

**MSAC Faculty Association
Representative Council Meeting
April 6, 2021 via Zoom**

Present: Aguilar, Alvarez-Galvan, Anders, Avila, Benoe, Birca, Boyer, Burman, Burnett, Caldwell, Calzada, Chan, Christ, Crichlow, Cridland, Daland, Doonan, Engisch, Esslinger, Ezzell, Foisia, Garcia, Greenberg, Heard, Hood, Howell, Hughey, James-Perez, Jones, Kaljumagi, Kirchgraber, Knapp, Komrosky, Lawton, Lopez-Alix, Lopez-Audra, Madrid, Martinez, McLaughlin, Meyer, Miho, Miller, Mullane, Nakamura, Ngo, Olds, Pascoe, Pellitteri, Ponce, Rivera, Rojas, Roueintan, Straw, Summers, Uyeki, Ward, Wasson, Wolf, Wood, Woolery.

Absent: Berch, Chen, Condra, Hamby, Holbert, Klein, Kunkler, Landeros, Lavery, LoPiccolo, McIntosh, McKinney, Necke, Nixon, Padillo, Page, Pham, Piluso, Richardson, Romero, Sholars, Stringfellow, Thomas, Uranga, Velasquez, Virgin, Zine.

Guests: Toby Boyd (CTA President), Ott, DeWayne Sheaffer (District Q Director – Higher Ed), Rogus, Staylor.

Before the meeting was called to order, DeWayne Sheaffer (District Q Director – Higher Ed) and Toby Boyd (CTA President) introduced themselves and stated they were there to support us in whatever means necessary.

I. Call to Order and Approval of the Agenda

Vice President Emily Woolery called the meeting to order and a motion was made (Chan), seconded (Wolf) and carried to approve the Agenda with flexibility at 11:38 a.m.

II. Approval of Minutes

A motion as made (Chan), seconded (Howell) and carried to approve the minutes of March 2, 2021 as written.

III. President's Report – Emily Woolery

A. FA Leadership Transition – With sadness Emily Woolery informed Rep Council that Joan Sholars was stepping down from the Faculty Association (FA). Joan contributed significantly to the FA and the affiliate associations, CCA and CTA. Per FA bylaws, Emily assumed the role of President with the support of the FA Executive Board and will be finishing the term, which ends at graduation. In these next two months, she will focus on understanding the FA calendar, making committee appointments, and supporting the upcoming elections process. We will continue to move forward with goals that Joan helped the FA prioritize, but your input is important. Please reach out to me at erwoolery@gmail.com as needed.

B. Negotiations – Emily appointed Sandra Esslinger to Lead Negotiator with approval of the Executive Board on March 30. Emily participated in contract negotiations on March 8 and April 5. Our next negotiations session is scheduled on April 19. Sandy will provide a more detailed negotiations report. The COVID-19 workgroup met on March 29. FA members include Sandy Esslinger, Robin Devitt, and Emily. District members include Karelyn Hoover, Sokha Song, and when appropriate, Morris Rodrigue. The workgroup scheduled meetings every other week. We must reschedule our April 12 meeting because FA members have prior commitments.

IV. Vice President's Report – Grievance Report

A. Grievances – The following Grievance Report was given: 1.) CTA is handling arbitration for a full-time probationary faculty, whose tenure was denied. 2.) A full-time faculty member seeks support in clarifying their job duties. a.) FA filed a Level 3 grievance. It was denied. b.) FA filed a Level 4 grievance. It was denied. c.) FA requested arbitration. d.) FA and District agreed to mediation. Mediation was unproductive. e.) FA requested arbitration. As we await arbitration the FA and District continue discussion. 3.) A professor filed a Level 1 grievance regarding a special evaluation. a.) FA met with the District this week and is awaiting a response. b.) This grievance was denied at Level 2, 3, and 4. c.) FA and member are discussing next steps. 4.) Adjunct faculty expressed concerns about seniority rights with scheduling. a.) FA filed a Level 3 grievance. The District responded and FA is reviewing the response.

B. Other Concerns – 1.) An adjunct faculty member submitted a complaint against their division. HR is conducting an investigation. 2.) FA is participating in interactive meetings with full-time professors. Interactive meetings occur in relation to COVID-19 and other leaves. 3.) FA worked with divisions and chairs in support of professors, whose performance was below standard. 4.) A professor filed a dispute against their managers about scheduling practices related to full-time and adjunct professors. a. A dispute resolution meeting was held, and we await the written documentation of this meeting.

