriate for FA members and to inform the FA President. If you are interested as serving as an issues contact, please let the FA President know at ekaljumagi@msac-fa.org.

J. Committee Vacancies – There are still vacancies on several internal FA Committees, including FA Budget, FA Grievance, FA Membership, and FA Political Action. All of these committees meet as needed. We also have a seat available on the Insurance Committee, which meets on the second Tuesday of each month (year-round) from 1:30 – 3:00, and a seat available on the Lab Parity Committee, which meets on the third Thursday of each month from 9:30 – 10:30. If you know someone who is interested in serving on one of these committees, please have them contact the FA President at ekaljumagi@msac-fa.org.

K. Community College Association (CCA) Awards – In an effort to recognize our outstanding Mt. SAC faculty, we would like to nominate someone whom you feel deserves recognition. At the Spring CCA conference, faculty are honored for their work with the GLBT community, minorities, and part time faculty. Please start thinking of whom you would like to nominate and let Maya Alvarez-Galván (English Dept.) know by early January if you would like her to write the nomination letter. You can contact her at malvarezgalvan@mtsac.edu or ext. 4524. The awards include: 1.) The GBLT Award recognizes faculty who have supported, promoted and educated our community college family regarding gay, lesbian, bisexual, and transgender (GLBT) issues. 2.) The Ethnic Minority Award is for faculty who promote equal access and treatment for minorities on campus. 3.) The Part-time Faculty Award is awarded to faculty who have worked to improve working conditions for part-time faculty. The FA is able to nominate one person per category. If there are multiple nominations, the FA Executive Board will make the decision of whom to send forward.

L. CCA Fall Conference – Volunteers are needed to represent Mt. SAC at the CCA Fall Conference, which will be held this year in San Jose from October 12 – 14. This conference brings together college faculty from many CA community colleges and will cover issues related to membership and how to keep members interested and engaged in their union. The conference also has a general session where delegates give direction to the CCA leadership. All reasonable expenses (parking, airfare, hotel, meals) will be reimbursed by CCA or the FA, so most attendees will have no out-of-pocket costs. All members are encouraged to attend. If you wish to be a delegate to this conference, please contact the FA President at ekaljumagi@msac-fa.org by September 7. (The deadline to register is not yet posted, but will likely be in late September.)

M. Negotiations Team Shadows – The FA will undertake re-opener contract negotiations with a five person team beginning in January 2019. The Faculty Association is looking for one or two members to volunteer to shadow the negotiations process, to assist the negotiations team with their research, and to attend CCA or CTA negotiations training in February or July 2019. Please contact the FA President at ekaljumagi@msac-fa.org by October 5 if you are interested in being trained as an FA negotiator.

N. FA Soccer Family Tailgate – As part of our membership engagement efforts, we have organized a Family Night activity with the soccer coaches. FA members are invited to bring their family to see the Mt. SAC women and men's soccer teams play against El Camino College on October 19. We will have a booth set up with activities such as a raffle and snacks. Kids can enjoy the event with a goal kick at half time, photos with players, and autographed soccer balls (must bring your own ball). Bring your family and enjoy a day rooting for the Mt. SAC Mounties. For more information, contact Maya Alvarez-Galván (English Dept.) at malvarezgalvan@mtsac.edu or ext. 4524.

O. More FA Events – Please encourage faculty to attend the many events noted on today's agenda. All of these events are intended to promote interest in our union and to allow for a venue by which faculty can interact with local and regional leaders.

P. Executive Board Action – Since the last Faculty Association Representative Council meeting, the Board has: held three summer meetings on June 26, July 17, and August 7; tentatively endorsed Ruth Luevand for Mt. SAC Board of Trustees Area 2; confirmed the appointment of Meagan Nolan-Marion to the FA Awards Committee; approved the reimbursement of Robert Ho for food at the NEA-RA without itemized receipts; approved up to \$1,350 for the purchase of FA pens; approved up to \$500 for a gift to Joan Sholars in appreciation of 20 years of Puttin' on the Hits; approved the attendance of Fazal Aasi, Sandra Esslinger, Robert Gorcik, Tamra Horton, Eric Kaljumagi, Enriqueta Leyva, Kim-Leiloni Nguyen, Laura Espinoza Rodriguez, and Joan Sholars to the SCOne Legislative Breakfast and Leadership Conference; approved the attendance of Eric Kaljumagi, Steven Lancaster, and Emily Woolery to the CTA Region 1 Leadership Conference; approved the attendance of Tamra Horton, Eric Kaljumagi, and Joan Sholars to the CTA Region 2 Leadership Conference; directed the FA President to hold a

