

**MSAC Faculty Association
Representative Council Meeting
April 2, 2019**

Present: Barrios, Birca, Cardona, Chan, Cridland, Cummings, Dokter, Edson, Enke, Engisch, Espinoza, Foisia, Flisik, Garrett, Greco, Greenberg, Hamby, E. Hernandez, Hoffman, Horton, Howell, Impara, Kaljumagi, Kirchgraber, Lackey, Lancaster, Leyva, McLeod, Meyer, Nejad, Nixon, Norvell, Olds, Ott, Pham, Piluso, Quinn, Ramirez-Catalan, Richardson, Rojas, Rubenstein, Sanetrick, Sholars, Simon, Straw, Stroebel, Thomas, Uyeki, Velasquez, Vo, Ward, Wolf. **Absent:** Alvarez-Galvan, Blyzka, Brentingham, Burman, Calzada, Chen, Crichlow, Coreas, Daland, Ezzell, Frickert, Hamby, Heard, Hernandez-Magallon, Hughey, James-Perez, Jollivet, Jones, Knapp, Luther, McIntosh, Nakamura, Necke, Pula, Rojas, Romero, Scott, Smith, Straw, Stringfellow, Toloui, Uranga, Willis, Woolery.

I. Call to Order and Approval of the Agenda

President Eric Kaljumagi called the meeting to order and the Agenda was approved with addition of FA Awards Packets to XIII. Announcements at 11:32 a.m.

II. Approval of Minutes

The minutes of March 5, 2019 were approved as written.

III. President's Report – Eric Kaljumagi

A. President's Advisory Council (PAC) – PAC met on March 13. Eric was meeting with a faculty member on an employment issue and was late to the relatively brief meeting. VP Joan Sholars attended to provide FA insight. The March PAC 27 meeting has been cancelled and will next meet on April 10.

B. Board of Trustees Meeting – At a special meeting of the BoT on March 9, the Board heard multiple detailed presentations. Gary Nellesen (the Director of Facilities) noted that the stadium should be finished by Spring 2020, followed by a pair of parking structures in Fall 2020 and Spring 2021. However, parking will be particularly tight (a loss of 10% of the current spaces) during Spring 2020 when portable classrooms will be placed in parking lot D and the transit center is constructed. The student center and athletics complex should be finished by 2022. The second series of reports covered multiple measures, describing the law, regulations, and chancellor's office guidance, explaining how the college designed and implemented the "AQ" test, detailing the corequisite model we are beginning to use, and describing the enrollment impact and how we are providing support. Of note is that English FTES have declined nearly 20% from the same semester last year. Math FTES are only down 4%. The third series of talks revolved around the College Promise Initiative. The speakers described how we are going to use our State funds for textbook vouchers, Sodexo cards, and loaner laptops since most of our needy students already get their fees waived by the Promise Grant (formerly called the Board of Governors Waiver). The College's management team also explained the Student Centered Funding Formula and how we can work to improve the College's income under the formula, including the auto-awarding of degrees, encouraging application for the Pell Grant, and notifying students who are close to earning a degree or certificate. The Board concluded their day by discussing their self-evaluation, which varied from past years in that not all grades were "A" or "B," particularly with regard to relationships with the CEO and the community. The BoT then held their regular meeting on March 13 where they heard an appeal of an unlawful discrimination complaint filed by a professor. Unfortunately, the BoT voted in favor of rejecting the appeal. Multiple recognitions occurred, including introductions of all twenty newly tenured professors: Tania Anders, Earth Sciences and Astronomy; Alana Bachor, Counseling; Shiloh Blacksher, Psychology; Brian Bouskill, Commercial and Entertainment Arts; Jared Burton, Library and Learning Resources; Christine Cummings, Theater; Shelley Doonan, Consumer and Design Technology; Sheila Espy, Consumer and Design Technology; Christopher Hallsted, English, Literature, and Journalism; Fred Kobzoff, Air Conditioning and Welding; Irving Lai, Mathematics, Computer Science; Giovanni Lanaro, Kinesiology, Athletics, and Dance; Eugene Mahmoud, Physics, Engineering; Edgar Muniz, English, Literature, and Journalism; Stacie Nakmatsu, Counseling; Chara Powell, Psychology; Karla Rivas, Mathematics, Computer Science; Bernard Somers, Counseling (Veterans); Emily Versace, Counseling; Allen Wang, Counseling (International Students). Roughly 150 faculty were present in Founders Hall to protect the District's inaction on one-time monies and their insistence on changing healthcare