V. **Treasurer's Report – Linda Chan**

Treasurer Chan reviewed the September 1, 2020 – April 6, 2021 Treasurer's report and stated that there was an error that has been corrected on the report. There has been little change since the last report. Our Dues and Agency Fees installments are less than last year due to lower membership. This has been attributed to loss of adjunct faculty due to lower enrollment as well as a few cases of financial issues. We need to adjust our FA budget accordingly and the Budget Committee will be meeting to propose an adjusted budget. A request was made for a membership report to show the number of FA memberships lost. Eric Kaljumagi, CCA President, reported that our FT membership in February 2020 was 423 and our FT membership in February 2021 is now 406, a loss of 17 FT faculty that also reflects retired faculty. Eric reported that our Adjunct faculty membership in February 2020 was 634 and our Adjunct faculty membership in February 2021 is now 505, a loss of 129 Adjunct faculty. Emily reported that two back-to-back CTA Membership Drive campaigns will be coming up and the Membership Committee will be involved. The Membership Committee will be attending the Spring CCA Conference membership training to help facilitate the membership drives. Emily stated that there have only been a few requests for membership drops that have come forward.

VI. **Negotiations – Sandra Esslinger**

A. Contract Negotiations – On Monday, April 5, 2021, the FA and the District continued negotiations for the academic year of 2020-21. We are a year behind in our contract negotiations. As has been the case, negotiations are progressing slowly. Though, we are hopeful that we will finish by the end of Spring. There were major revisions to many of the longer articles, such as Articles 18 and 10. The District completed their response to Article 18: Faculty Evaluation Procedures and Personnel Files, a 55 page article, to understand the implications of adding Diversity, Equity, and Inclusion (DEI) language to our evaluation procedures article. The District has stated that they do not want DEI language to be punitive, but professional development focused. We want to be sure that there are no punitive possibilities and are exploring this carefully with the District. The last few discussions with the District have been productive and conversational. The District began their response to Article 10: Workload, and will be bringing Article 7: Salaries, and Article 8: Contract Employee Benefits in the subsequent negotiation sessions. Because these articles are entangled, we are waiting to see all four responses, before we respond to the District's counter proposals on these articles. This makes progress appear slow, but we have several proposals and counters, on which we are actively working.

B. Return to Campus Side Letter Negotiations – Additionally, we are engaged with Side Letter negotiations for return to campus. The first side letter was summarized in Emily's memo to the campus. There were many major wins, but perhaps the most significant was that nobody would be terminated due to COVID related circumstances. We find this to be a significant benefit for the faculty, because of the contraction in enrollment. We have a newly established Organizing Committee, who is in the process of beginning their preparations and activities. Organizing is an ongoing activity and this should support our negotiations as we move forward. Organizing efforts build a base of active members who will be there to support the Union and its members through the good and the bad. We need organizing now when so much is going on in our work environment.

VII. **Old Business – Action Items**

A. Adjunct Faculty Advisory Committee Approval – It has been recommended by the FA Executive Board that the Adjunct Faculty Advisory Committee (AFAC) be approved as a standing FA Committee. The budget for AFAC is \$16,000 of which we usually spend less than \$4,000. Due to time constraints, this item was not addressed and will be an action item at the next Representative Council meeting on May 4, 2021.

B. FA Elections – A motion was made (Alvarez-Galvan), seconded (Chan) and carried to open the FA Elections nominations. The following nominations were made: **President** (2 year term): Emily Woolery; **Vice**

President (1 year term): Tamra Horton; **Secretary** (1 year term): Liz Ward, Vicki Greco; **Full Time Director** (2 year term): Sandra Esslinger, Steve Lancaster, Eric Kaljumagi; **PT Director** (2 year term): Herschel Greenburg, Ellen Straw; **AFAC: Arts(1 Rep); Business (1 Rep)**: – Teresa Landeros – Business/Child Development, Mary Ann Fueger – Business; **Humanities/Social Sciences (3 Reps)**: – Herschel Greenrurg (if not PT Director) – Humanities/Social Sciences, Ellen Straw (if not PT Director) – Humanities/English, Doug Mullane – Humanities/English; **Learning Resources (1 Rep)**: Sandra Padilla – Student Services/Counseling, **Natural Sciences (2 Reps)**; **Non Credit (2 Reps)**: Marina Mclaughlin – Non-Credit/Adult Ed. Nominations remain open until the next Representative Council meeting on May 4, 2021.