special election for the Division Adjunct Faculty Representative in Tech. and Health due to lost ballots; postponed consideration of a publicity and marketing plan for the FA; postponed approval of human rights, GLBTQ+, and women's issues contacts to allow for further advertisement of the positions; determined to hold a special Exec. Board meeting on 23 October to discuss FA budget modifications; recommended that the FA Representative Council recommend approval of the negotiated tentative agreements; recommended that the FA Representative Council approve the 2018 Negotiations Survey; recommended that the FA Representative Council endorse Ruth Luevand and approve up to \$20,000 in support of her campaign; recommended that the FA Representative Council endorse the Mt. SAC bond measure and contribute \$10,000 to the campaign.

IV. Vice President's Report – Joan Sholars

A. Training, Orientations and Membership – Eric Kaljumagi and Joan attended the Department Chair Training on Wednesday, August 22, the New Adjunct Faculty Orientation on Thursday, August 23 and the New Faculty Orientation on Friday, August 24. We collected 96 new membership applications.

B. Governance Committee – The Governance Committee will begin their work in October. The first meeting will be held after the Rep Council meeting to continue working on the Bylaws.

C. Membership Committee – The Membership Committee met during the summer to discuss plans on getting new members and how to show union pride among our current members.

D. Political Action Committee – The Political Action Committee will be meeting this week to discuss our plans for the campaign to elect Ruth Luevand to our Board of Trustees. PAC will be asking for the Rep Council to approve spending of an additional \$20,000 on the campaign.

E. Communications Committee – The Communication Committee will meet soon to start work on creating at least 4 newsletters for the year to market ourselves better. These newsletters will promote our events and give our members information they could use.

F. Grievance Report – There are no grievances at this time. Adjunct Faculty Member A has classes for the fall semester after a letter of reprimand was placed in the personnel file concerning unexcused absences. This faculty member has written a rebuttal to the reprimand letter but has been told to be on their best behavior this semester. I also told the faculty member to call me as soon as they see their H8 for this semester. If this faculty member receives a "4" on the H8, they will lose their rehire rights. Since the H8 is supposed to be only about the fall semester, there is a chance we could grieve it. Full-time Faculty Member B had a letter of reprimand place in their personnel file about unexcused absences. If this should happen again, it will start the Progressive Discipline process. This faculty member did not want to attach a rebuttal to the letter of reprimand. Adjunct Faculty Member C has not met with the dean and Joan yet about leaving the final exam early but after discussion with the dean, a letter of reprimand will probably be placed in the personnel file. Joan has met with HR and several faculty this summer concerning accommodations. All is well. There is an ongoing discrimination complaint filed by one faculty member against the district, HR personnel and another faculty member. Eric is working with the faculty member who filed the complaint and Joan is working with the faculty member who was accused. This investigation should be close to being finished. Eric and Joan met with Madelyn Arballo to talk about some concerns with Non-Credit. We talked about class size and how we might solve the problem about no class sizes for any of the non-credit classes. We are told that open ended classes do not lend themselves to having a limit on class size. Joan mentioned that they should not go over the size limitation of the room. Still working on this. (Could be one of the items on negotiations next year). We also talked about how classes are being assigned to our adjunct faculty there. Joan was assured that they are following the contract.

G. VP Office Hours – Joan's FA office hours for the Fall semester are: Monday/Wednesday from 9 a.m. – 5 p.m.; Tuesday/Thursday from 9 a.m. – 4 p.m.; Friday from 9 a.m. – 2 p.m. Friday hours are flexible due to other commitments such as conferences or Board meetings. Being available in the office depends on other campus commitments such as committee meetings and meetings with the District.