vendors. Many of those present offered public communication to the Board, telling personal stories about their healthcare needs. The remainder of the meeting was routine save for the President's Report, where Dr. Scroggins noted that Mt. SAC has improved its performance on all areas of the new funding formula. Unfortunately, the Chancellor's Office is proposing a 5% deficit factor to payments since many colleges are improving their performance more than was anticipated. The BoT will next meet on April 10.

C. CalPERS Resolutions – On February 14 a written letter demanding information relating to the CalPERS Resolutions was sent to the College using a format recommended by CTA's legal department. Our HR department promised a response by March 29 although we were warned that our search resulted in several hundred thousand emails. The FA has also received a legal opinion on the matter.

D. Political Advocacy – On March 3 & 4 Eric attended the Faculty Association of California Community Colleges's (FACCC) Legislation and Policy Conference. Participants learned how to give testimony before the legislature and how to effectively advocate when speaking to individual legislators. Eric was fortunate to be able to meet with three legislators that day. While CTA has a one day Presidents' Legislative Advocacy Day in May, Eric is working with representatives from Citrus and Chaffey College to visit legislators at their home offices.

E. Puttin' on the Hits (POTH) 2019 – POTH had a single sold-out show on Friday, March 22! The FA thanks those who participated, including trustees Bader, Chen, and Hidalgo. We are still accepting donations to the FA Student Achievement Fund, which has offered cash awards to Mt. SAC students for over twenty years! To donate, simply send a check made out to "FASAF" to the Faculty Association office.

F. CCA Spring Conference – The CCA Spring Conference / W.H.O. Awards will be held April 26 -28 in Irvine, CA. At this time, a full complement of twenty Mt. SAC faculty are scheduled to attend as delegates. Attendees will be able to help celebrate this year's W.H.O. recipient, Barbara Quinn, and can also expect to get a better understanding of the current issues being worked on by our union at the state level.

G. 2019 – 2020 Committee Vacancies – Incumbent committee members with expiring terms have been notified and invited to apply for another term. A general call for committees was sent to all faculty via e-mail on March 20. Those interested in a committee seat should contact the FA President at ekaljumagi@msac-fa.org. A list of available seats was attached.

H. FA Elections – Faculty Association Elections will close during this meeting. Available offices are president, vice-president, secretary, four directors (three two-year and one one-year), and one part-time director. We will also elect three representatives to the CTA Service Center One, adjunct division representatives, and up to six delegates to the 2020 NEA convention, which will be held fourth of July week in Atlanta, GA.

I. CTA State Council Elections – Our representatives to State Council are currently Eric Kaljumagi and Joan Sholars. Joan's position is up for election this year and in addition it is permissible to elect an alternate to our area (HE-8). If faculty would like to run in an election to become a State Council representative or an alternate, please contact the FA President at ekaljumagi@msac-fa.org. The nomination form must be submitted to CTA no later than April 12. State Council representatives meet four weekends a year in Los Angeles to work on CTA policy and to give direction to the CTA Board. The representatives are also the voting body for CTA's Board, including the CTA officers.

J. Executive Board Action – Since the last Faculty Association Representative Council meeting, the Board has: 1) confirmed the appointment of Susie Rubenstein, Joan Sholars, and Phil Wolf to the Class Size Task Force; 2) confirmed the appointment of Eric Kaljumagi and Emily Woolery to the Number of Flex Days Task Force; 3) approved the attendance of Herschel Greenberg to the CCA Spring Conference; 4) approved the attendance of Eric Kaljumagi to the CTA Presidents' Legislative Advocacy Day; 5) approved the 2019 FASAF Award Applications; 6) approved a reimbursement of \$120 to Joan Sholars for t-shirts; 7) approved up to \$500 for the FA Student Awards event; 8) approved up to \$900 for FA t-shirts to be given out at Board of Trustee meetings; 9) directed the FA President to solicit ideas for the Fall 2019 Negotiations Survey; 10) recommended that the FA Representative Council increase its local annual dues from \$170 to \$178 for full-time and from \$70 to \$74 for part-time faculty; 11) recommended that the FA Representative Council approve the proposed 2019-20 FA Budget.