VIII. New Business – Discussion Items

A. FA Special Election – Our FA Bylaws stipulate that if our President position is vacated, the Vice President steps up to into that role and a special election is held to fill the VP position. If we were to open nominations today and then close nominations at the next Rep Council meeting on May 4, 2021 and then vote, the Spring Semester would be almost over. The FA Executive Board has recommended that we not hold a Special Election. **MOTION**: A motion was made (Chan), seconded (Ward) and carried to suspend the rules. A motion was then made (Chan), seconded (Alvarez-Galvan) and carried to approve the Executive Board’s recommendation to NOT hold a Special Election to fill the position of the FA Vice President for the remainder of the 2020-2021 academic year.

B. Committee Appointments – Several campus-wide committees are in need of FA appointments: Class Size Committee (2 openings), Faculty Professional Development Committee (2 openings), Health and Safety (1 opening), Lab Parity (2 opening), Police and Campus Safety Advisory Council (1 opening), President’s Advisory Council (1 opening), Professional Development Council (1 opening), Salary and Leaves Committee (1 opening), VOICES Committee (1 opening). There are FA Committees that need appointments: Budget Committee (1 opening), Calendar Committee (2 opening), Communication Committee (3 opening), Elections Committee (2 opening), Governance Committee (5 opening), Hospitality Committee (4 opening), Membership Committee (2 opening), Political Action Committee (6 opening), FA Awards Committee (5 opening).

C. Upcoming CCA/CTA Events – The CCA Spring Conference (virtual) is scheduled for April 23 – 25, 2021. CTA Presidents Conference (virtual) is scheduled for July 15 – 18, 2021. CTA Summer Institute (virtual) is scheduled for July 25-29, 2021.

IX. Announcements

A. Next Executive Board Meeting – Tuesday, April 13th at 11:30 am – 1:15 pm via Zoom.

B. Next Adjunct Faculty Advisory Committee Meeting – Tuesday, April 20th, 11:30 am – 1:00 pm via Zoom.

C. Next Representative Council Meeting – Tuesday, May 4th, 11:30 am – 1:00 pm via Zoom.

D. Next Board of Trustees Meeting – Wednesday, April 14th, 6:00 pm via Zoom.

X. Adjournment

The meeting was adjourned at 1:16 p.m.

The minutes were respectfully submitted by Liz Ward, Faculty Association

Other Reports – Due to time restraints, the following reports were provided but not reviewed (reports provided at the 3-2-21 Rep Council and also in the 4-6-21 Google folder are not listed below but can be viewed on 3-2-21 FA Rep Minutes):

XI. Academic Senate Report – Provided by Chisa Uyeki

A. Approved Appointments – The following Senate appointments have been approved: **Faculty Accreditation Coordinator**, Barbara Mezaki (AMLA), spring 2021-spring 2022; **Sustainability Coordinator**, Tania Anders, (Geology and Oceanography), fall 2021-spring 2023; **Basic Needs**, Thuy Pham (Communications), Sp 2021-2023; **Climate Commitment and Environmental Justice Committee**, Raul Madrid (Political Science), 2020-2023; Jennifer McKinney (Biology), 2020-2021; Dual Enrollment Counseling Liaison, Bernie Somers (Counseling), spring 2021-spring 2022; **Dual Enrollment Liaison, Phil Wolf** (PENG), 2020-2022, 6 LHE annually; **Educational Design Committee**, Kolap Samel (Lib), as LLR rep, Sp 2021 and 2021-2024; **Outcomes Committee**, Tania Anders, 2020-2022; Shelby White-Tremazi 2020-2023; **PIE Committee**, Bruce Nixon (Mental Health), 2021-2023; Lance Heard (Public Safety Programs), 2021-2022; Landry Chaplot (Adult Basic Education), 2021-2022; Bernard Somers (Counseling), 2021-2023; Jennifer Hinostrroza (Ag), Spring term ending June 2021 and 2021-2024 term, to serve as Co-Chair; **Racial Justice Task Force**, Mica Stewart (Sociology); **Strong Workforce Advisory Committee**, Monika Chavez (Library), Sp 2021; **Student Preparation Equity, and Achievement Council**, Sarah Nichols (PENG), Sp 2021. *For Information:* **Grievance Review Committee**, 4/16/2021: Doug Hughey (Child Development and Education) **BP/AP 2365 and BP/AP 3310 Working Group** Jaishri Mehta (CIS) and Michelle Shear (Dance); **Mountie Mascot TF**, Mary McGuire (Art History); **Racial Justice Task Force Chair**, April Tellez (History) [was member, appointed to chair]. Sarah Nichols elected **Academic Senate Secretary** 3/18/2021, term to end of Spring semester