V. Treasurer's Report – Steve Lancaster

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2017 – August 31, 2018 and stated that the end of the year report is pending the final August bank statement. The approximate income of \$13,000 that we usually received in August, was not received this year and Treasurer Lancaster will be contacting CTA to determine what the delay is. The FA Budget Committee will need to meet to create a new line item (possibly "Miscellaneous Expenses") in lieu of "Chargeable" and "Non-Chargeable" expense line items. At the next Representative Council meeting on October 2, the new September 1, 2018 FA budget will be presented.

VI Director J Report – Eric Kaljumagi – No Report

VII. SOne/CTA State Council – No Report

VIII. Academic Senate Report – Martin Ramey – No Report

IX. Negotiations Report – Joan Sholars

Joan reviewed the 12 TAs and questions were answered regarding the negotiation process. Highlighted items were: a proposed salary increase of 2.71 % COLA; a \$500 stipend for FT creating DL curriculum; a \$500 for Adjunct Faculty for their initial teaching of a DL course; an updated DL evaluation process; and a Professional Growth Increment for Adjunct Faculty.

X. Old Business – Action Items – None

XI. New Business – Discussion Items

A. Recommendation on Collective Bargaining Ratification – The FA Executive Board has recommended the ratification of the collective bargaining agreement. A motion to suspend the rules and approve the ratification of the collective bargaining agreement was made, seconded and carried.

B. 2018 Negotiations Survey – A motion to suspend the rules and approve the 2018 Negotiations Survey with the addition of 1) Service Increment after 20 years; 2) Banking Leave for Adjunct Faculty; and 3) Department Chairs remuneration be in "real time" and not based on the prior year's responsibilities.

C. Fiscal Support and Endorsement of Ruth Luevand for Mt. SAC Board of Trustees Area 2 – A motion to suspend the rules and approve the endorsement and funding of \$20,000 for Ruth Luevand for the Mt. SAC Board of Trustees Area 2 was made. A motion to divide endorsement and funding was made, seconded and carried. A motion to endorse Ruth Luevand for Mt. SAC Board of Trustees Area 2 was made, seconded and carried. A motion to fund the campaign of Ruth Luevand for Mt. SAC Board of Trustees Area 2 in the amount of \$20,000 was made, seconded and carried.

D. Support of College Bond Campaign – A motion to suspend the rules and approve the donation of \$10,000 to "Measure GO" bond campaign was made, seconded and carried.

E. Donation to CTA Disaster Relief Fund / Shasta College Employee Help Fund – CTA is collecting donations to help seven faculty members who lost their housing to the Carr fire, and one faculty member who died as a result of the fire. The FA Executive Board has recommended that the FA donate to the CTA Disaster Relief Fund and the Shasta College Employee Help Fund.

F. Taskforce on Health Benefit Options – A motion to suspend the rules and create a Taskforce on Health Benefits Options was made, seconded and carried.

XII. Announcements

A. Next Executive Board Meeting – September 11th, 11:30–1:00 in the FA Office.

- B. Next Representative Council Meeting – October 2nd, 11:30–1:00 in Founders Hall.
- C. Next Board of Trustees Meeting – September 12th, 6:30 pm in Founders Hall.
- D. Next CCA Conference – October 12th – 14th at the San Jose Marriott.
- E. Coffee with the FA President – September 12th and 13th, 9⁰⁰ – 11:00 at Prime Stop.
- F. Cocktails with the FA Vice President – September 12th and 13th, 5:00 – 7:00 p.m. at the Diamond Bar Chili's.
- G. Faculty Association Open House – October 26th and 13th, 5:00 – 7:00 p.m. at Prime Stop.
- H. Next SCOne Council Meeting – October 10th 4:30 – 9:00 p.m. at the San Dimas Country Club.
- I. SCOne Picnic – October 13th, 11:00 – 2:00 p.m. at the San Dimas Canyon Park.
- J. Adjunct Faculty Celebration – October 16th, 11:30 – 1:00 in Founders Hall.
- K. Soccer Family Tailgate – October 19th, 2:00 – 4:00 at the Mt. SAC Soccer Field.
- L. FA Budget Special Meeting – October 23rd, 11:30 – 1:00 at the FA Office.

XV. Adjournment

The meeting was adjourned at 1:11 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association