

**MSAC Faculty Association
Representative Council Meeting
November 6, 2018**

Present: Alvarez-Galvan, Barrios, Blyzka, Calzada, Chan, Cummings, Engisch, Esslinger, Flisik, Frickert, Garrett, Greenberg, Hamby, Heard, E. Hernandez, Horton, Howell, Hughey, Impara, James-Perez, Kaljumagi, Kirchgraber, Lackey, Lancaster, Leyva, Luther, McIntosh, Nakamura, Nejad, Norvell, Ott, Piluso, Pula, Quinn, Rojas, Romero, Rubenstein, Sanetrick, Scott, Sholars, Simon, Straw, Thomas, Toloui, Uyeki, Vo, Ward, Wolf, Woolery.

Absent: Birca, Brentingham, Burman, Chen, Crichlow, Cridland, Ezzell, Freeman, Greco, Hernandez-Magallon, Jollivet, Jones, Kakiba-Russell, Knapp, Kunkler, McLeod, Meyer, Olds, Pham, Ramey, Santana, Smith, Stringfellow, White, Willis.

I. Call to Order and Approval of the Agenda

President Eric Kaljumagi called the meeting to order and the Agenda was approved at 11:39 a.m.

II. Approval of Minutes

The minutes of October 2, 2018 were approved as written.

III. President's Report – Eric Kaljumagi

A. President's Advisory Council (PAC) – PAC met on October 10 and heard reports from four committees. The Accreditation Steering Committee noted that Section 504 (disability) regulations are not one of the items reported to the accrediting commission. The Budget Committee explained why it did not meet its goals last year and pledged to review the OPEB and the PERS/STRS trust details. This committee will also look to improve the interaction between the Budget and the Institutional Effectiveness Committees. The Campus Equity and Diversity Committee noted that it is working on a revision to the college's EEO (Equal Employment Opportunity) Plan. Dr. Scroggins is of the opinion that the committee should look at a recruiting plan for the college. Finally, the Facility Advisory Committee reported that they have been discussing lactation resource rooms, non-gender restrooms, and mediation rooms. On October 24, PAC had the opportunity to discuss current events with State Board of Governors President Tom Epstein. However, this conversation took all the available time so the meeting was never called to order. PAC will next meet on November 14. The Expanded PAC meeting will follow on November 28.

B. Board of Trustees Meeting – The BoT met on October 10 and found about forty faculty in attendance. Several held signs expressing displeasure with the recently negotiated salary increase while others made public comment on the topics of pay, the impact of the lawsuits against Mt. SAC, the cost of health care, and increased faculty workload. This was followed by discussion on possible community workforce agreements. Several trade labor unions argued in favor of these agreements, as did trustee candidate Ruth Luevand. After the constituent reports there was a distance learning report where we learned that most of the student success differential between distance learning and traditional courses can be explained by economic factors. Approximately fifty new distance learning courses were created this past year and now approximately half of all courses on campus use the Canvas learning management system. A second report on enrollment noted that Mt. SAC is looking to grow and in fact is growing. Current fall enrollment has already reached half of last year's total enrollment, despite the absence of late start classes in the calculation. An item to increase the builders' contracts for the new stadium by approximately \$5 M received a 6 -1 vote with Trustee Santos voting no. In addition, the College has contracted with Citizen's Bank Arena for the 2019 commencement at a cost of approximately \$95,000 for the event. The Board also approved travel for two managers to Japan and China to meet with agents for the recruitment of international students. The managers' contract was ratified with managers receiving 2.71% in salary and no change to their health benefits. All managers will now receive a \$1,000 annual stipend for home technology used for work relation purposes. The BoT will next meet on November 14.

C. Negotiations Ratification – The 2018 Negotiations ratification election ended on October 12 with a 191 to 121 vote in favor of the changes. We expect the Board of Trustees to approve these changes at their

meeting on November 14 and retroactive salary increases should occur by January. January will also mark the return of negotiations on the topics of one-time funds and benefits, as these two items were postponed back in August.

D. 2019 Negotiations – The results of the recent negotiations survey are currently under review by our Executive Board. After discussion and analysis, the FA Executive Board will provide direction to the Negotiations Team before negotiations begin in January. Feel free to contact any member of the Executive Board if you have a comment regarding the survey.

E. Educator of the Year – Congratulations to Vice President Joan Sholars for being recognized as one of Assm. Freddie Rodriguez's 2018 Educators of the Year! Joan and seven other teachers will receive their awards at a reception in Chino on November 8.