B. Approved Actions – Resolution - In Support of Asian and Asian American Students approved at Senate 3/18/2021; • Mt. SAC Guided Pathways Scale of Adoption Assessment were approved at Senate 3/18/2021 and was submitted to the Chancellor's Office on March 26, 2021; • Freedom of Expression AP/BP 3900 Academic Senate Workgroup Report and Recommendations were approved at Senate 3/18/2021 and will go forward to AMAC. • GPS Cross-Council Committee Purpose and Function approved; • Updated Academic Senate Meeting *revised* Spring 2021 Calendar approved; • Student Preparation Equity and Achievement Council - 2020-2021 Goals approved; • Revised Student Equity Committee Purpose and Function statement; • **Five proposed course prefixes to align with new Area F Core Competencies were approved:** a. AABS: African American/Black Studies; b. APIS: Asian American and Pacific Islander Studies; c. ETHS: Ethnic Studies; d. LCAS: Latina/o/x and Chicana/o/x American Studies; e. NAIS: Native American and Indigenous Studies; • Resolution 2021-02 Faculty Primacy on Modality of Teaching passed unanimously 4/1/2021; • Resolved, The Academic Senate asserts that under the 10+1 in Title 5, § 53200, and Mt San Antonio College Board Policy 3255 it is faculty purview to determine the modality of a course offered; • EW and P/NP Policies for Summer 2021 and Fall 2021 approved 4/1/2021; • AMLA Requisite Recommendations from Curriculum and Instruction Council approved 4/1/2021; • Duplication and Overlap Guidelines Revision approved 4/1/2021; • AP/BP 5140 - Students with Disabilities approved 4/1/2021; • Content Review Committee Recommendation for Deletion approved 4/1/2021.

C. CSU Ethnic Studies Requirement – AB 1460 (Weber) requires CSUs include an Ethnic Studies course in their degree requirements. In winter CSUs determined that requirement would be fulfilled by a lower division Ethnic Studies course. Starting in Fall 2021 CSU general education will have a new category, “Area F,” requiring a 3-unit Ethnic Studies course. Because these degrees are capped at 60 unites, area D was reduced from three required courses to two courses. For a course to be eligible it must meet at minimum of 3 out of the 5 core competencies established by the CSUs. Senate and Instruction Office team has been working on informing campus about the changes including presenting at the Board of Trustees Study Session and meetings with divisions. Dianne Rowley, Assistant Curriculum Liaison is the faculty lead for this work.

D. Emergency Grants for Students – Emergency Grants for Students with critical needs continue to be available. If you become aware of a student in need you asked to refer the students using the linked form. To make a referral, you will need to complete the CARES Emergency Grant Referral Form at <https://www.mtsac.edu/financialaid/forms/2021/fa-cares-act-referral-form.pdf>