IV. Vice President's Report – Joan Sholars

A. March 13 BoT Meeting – Between 150 – 200 faculty attended the Board of Trustee meeting on Wednesday, March 13. Stories were shared of their fear of the loss of their health insurance and/or of their retiree health benefits. Most of the Board members were attentive. Joan has not heard from any of the Board members about the meeting. Eric is trying to set up meetings with the Board members to talk to them. Remember, we cannot negotiate with the Board members directly but we can let them know of our concerns.

B. Puttin' on the Hits – Puttin' on the Hits was a sell-out. Joan does not know the money details yet but wants to thank Rondell Schroeder and Allison Frickert-Mushage for creating one fantastic show. One problem is not enough faculty are involved in this show. We need more faculty to stay involved in the show if this is to stay a Faculty Association sponsored event.

C. Membership – We have lost 2 members – that means, that two of our colleagues have asked to drop their membership. We need to let all of our faculty, both full-time and part-time, know the benefits of staying a member, while letting our non-members know of the benefits of becoming members. The Adjunct Advisory Committee will be meeting one-on-one with some our adjunct non-members to talk to them about becoming members.

D. Governance Committee – The Governance Committee is working on the Standing Rules and the Bylaws. They will be meeting again after this meeting.

E. Grievance Committee – The Grievance Committee and the Political Action Committee have not met yet due to Joan's busy schedule but she will get meetings and trainings set up.

F. Grievance Report – Joan presented the following Grievance Report: a) We have no grievances at this point. We do have some things that Joan is working behind the scenes on to get some resolution; b) Both of the appeals of HR decisions on discrimination/harassment claims were rejected by the Board of Trustees. Joan is working behind the scenes to see if there is any other way to get attention to these claims – dispute process or just keep working behind the scenes to get something done; c) Eric has at least one meeting this week with a faculty member; d) Joan talked to a faculty member last week or so about getting paid lab parity for an honors class that was just approved but the department didn't know that they also had to request lab parity separately.

V. Treasurer's Report – Steve Lancaster

Treasurer Lancaster reviewed the FA Treasurer's report for September 1, 2017 – March 26, 2019 and stated that our budget is on track but we may need to increase our Printing and Office Supplies budget towards the end of the year. It was noted that a correction of Checks paid out is incorrect and should be close to \$40,000. It was also noted that 2019 – 2020 FA Dues and FA Budget will be addressed later in the agenda.

VI Director J Report – Eric Kaljumagi

Eric Kaljumagi reviewed his March 15-16, 2019 Director J Report and highlighted the following items: 1) Negotiations are going poorly at San Joaquin Delta College; 2) College of the Canyons started their spring semester with informational picketing to raise awareness of the contract impasses they reached in January. After two weeks of such pickets they negotiated 3.71% for 2018-19 and 3.46% (the expected COLA) for next year; 3) Rio Hondo College has reviewed their MOU's related to dual enrollment and have determined that Rio hires only through their college's process and pays faculty at the appropriate part-time rate; 4) During the winter intersession, Citrus College endured a lockdown by local authorities that lasted for six hours. This revealed a lack of proper training and a need for emergency classroom supplies like food, water, toilets, and privacy curtains. Faculty have not yet been compensated for their time in class; 5) Citrus College is also considering the adoption of a new PPO plan, moving from Blue Shield to Anthem Blue Cross since the latter looks to be about \$400,000 cheaper per year; 6) The Chancellor's Office has been making progress on the Online College and on implementing Title 5 changes necessary for AB 705 (multiple measures). However, CCA is concerned that the new CEO/President (Heather Miles) has no formal management experience with online education or colleges; 7) At the last SCOne Council,