F. Thank You Note from Shasta College – The secretary from the Shasta College Faculty Association has sent a note to the FA thanking us for our contribution to their employee relief fund. A total of \$19,846 was raised to assist the nineteen employees of Shasta College who lost their homes in the Carr Fire.

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. CTA also recommends the following with regard to State Propositions: 1) Yes on **Proposition 4** – would authorize \$1.5 B in bonds, primarily to assist seven nonprofit hospitals; 2) No on **Proposition 5** – would allow those 55 or older to transfer their tax assessment to a higher value home in CA, significantly reducing property tax revenue over time; 3) Yes on **Proposition 10** – would make it easier for local governments to regulate rents; 4) No on Proposition 11 – would remove the current requirement that ambulance workers (like most other hourly employees) take meal and rest breaks. In addition, we are locally supporting the candidacy of **Ruth Luevand** for the Mt. SAC Board of Trustees in area 2. A list of local CTA endorsed candidates was provided. The FA also supports passage of Measure GO and encourages faculty to assist with their phone banking. Faculty phone banking takes place daily from 12:00 – 8:00.

H. Conclusion of Fall Events – There are no FA events remaining this semester. The adjunct faculty celebration included the attendance of Dr. Scroggins, Dr. Anderson, Dr. McGowan, Trustee Chen-Haggerty, and six other managers. The FA Open House also had good attendance, with Carolyn Robinson and Steve Williams winning the door prizes. We thank Emily Woolery and Maya Alvarez-Galvan for their help with the picnic and soccer game.

I. Commencement MOU – Although the contract requires faculty attendance at commencement, an MOU was signed two years ago that made attendance optional for 2017 and 2018. Approximately 100 faculty attended each of those years. Since our new stadium is not expected to be completed for at least another year, it is likely that commencement will remain at Citizen's Business Bank Area for 2019 and 2020. We have just signed an MOU with the District that continues optional attendance at commencement for the next two years. Faculty are encouraged to attend.

J. Conclusion of Fall Events – There are no FA events remaining this semester. The adjunct faculty celebration included the attendance of Dr. Scroggins, Dr. Anderson, Dr. McGowan, Trustee Chen-Haggerty, and six other managers. The FA Open House also had good attendance, with Carolyn Robinson and Steve Williams winning the door prizes. We thank Emily Woolery and Maya Alvarez-Galvan for their help with the picnic and soccer game and Linda Chan for being the Mistress of Ceremonies at the Adjunct Faculty Celebration.

K. Committee Vacancy – There is still a vacancy on the FA Budget committee, which meets as needed. If you are interested in serving on this committee, please contact the FA President at kajumagi@msac-fa.org.

L. Resignation of FA Director – Director Maya Alvarez-Galvan will be resigning her position at the end of the fall semester. Faculty interested in being appointed to the FA Exec. Board to finish her term should contact the FA President at ekajumagi@msac-fa.org by November 9.

M. CCA Winter Conference – The CCA Winter Conference will be held February 8 – 10 in San Diego. It will have a focused strand on collective bargaining and is an ideal way for faculty to learn how to negotiate and assist in contractual negotiations. Since the Fall Conference was cancelled, it is possible that there will be a voting session as well this year. All customary expenses are paid by CCA and the FA. Due to the need for Exec. Board approval, please contact the FA President at kaljumagi@msac-fa.org by November 16 if you would like to attend the CCA Winter Conference.

N. Negotiations Team Shadows – The Faculty Association has reopened its search for one or two members 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 kaljumagi@msac-fa.org by November 30 if you are interested in being a negotiations team shadow.

O. STRS Workshops – Due to the well attended STRS workshops last year, the FA has convinced STRS to return to campus again this year. Their “My Retirement Benefits” workshop, which is intended for those ten to fifteen years from retirement, will be on December 4 at 1:30 PM in Founders Hall. This will be followed by their “My Retirement Decisions” workshop, intended for those within five years of retirement, on December 4 at 3:00 PM in Founders Hall. As space is limited, please reserve your attendance by using the POD calendar (<http://pod.mtsac.edu>). Since we will have a very large number of new hires next year, the STRS early-career workshop will be requested next year.

P. CCA Spring Conference – The CCA Spring Conference will be held April 26 – 28 in Irvine. This conference will highlight how to be an effective advocate in California, and there will be sessions related to advocacy at many levels, including with the State Legislature, with local boards of trustees, with our communities, and with our membership. The spring conference also includes the “We Honor Ours” (W.H.O.) award dinner and this year will include very important elections for the CCA President and Vice-President. All customary expenses are paid by CCA and the FA. Due to the need for Exec. Board approval, please contact the FA President at ekaljumagi@msac-fa.org by March 8 if you would like to attend the CCA Spring Conference.