E. SPOT, FOMA FOMAR and Return to Campus – Planning is in progress for possible a return to campus in fall. If we are able to be mostly back on campus in fall, we will need to return to requiring SPOT certification to teach any distance learning classes. • **FOMAR** (Fully Online by Mutual Agreement Readiness) is only for when we are teaching under **FOMA** (Fully Online by Mutual Agreement) under emergency circumstances. • Synchronous online teaching is distance learning. Fully online synchronous or asynchronous, and hybrid all require SPOT certification when we are back on campus. • **SPOT** was developed to meet the requirements of Title 5 for faculty preparation for online teaching, and is maintained with this in mind. • **DL Amendments** are required for all courses that has been taught or is going to be taught online between March 2020 and August 2021. FOMA DL Amendments are for classes that are only going to be taught online during emergencies. Regular DL Amendments (which we just call DL Amendments) are for classes that may be taught online anytime. • If we are back on campus en masse in fall 2021 we will only be offering classes online that have approved regular DL Amendments. **SPOT** (Skills and Pedagogy for Online Teaching) teaches good pedagogy that is applicable to delivering online content, whether fully online and asynchronous, fully online and synchronous, hybrid, or even classroom face-to-face classes with online components. For SPOT certification faculty can submit a synchronous course but it will have to contain enough subject/content delivery asynchronously to stand on its own. Faculty have completed SPOT with synchronous courses in the last year which included enough asynchronous content such as accessible lecture notes, accessible PowerPoint slides, properly captioned videos, discussions that meet the SPOT standards, etc. If there is a class that has been taught online in the last year and you have not completed a DL Amendment you need to do so as soon as possible. **SPOT CERTIFICATION** As shared previously, the following submission deadlines are provided to give you a sense of when courses should be submitted for review to be eligible to teach as a SPOT-certified instructor. The *submission of your course is just the first step towards certification*. SPOT peer evaluators will review courses and engage with the faculty creator in a collegial back and forth exchange. Additionally, because of the required back and forth submission by the deadline does not guarantee certification. You are not SPOT certified until your course is approved. • To be SPOT certified for **Fall 2021**, submission by **June 1, 2021**. You are encouraged to submit as soon as possible to ensure certification by the date you want to be eligible to teach online.

F. Pride Center Advisory Committee 3/1/21 – Planning for student and faculty registration for attendance at the 3rd Annual CCC LGBTQ+ Summit, April 28, 2021 to April 29, 2021. Please be in touch with Melinda Bowen or Madison Stute if you are interested in attending or want more information to share with students.

G. PIE Committee (3/1/21; 3/15/21) – Looking for input on working to ensure that PIE is effective, meaningful, and authentic program review process. If you are interested in supporting these efforts by providing input please let me know. There has been a request for faculty who are interested in testing the new interface-if you are interested please be in touch with Co-Chairs Michelle Sampat or Jennifer Hinostroza.

H. Accreditation Steering Committee – Introduced Barbara Mezaki, new Accreditation Faculty Coordinator. Reviewed first draft of Accreditation timeline for Institutional Self Evaluation Report.

I. Institutional Effectiveness Committee – Kristina Allende is stepping into the faculty Co-Chair position. The planning and work for a new College Strategic Planning Plan has been initiated. We are working to look at many college plans currently being implemented to identify themes that exist across plans (for example the Climate Action Plan and Student Equity Workplan). The goals articulated in these plans were reviewed by Kristina and RIE researchers, and themes have been identified. These will be brought to expanded PAC to identify gaps and work towards establishing new College goals for the Strategic Planning process.

J. Board of Trustees 3/10/21 – Message to board- At 1 year anniversary of leaving campus shared: • Appreciation for the faculty innovation and leadership of early adopters to distance learning who made the transition to online possible. • We have supported each other while growing in our expertise and ability to serve students • When faculty develop programs, design courses, engage in pedagogical preparation, and determine the best modality for content- our goal is always to support student success, to ensure that students are engaged, and are learning. We consider how we can best convey the content to meet students learning styles and needs. • We know

that there have been misconceptions about the workload related to teaching online, and particularly with asynchronous instruction. It is Chisa's hope that the myth that teaching online is easier or takes less preparation or time, has been dispelled by teachers at all levels of education over the past year. • Designing courses to meet different modalities is a matter of curriculum and preparation and faculty do this to meet the particular needs of a given course or a specific student population. We may teach the same course in different modalities, but to do so requires can mean rethinking exams and assignments, reconceptualizing group work, and adjusting the pacing and delivery of content. We know that our students benefit from well-crafted courses, which take planning and preparation. Faculty decision- making in course design and modality is essential. • Just as some faculty prefer teaching face-to-face over online, we know that some students do better in person and strongly desire to return to classes in person. But Chisa is confident that no one wants students, staff, and faculty to be back en masse before the conditions are safe for us to do so.