Chaffey, Mt. SAC, and Citrus presidents discussed concerted visits to local legislators; 8) CCA has created a Dual Enrollment Task Force, of which Eric is a member. There is also a new Lockdown Task Force. 8) The CCA Board rejected a motion to review all expenses individually. This will continue to be a duty of the Budget Committee; 9) The CCA Board is reviewing its goals and welcomes comments. The current goals are (paraphrased for brevity): a) To attract and retain as many members as possible (hopefully 100% retention), b) To improve CCA's visibility and relevancy to our members, c) To increase CCA's visibility within CTA, d) To provide expanded opportunity for newer conference attendees to learn about the CCA Board, e) To get new faces at conferences, especially from chapters that have not traditionally sent a full slate of delegates, f) To reinforce union membership at the state and local levels, g) To reach all faculty members with friendliness and professionalism, h) To advocate for social, political, and educational strategies that eradicate institutional racism, i) To improve political advocacy, j) To be more openly engaged in talking about matters of racial and social justice; 10) CCA ended its fiscal 2017-18 year with net assets of \$2.71 million. The Board is considering a reduction of roughly 7 1/2% next year to adjust to reduced income. However, due to the cancelled fall conference this year the reductions may not be immediately necessary; 11) As a reminder, the CCA4me.org website has been changed to <http://www.CCA4us.org>; 12) The next CCA Conference will be held in Irvine on April 24 – 26; 13) The next CCA Board Meeting will be on April 24, 2019. Please let Eric know if you have any issues you wish him to bring to the CCA Board. Also, please keep in mind that the CCA Board encourages adjunct faculty to attend CCA conferences.

VII. SCOne/CTA State Council – Joan Sholars

On March 6th at Service Center One, John Cordova was awarded the COAT Award that honors local community service. John Cordova has been directing Puttin' on the Hits for many years. CTA State Council met March 29 – 31, 2019 at the Los Angeles Westin Bonaventure Hotel. A CTA state Council Report was provided. Of note was that elections were held and E. Toby Boyd was elected President, David Goldberg was elected VP and Leslie Littman was elected Secretary/Treasurer. Approximately 40 proposed bills were reviewed and Support and Watch legislative positions were proposed.

VIII. Adjunct Faculty Advisory Committee – Linda Chan

The Adjunct Faculty Advisory Committee (AFAC) met March 19th and plans to create a Google Doc, Google Group and email for adjuncts to have a central communication location. A promotional brochure has been finalized that should go to production soon. The committee has names of the adjunct nonmembers and will begin a campaign to contact them. The committee is hosting a guest to host "one-on-one" training for more effective recruitment of members. The committee would like to share the FA table whenever there are events to promote adjunct membership. The "One Book, One Campus" campaign was discussed a possible organizing tool for new members. The next AFAC meeting is April 16th.

IX. Academic Senate Report – Chisa Uyeki

A. Senate Business – Nominations and Elections: At the full Senate meeting, March 21, 2019, Serena Ott (World Languages) was elected to complete a Co-VP term, which runs until June 2020. Kelly Rivera (Political Science) was elected to complete the current term of Secretary, ending June 2019. Nominations for Co-VP (2019-2021 term), Director (3 2-year terms, 2019-2021), Senator-at-Large (3 2-year terms, 2019-2021, any faculty can run), and Secretary (1 year term 2019-2020) opened Thursday, March 21st. Appointments: Elections Task Force appointments: Vicki Greco (Chair), Sierra Vane (Member).

B. Senate Actions – Approved 2017-2018 Social Justice Studies Task Force Summary/Year-End Report. Work of the TF resulted in completion and submission of the curriculum for the Associate in Arts in Social Justice Studies for Transfer, and the recommendation to house AA-T in the Sociology/Philosophy Department.

C. Other Senate Recommendations – Other Recommendations included: 1. Ethnic Studies/Social Justice Studies Department: as the degree grows, an Ethnic Studies/Social Justice Studies department is also developed to continue the growth and strength of the major. 2. Associate Degree Diversity Requirement: The task force strongly recommends that Mt. SAC investigate having a diversity requirement for the local AA. Title 5 requires that, "(2) Ethnic Studies will be offered in at least one of the areas required by subdivision (1)." Subdivision (1) outlines the general education. See Title 5 CCR §55063 Minimum Requirements for the Associate Degree, under

the General Education Requirements. With the recent passage of AB 2016, the task force would like to strengthen how the "Ethnic Studies" requirement is met for the Associate Degree. The recommendation was for a task force look into the graduation requirements and look into adding a diversity requirement. We are now looking for interested faculty to serve on this TF.