Q. Executive Board Action – Since the last Faculty Association Representative Council meeting, the Board has: 1) confirmed the appointment of Joan Sholars (lead), Linda Chan, Sandra Esslinger, Lance Heard, and Emily Woolery to the FA Negotiations Team; 2) confirmed the appointment of Sandra Esslinger, Vicki Greco, Serena Ott, Barbara Quinn, and Ruby Rojas to the FA Health Insurance Task Force; 3) confirmed the appointment of David Mrofkka to the FA Grievance Committee; 4) confirmed the appointment of Evelyn Heredia to the FA Membership Committee; 5) confirmed the appointment of Lance Heard to the Police and Campus Safety Advisory Committee; 6) confirmed the appointment of Brian Scott to the Lab Parity Committee; 7) approved the Conference Funding Prioritization Guidelines; 8) approved up to \$400 to provide gift cards to one randomly selected adjunct faculty member per department as part of Campus Equity Week; 9) declined to confirm Julie Bray-Ali to the FA Budget Committee; 10) approved the attendance of Melinda Bowen to the CTA LGBT Issues Conference; 11) directed the FA President to forward options A & B of the 2020-21 Academic Calendar, noting that the Calendar Committee recommends Option B; 12) directed the FA President to reopen the position of negotiations shadow for a period of one month; 13) recommended the nomination of John Cordova for the Service Center One COAT Award; 14) recommended that the FA Representative Council remove the “nonchargable” budget category and replace it with multiple new categories; 15) accepted the FASAF Annual Review.

IV. Vice President’s Report – Joan Sholars

A. Please Vote! – If you haven’t already, please VOTE! Remember to vote for Tony Thurmond for Superintendent of Public Instruction. The winner of the SPI race will sit on the STRS Board. Marshall Tuck does not support our defined benefit plan – Tony Thurmond does. This is another reason that we should vote for Tony Thurmond.

B. Educator of the Year – The FA nominated Joan and she was selected to be an honoree at the 2018 Educator of the Year Ceremony hosted by Assembly member Freddie Rodriguez on Thursday, November 8 from 6 – 8 p.m. at Chino’s Old Schoolhouse Museum 5493 B St., Chino, Ca. Joan thanked everyone for nominating her for this honor and would love anyone interested to join her at the ceremony.

C. 4th Annual Adjunct Faculty Celebration – The 4th Annual Celebration of our Adjunct Faculty was well attended. It was a pleasure to honor the following faculty at the awards ceremony: Rita Van Dyke-Kao – ESL; Nichol Graffeo – Respiratory Therapy; Luke Blacquiere – Biology; Pat Ash – Physics and Engineerin; Theodros Kidane – Chemistry; Lorraine Jones – Kinesiology; Chuck Freeman – Management; Joshua Estrada Romero – Dance; Judy DeVries – Adult Basic Education; Alan Brooks – Theater; Erika Bowers – Accounting; Rebekah Borup – Biology; Scott Zine – Athletics; Michael Malley – AMLA; Masako Klassen – Music; Doug Neves – Earth Sciences; Samantha James-Perez – Mental Health Technology; Usha Chhabra – Library; Richard Prehn – Learning Assistance; Ivan Tircuit – Philosophy; Briseida Ramirez – Education for Older Adults/Adults with Disabilities; Tammy Basile – Nutrition; Jose Martinez – Administration of Justice; Fayez Khattar – Welding; Angela Aranda – Earth Sciences; Crystal Valdez – Short-Term Vocational; Alicia Baugh – Agricultural Sciences; M. Dolores Bayle – Geography; Ashley Haines – History; Rita Page – History. Thank you to Linda Chan for hosting the celebration!

D. FA Facebook Page – On the Mt. San Antonio College Faculty Association Facebook page, we are celebrating our adjunct faculty with a shout-out each week to a different honoree from this year's celebration. Have you looked at the Facebook page yet? Get your phones out and go to www.facebook.com/msac-fa and "LIKE" our page.