K. ACCCC – Registration is open for spring Academic Senate for California Community Colleges virtual events. If you are interested in the Senate sponsor your registration at one of the following events please fill out the **Spring 2021 ASCCC Event Interest Form**. To attend you will need to fill out a Conference & Travel form, register yourself, and get reimbursed. (ASCCC is not allowing payment by check as they have in previous years). If it isn't feasible for you to prepay and get reimbursed please let me, Kelly, or Lance know and we can make arrangements for a limited number of registrations to be pre-paid. **2021 Career Noncredit Education Institute**, April 30, 2021 to May 1, 2021. This year's institute focuses on all aspects of career and noncredit instruction and student services with an emphasis on equity and anti-racism education. The institute will explore guided pathways implementation and integration to transfer and careers; culturally responsive student services, student support and curriculum; and equity driven systems including faculty diversification and faculty mentoring. **2021 Faculty Leadership Institute**, June 17-19, 2021, on Pathable. The Faculty Leadership Institute is the cornerstone of the Academic Senate's governance training. Created to assist new senate leaders in navigating the complexity of local governance, the Faculty Leadership Institute brings seasoned leaders together to share tips and tools for new leaders to successfully lead their senate and influence their college policies. **2021 Curriculum Institute Webpage**, July 7 to 9, 2021, on Pathable. This year's theme addresses all aspects of curriculum with the intersections of college constituents through an equity lens from the basics and beyond. General sessions, breakouts, and convenings are intended to be proactive and responsive to the dynamics and realities of our student's educational endeavors while addressing opportunities and challenges in equity-driven systems and the critical time for change.

XII Adjunct Faculty Advisory Committee – Provided by Herschel Greenberg/Judy Lawton

A. Attendance – March 16th – Judy Lawton, Co-Chair, Herschel Greenberg, Co-Chair, Teresa Landeros, Business, Ellen Straw, Humanities, Roy Virgen, Business, Sandra Padilla, Counseling, Marina McLaughlin, Non-credit, Doug Mullane, Humanities, Linda Chan, ex-officio.

B. AFAC Vote at Rep Council – AFAC discussed Rep Council update regarding the upcoming vote making AFAC permanent rather than a pilot program.

C. Co-Chair Election – AFAC discussed co-chair election and recruiting AFAC members for 2021-2021. Judy is verifying election rules and procedures and will report back to AFAC.

D. Workshop Ideas – AFAC agreed to support Tamra in designing a full day workshop about knowing what is in the contract.

E. Next AFAC Meeting – AFAC's next meeting is Tuesday, April 20th at 11:30 a.m.

XIII Adjunct Faculty Advisory Committee – Information Report

A. Mission Statement – The Mt. SAC Adjunct Advisory Committee to the Faculty Association represents and advocates for adjunct faculty, builds strong and effective coalitions between adjunct faculty and the rest of the college, and promotes quality education for all students.

B. Standing Rules Summarized – The Adjunct Faculty Advisory Committee (AFAC) shall meet once a month (the third Tuesday of the month) in order to discuss issues affecting adjunct. AFAC shall advise the FA on adjunct issues and rights based on these meetings. AFAC will continue outreach programs and the recruitment of adjunct professors. AFAC will consist of two co-chairs (aka Part-time Directors). The Part-time Directors on Exec Board serve as the AFAC co-chairs, which is a two-year position. These co-chairs will also participate on the FA Executive Board and the FA Representative Council meetings. This allows the flow of information to reach all 3 bodies of FA. AFAC consists of 13 elected members (as voted by adjunct), including the co-chairs. AFAC members shall attend the AFAC meeting and the Rep Council meeting.

C. Budget – 13 AFAC members. \$65 per meeting (2x a month = 1 Rep Council and 1 AFAC meeting).

D. Budget for AFAC Members (excluding Co-Chairs) – 1 member x \$65 per meeting x 2 meetings a month x 4 months per semester = \$520/semester per member. 11 members x \$65 per meeting x 2 meetings a month x 4 months per semester = \$5720/semester (Or \$520 x 11 = \$5720).

E. Budget for AFAC Members Co-Chairs – 1 co-chair x \$65 per meeting x 4 meetings a month x 4 months per semester = \$1040/semester per co-chair. 2 co-chairs x \$65 per meeting x 4 meetings a month x 4 months per semester = \$2080/semester total.

F. Budget Totals per Semester and Year – **Total per semester** = \$5720 + \$2080 = \$7800/semester. **Total per school year** \$7800 x 2 = \$15,600/year. The remainder of the budget includes an additional meeting if needed.