D. Approved FPCD 2018-19 Goals and Objectives – Approved FPCD 2018-19 Goals and Objectives: Goal 1: Contribute to the campus-wide professional development planning process; Goal 2: Collaborate with PDC, Guided Pathways, Noncredit, Salary and Leaves, and other constituent groups to improve faculty learning processes and offerings; Goal 3: Assess and evaluate needs for the professional development of faculty; Goal 4: Advise on Flexible Calendar Professional Development Activities & Plan; Goal Area 5: Support and assess achievement of critical faculty professional development learning outcomes, including: 5a: Faculty will identify effective instructional approaches to improve the success of equity students; 5b: Faculty will explore educational technology in the classroom; 5c. New faculty will feel welcomed as an integral part of the college; New faculty will be comprehensively prepared to begin meaningful work at the college; 5d. Faculty will understand potential accessibility issues with their instructional materials.

E. Student Consent Before Auto-Award Degrees – Resolution Requiring Affirmative Consent from Students Prior to Auto-Awarding Degrees and Certificates was passed at Senate on March 7, 2019, however it was not accepted at AMAC, and discussion will continue on this resolution.

E. Equivalency Committee – Equivalency Committee: A departmental equivalency for Chemistry was approved by the Equivalency Committee on Monday, March 25, 2019. This equivalency is being forwarded to C&I.

X. Negotiations Report – Joan Sholars

A. Winter Negotiations – The Winter negotiation's teams met for over an hour on Friday, March 29. The District reiterated their last offer and called the offer that went to the Board of Trustees a joint offer – so according to them it is our turn to give them a proposal. Joan is a little confused because she thought we were trying to use IBB on this process. So we agreed to set up one more meeting. Eric, Gary Enke and Joan have a meeting with Arleigh Kidd, the CTA organizer to look at our next options. Eric and Joan have been consulting on a regular basis with Robin Devitt, CTA/CCA staff. Gary Enke has been very good at organizing our full-time faculty to attend the Board meetings but we cannot win this fight if we are only using our full-time faculty. We need our adjunct faculty in this fight with us. While the adjunct faculty are not involved with the health benefits fight, they are interested in the monies. WE cannot allow the college to divide us on this issue. On Wednesday, April 10, we have set up an informational meeting before the Board of Trustee meeting. This meeting will run from 4 – 6 p.m. in 6-160. Pizza will be served. Talking points, signs, t-shirts, and answers to questions for faculty will be available. Please talk to your colleagues. We need to pack the house once again. Joan posted on the FA Facebook a newspaper article about the loss of retiree benefits at Sears. She has in writing that the District is not interested in taking away our retiree health benefits and she has told this to you often. Saying that, this paper is only good as long as the contract is in effect. In order to keep retiree health benefits, the FA must keep a strong negotiation team and the faculty must be willing to stand together to defeat any such move.

B. Spring Negotiations – On Friday, March 29, the Spring Negotiation Team met with the district. We reviewed our ground rules one more time. We have given more time this negotiation term to our ground rules than I have seen in the past. We started working on Article 2: Terms of the Agreement. We worked on interests and options. For homework both teams are to look at the interests and options to see what might best meet our interests. The faculty team will be very cautious here to make sure that our interests that might not be the district's interests are not overlooked or overwhelmed. At Friday's negotiations, we will start on Article 9: Calendar. Our next big goal is Article 10: Workload – but we will need to divide this up into pieces as it is much too large to try and handle in one sitting. Since the FA Executive Board has set equity up as a goal, workload will be looked at with a fine tooth comb.

XI. Old Business – Action Items

A. Close Nominations for 2019-20 – A motion was made, seconded and carried to close FA nominations for the 2019 – 2020 year. The following nominations were made: President – Joan Sholars; Vice

President – Emily Woolery, Linda Chan; Secretary – Liz Ward, Tamra Horton; FT Directors – Barbara Quinn, Lance Heard, Sandy Esslinger, Masoud Roueintan, Antoine Thomas, Vicki Greco; 1 Year Term (for Susie Rubenstein – retiring) – Barbara Quinn, Sandy Esslinger, Masoud Roueintan, Vicki Greco; Adjunct Director – Herschel Greenberg, Patricia Cridland; Service Center One – Kristina Allende, Maria Davis, Liz Hernandez, Maya Alvarez-Galvan; NEA Delegates 2020 – Joan Sholars, Gary Enke; Division Adjunct Representatives – Ellen Straw, Enriqueta Leyva, Samantha James-Perez, Kristen Purper, Bobbi Hamby, Hershel Greenberg, Yasmine Shereen.