E. Campus Equity Week – The Executive Board approved randomly choosing one adjunct FA member from each department to receive a \$10 gift card as a token of our appreciation for all of the work done on this campus by our adjuncts in connection with Campus Equity Week. The winners are: Counseling – Carmen Macias Limon; COEA – Steven Schenck; Art – Alan Dennis; Music – Marissa Honda; Theater – Dennis Cockrum; Accounting and Management – Brian Holloway; Business Administration – Anthony Perez; Child Development – Sheila Mateo; Computer Info Systems – Paul Syiem; Family and Consumer Sciences – Enrique Gonzales; AMLA – Michael Malley; Art History – Lisa Matthews; Communication – Elizabeth Crossman; English/Journalism – Victorine Daigre; World Languages – Guillermo Labrit; History – Maria Bayle; Psychology – Brian Thomas; Sign Language – Yvonne Moreno; Sociology/Philosophy – Ivan Sanchez; Learning Assistance – Priscilla Watkins; Library – Sandra Krause; Agricultural Sciences – Oscar Del Real; Biology/Anthropology – Fazal Aasi; Chemistry—Robert Byrne; Earth Sciences /Astronomy – Sarah-E Fatema Virji; Mathematics and Computer Science – Yang Si; Physics and Engineering -- James Eshelman; Dance Leanora Martino; Kinesiology – Jodi Lepp; Aeronautics – Judith Fleming; Air Conditioning/Welding – John Lane; Aircraft Mainenance – Vui Tram; Architecture/Manufacturing – Maria Sardinas; Electronics – Stephen Harsany; Public Services – Mario Yagoda; Mental Health – Angelique Felton; Nursing – Marisela Torre; ESL – Esther Lee; EOA –John Rafter; ABE – Stephen O. Williams. Congratulations to our gift card winners!

F. Educator of the Year – The FA nominated me and I was selected to be an honoree at the 2018 Educator of the Year Ceremony hosted by Assembly Member Freddie Rodriguez on Thursday, November 8. Thank you for nominating me for this honor.

G. Region 2 Leadership Conference – Eric Kaljumagi, Linda Chan, Tamra Horton and Joan attended the Region 2 Leadership Conference in Reno October 18 – 21. The conference is the largest of the regional leadership conferences. Joan attended sessions on CTA 360PRO and CTA 360 App: Using Power of Data to Organize; Bargaining Team Resources, Research and Contract Assessment; Legal Strategies to Increase your Bargaining Leverage; and Body Language for Bargaining and Member Engagement.

H. Grievance Report – Joan gave the following Grievance Report: a) A faculty member has filed a grievance, a dispute, and a harassment complaint against a manager. We are in the process of working through these issues with HR; b) Joan met with a dean, HR, and a faculty member on Thursday, November 1 concerning multiple absences in a class; c) Eric met with a dean and associate dean concerning break times in classrooms and when a professor can let students leave the class; d) Joan is working with a faculty member and their division concerning spring schedules (as a result of a special evaluation); e) We currently have one professor on paid administrative leave for allegedly threatening other employees on campus; f) A faculty member was given a Special Evaluation notice due to 2 student complaints. The Grievance Committee and Joan are trying to get more information and are helping the faculty member navigate the ropes of this Special Evaluation; g) A MOU was signed between the FA and the District concerning banking load for one professor; h) Joan met with a group of faculty on Wednesday, October 31 to discuss some of the problems and concerns that these faculty have with the management of their area.

I. Political Action Report – We are very hopeful that Ruth Luevand wins the election for BoT Area 2. We know that Gary Chow has put in over \$50,000 of his money (through a loan to himself) and received about \$10,000 in donations for this campaign. Thank you for everyone that helped get the remaining post cards out (Beta Meyer, Phil Wolf, Tamra Horton, Linda Chan, Maya Alvarez-Galvan, Kelly Rivera, Barbara Quinn, Liz Ward, Susie Rubenstein and Kim Geary). We now have three mailings out in support of Ruth. We also mailed out post cards to the CTA members in the area asking for their vote for Ruth. On Saturday, October 13 and October 27, some of our faculty walked the Covina precinct in support of Ruth. Thank you to Richard Myers and Kelly Rivera for being the leads on this and thank you again for all the faculty who helped with this. At the next Rep Council meeting, Joan will give you a full accounting of how we spent the money that you authorized for this election. This is one of the most expensive school board races in Mt. San Antonio College history. Our opponents are spending more than us by a margin of 2:1.

J. Membership – We received 3 more applications in the month of October. Joan will be sending out letters to some of the adjunct who were honored at this year's Celebration of our Adjunct Faculty who are not currently members to see if we can get them to join.

V. Treasurer's Report – Steve Lancaster

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2017 – November 6, 2018 and stated that we have received the expected CTA Dues and Agency Fees from August. We have not received the October bank statement as of yet that should reflect another installment from CTA. The PAC funded our BoT candidate in the amount of \$28,587.70 this fiscal year. Some PAC monies were allocated to our candidate in August. Treasurer Lancaster reiterated President Kaljumagi's announcement that we are in need of a fourth faculty member to sit on the FA Budget Committee.