XIV. CCA District J Report – Provided by Luisa Howell

Luisa Howell provided the following March 12-13 Director J CCA report: 1.) **Board Committees met from 2 to 5 p.m.** 2.) **CCA Spring elections:** Available positions: President, Vice President, Women's director, Northern PT Director and District Director positions C-1, C-2, E-2, F-1, G, H-2, I and K. 3.) **Calbright update** – Calbright has a desire to grow to 5000. 4.) **NEA RA CTA State Council Elections** – At-Large Higher Ed State Council Delegate position does not have any candidates. 5.) **Update re loan to former charter president** – Small claims case was filed in small claims court, in person, in Roseville. The hearing is May 6th. 6.) **CTA Board Report** – Community College faculty remain solid members – 50 drops statewide in the last 19 months. Membership stabilized with 11,190 members active as of Feb 2021. (3.78% of CTA's 295K members.) **NEA & CTA dues are increasing for 2021-22.** (NEA +\$2 increase from last year & CTA +\$16 increase from last year.) 7.) **CTA legal** recently sued three school districts for attempting to reopen against California Department of public health mandates and successfully prevented the reopening in all three cases. 8.) **Spring Conference Reminders** - Will be from April 23 to 25. At the conference delegates and non-delegates will be distinguished. Only delegates will be allowed to vote for elected offices. The conference will be virtual and free of charge. 9.) **Legislation & Advocacy Committee** met on March 5, 2021. Reviewed bills and took positions on 60 bills (to see CTA's standing on bills, refer to the CTA website) 10.) **Board Geographical Director Report Summaries.** a.) Butte College – PT faculty deeply affected. Time to renew contract & administration is moving slow. b.) Mondocino College – Doing well, regular bargaining & conversations with the district. No decision yet re: reopening plans for summer or fall. c.) Lassen: ...in financial trouble. d.) College of the Siskiyous – CEO is gone. They have not responded. e. Monterey Peninsula: Doing well. Great work with Academic Senate to create better faculty evaluation process. f.) Merced – Negotiations for 2021–24 contract is off to a good start. Will be completed by fall. g.) No report from Calbright, Gavilan or Hartnell. h.) Rio Hondo College - Voted to endorse Anais Medina for Area 1. i. Barstow College - Still in negotiations. Working on a return to campus. j.) Victor Valley College – District is trying to change non-instructional faculty assignments. CTA legal is looking into it. FA to present District with MOU for reopening soon. k.) Long Beach City College – Another interim superintendent president. Negotiations has begun for Spring 2021. l.) Chaffey College – Beginning to meet with District to start work on summer 2021 & spring 2022 return to campus. m.) Long Beach Chi – Met with District and agreed to continue working on an MOU for fall. n.) Citrus College – College President is on her way out. Negotiations not yet scheduled. Communication is a big issue. o.) Imperial Valley - Working on negotiating benefits for part time teachers. p.) Southwestern Association – SWC received a large member stipend for Covid. Their success was due to part-time stories written to the governing board. q.) Mira Costa College, Part time – Associates receiving \$250 stipend for supplies/internet, etc. and for running classes from their home. r.) Norco, Moreno Valley

& Riverside City – Issues with negotiations & grievances. Part time faculty are getting bumped out of class assignments so that full-time faculty can make their load at Norco & Moreno valley. Low enrollment is very widespread. Decreased enrollment district wide. Contract negotiations are conducted in a very collegial, professional and constructive manner. 11.) **Gratuities for CCA Conferences** – The \$7 gratuity on the MES is for hotel staff. All other gratuities are capped at 18%. Meal receipts require two receipts – the credit card receipt & the receipt showing the tip. Received 2- CCA grants. 12.) **Governance committee** – requests that Board members calculate how many hours they work each semester in order to use this data to make an informed decision on whether stipends should be increased. At the April Council there will be a 2nd reading of the proposal to replace the Women’s Director and the Racial/Ethnic minority Director with two Diversity & Equity Directors. 13.) **Motion to revise Dependent Care.** To be revised to say “Dependent and Pet Care. (Attendees at CCA Conferences shall be eligible for reimbursement of their actual expenditures for pet care. The total amount reimbursed shall not exceed \$50 per day. Criteria to be met was established.)14.) **Motions passed include:** a.) to appoint Rick Boone interim District I Director. b.) to postpone to the next meeting the Emergency Assistance Circumstances Criteria. c.) to recommend the CCA Budget 2021-22. d.) to mandate the use of the committee minutes template. e.) to reimburse CCA Conference delegates attendees of virtual CCA Board meetings, and attendees of CCA Committee meetings for means, not to exceed \$40 per day, when meetings exceed three hours’ time. f.) to award \$100 gift cards to 2020 & 2021 CCA Award winners (W.H.O., FEDC & Advocacy).