B. Donation to Butte College Employee Help Fund – A motion was made, seconded and carried to approve a donation in the amount of \$500 to Butte College Employees to help those faculty who have lost their homes in the Butte fires.

C. FA Meeting Schedule 2019-20 – A motion was made, seconded and carried to approve the proposed 2019-20 FA Meeting Schedule that mirrors this year's schedule.

D. Establishment of a Second Year Pilot for the Adjunct Faculty Advisory Committee – A motion was made, seconded and carried to approve that the Adjunct Faculty Advisory Committee be extended for a 2nd year.

E. Health Insurance Task Force Recommendations – A motion was made, seconded and carried to approve the following Health Insurance Task Force recommendations: **1)** Any mutually agreed upon criteria for selecting a third party administrator (including CalPERS) must align with the identified interests of the faculty. **2)** In addition to PEMHCA-expertise legal advisement, it is recommended that the negotiation team and its advising body (executive board) review Santa Monica College's Faculty Collective Bargaining Agreement (Article 10 Benefits) as a reference for our Benefits language. **3)** Seek legal experts in PEMHCA law for thorough analysis of all of the College's contracts with CalPERS for the provision of health benefits for its employees to determine any and all past and present PEMHCA issues of noncompliance, and to advise on the resulting consequences to faculty and former faculty who are retired. **4)** Separate the issue of increasing the health and welfare benefits employer contribution amount from changing hospital and medical plan administrators. a.) The employer contribution toward hospital and medical plan premiums for faculty employees should be increased to cover the cost of employee and dependent(s). From 2008 to present, the employer contribution for medical, dental, vision, and basic life insurance benefits has increased by only \$ 159.00 (1.325%). b.) Consider negotiating the employer contribution toward dental, vision, basic life insurance benefits for faculty employees as a separate item as other districts have done (e.g., Kern CCD, SOCCCD, Santa Monica CCD, and others). **5)** To obtain the services of a lawyer/law firm with expertise in Public Employees Retirement System Health Plan PEMHCA Program to recommend PEMHCA-compliant contract language pertaining to Health and Welfare Benefits for the new Faculty Agreement/Collective Bargaining Agreement (CBA) should the faculty decide to stay 10 with CalPERS. **6)** To seek a recommendation from the legal experts in PEMHCA laws to strengthen the benefits language in our faculty contract and protect retirement benefits against changes in the resolutions which are unilaterally decided should the faculty decide to stay with CalPERS. **7)** The faculty negotiations team and its advising body rely on this report as one of its sources of information and advisement during collective bargaining.

XII. New Business – Discussion Items

A. 2019 – 2020 FA Dues – It has been recommended by the Executive Board to approve the Budget Committee's proposal of a local dues increase of \$8 for full-time faculty and a \$4 increase for adjunct faculty for next year. This will be an action item at the next Representative Council meeting on May 7th.

B. 2019 – 2020 FA Budget – The 2019-20 proposed FA Budget was reviewed. Notable changes to the budget was an increase from \$2000 to \$2500 for Printing and an increase from \$5000 to \$6000 for Office Supplies due to inflationary costs. This will be an action item at the next Representative Council meeting on May 7th.

XIII. Announcements

A. Next Executive Board Meeting – April 9th, 11:30–1:00 in the FA Office.

- B. Next Representative Council Meeting – May 7th, 11:30–1:00 in Founders Hall.
- C. Next Board of Trustees Meeting – April 10th, 6:30 pm in Founders Hall.
- D. Next CCA Conference – April 26th – 28th at the Hilton Irvine/Orange County Airport.
- E. Next SCONe Council Meeting – May 22nd, 4:30 – 9:00 p.m. at the San Dimas Country Club.
- F. Retirement and Tenure Tea – May 21st, 11:30 – 1:00 in Founders Hall
- G. FA Award Packets – Sent to all FA Reps and available on student portals. Deadline is April 16th.

XIV. Adjournment

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

The minutes were respectfully submitted by Liz Ward, Faculty Association