VI Director J Report – Eric Kaljumagi – No Report

VII. SOne/CTA State Council – Joan Sholars

Joan Sholars announced that she attended the CTA State Council last weekend, October 26 – 28 and stated that CTA advises that Dual Enrollment courses should be included in collective bargaining agreements. Joan reported that the 2019 NEA RA in Houston, Texas, will shave two days off the regular schedule to save approximately \$1M on its annual meeting expenses. A written NEA legal update was provided and Joan noted that this year's CTA Officer Elections are contested for all three offices (President: Theresa Montano and Toby Boyd; Vice President: David Goldberg and Sergio Martinez; and Secretary: Leslie Littman, Jerry Eaton and Chris Aguilar). Elections will be held on March 29 – 31 at State Council. CFA problems and possible solutions to State affiliations with CTA State Council were reported. CTA supports Tony Thurmond for Superintendent of Public Instruction and noted that the SPI sits on the STRS board. Tony Thurmond supports our defined benefits pension and Marshal tuck does not!

VIII. Academic Senate Report – Chisato Uyeki

A. Full Senate – The Senate met on October 18 and approved the following actions: Recognized some 60+ recipients of the Senate's 10+1 Awards; Welcomed Dean Sam Agdasi from Tech & Health to campus; Authorized the creation of a Regular & Effective Contact Task Force, pursuant to the MOU signed between the District and the FA on Distance Learning; Authorized the creation of a task force on implications of the new funding formula; Authorized the creation of a task force to examine issues associated with the creation of new programs via external grants; Approved Resolution 18-10 supporting new and improved campus facilities. The Senate met on Oct. 25 and made recommendations as to the proposed resolutions being presented at the Fall 2018 Academic Senate for California Community Colleges (ASCCC) Plenary session in Irvine. A final version of the resolutions as adopted will be published on the ASCCC's website (www.asccc.org) shortly. Next Full Senate Meeting: Thursday, November 8, 11:30 a.m. to 1 p.m., Building 77-1000.

IX. Negotiations Report – Joan Sholars

A. Winter Negotiations – Joan Sholars stated that the Negotiations Team will be negotiating Health Benefits and One-Time Monies during the Winter Session. The Health Insurance Taskforce has been created to provide information for the Negotiations Team.

B. Sunshine Items (Articles) – The FA will need to put forward proposed items for Spring Negotiations. These Sunshine items will come forward at the next Representative Council meeting once the Executive Board has reviewed the Negotiations Survey and proposed recommended items to negotiate.

X. Survey Committee – Michael Sanetrick

Michael Sanetrick presented the results of the FA Negotiations Survey. Items that scored the highest were highlighted in green. Items that scored second highest were highlighted in orange and the next tier was highlighted in yellow. The Executive Board will review the results and make Sunshine item recommendations to the December 4th Representative Council for approval.

XI. Old Business – Action Items

A. 2018 – 2019 Elections Timeline – Executive Board has recommended the proposed 2018 – 2019 Timeline that mirrors this year's Election Timeline. A motion was made, seconded and carried to approve the proposed 2018 – 19 Elections Timeline.

XII. New Business – Discussion Items

A. Service Center One COAT Award – John Cordova – The FA will be nominating John Cordova for the Service Center One COAT Award that honors local community service. John Cordova has been directing Puttin' on the Hits for many years. This will be an action item at the next Representative Council meeting on December 4th.

B. 2018 – 19 Budget Amendment – Nonchargeable to New Categories – The former nonchargeables category will be broken down into the following budget categories: 1) Student Awards - \$2000; 2) Faculty Awards - \$2000; 3) Miscellaneous - \$1500; and 4) Promotion (Swag) - \$1500. This will be an action item at the next Representative Council meeting on December 4th.

C. 2020 – 21 Academic Calendar – Two 2020 – 2021 Academic Calendars have been forwarded to the Representative Council for selection. Option A resembles our current calendar with a 6 week Winter Session and a 6 week Summer Session. Option B proposes an early Spring semester beginning in January with two Summer Sessions. This will be an action item at the next Representative Council meeting on December 4th.

XIII. Announcements

- A. Next Executive Board Meeting – November 13th, 11:30–1:00 in the FA Office.
- B. Next Representative Council Meeting – December 4th, 11:30–1:00 in Founders Hall.
- C. Next Board of Trustees Meeting – November 14th, 6:30 pm in Founders Hall.
- D. Next CCA Conference – February 8th – 10th at the San Diego Doubletree.
- E. Next SOne Council Meeting – January 17th 4:30 – 9:00 p.m. at the San Dimas Country Club.

XIV. Adjournment

The meeting was adjourned at 1:02 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association