

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes (Unapproved)
December 7, 2021
11:30am – 1:00pm via ZOOM

Attendance: Allende, Alvarez-Galván, Burman, Caldwell, Chan, Christ, Crichlow, DePaola, EcheverriaNewberry, Engisch, Espy, Esslinger, Ezzell, Greco, Greenberg, Heredia, Horton, Howell, James-Perez, Jones, Kaljumägi, Knapp, Komrosky, Kunkler, Lackey, Lancaster, Landeros, Lawton, Leader, Lopez (Alixandria), Lopez (Audra) McLaughlin, Meyer, Miho, Nakamatsu, Nejad, Ngo, Padilla, Pascoe, Pellitteri, Ponce, Quinn, Richardson, Rivera, Roueintan, Solodjagin, Springfield, Staylor, Uyeki, Wasson, Wolf, Wood, Woolery

I. Call to Order

The meeting was called to order at 12:07pm, when quorum was met.

Prior to the meeting being called to order, a gift card raffle was conducted.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Chan), seconded (Alvarez-Galván). The motion passed by acclamation.

III. Approval of Minutes of November 2

A. November 2

A motion was made to approve the minutes of November 2, 2021 (Chan), seconded (Christ). The motion passed: 47 in favor, 0 opposed, 1 abstention.

B. September 7

A motion was made to approve the minutes as amended to reflect the names and positions of the current banking signatures (Chan), seconded (Pellitteri). The motion passed by acclamation.

IV. Reports

A. President - Emily Woolery

1. **Competency-Based Education Pilot:** The FA Executive Board reviewed information about the competency-based education (CBE) pilot. The CBE pilot is primarily under Academic Senate purview; however, the FA has been asked to consider compensation.
2. **Coordinator (Appendix E) and Coach (Appendix D) Positions:** Some faculty have requested information about coordinator and coach positions. The review of reassigned positions (coordinators) on Appendix E is a regular part of negotiations, but this work stalled in the reopener negotiation process that was completed in June 2021. Workgroup members are currently seeking meeting

times to restart this work. The FA is investigating coach positions.

3. **Interactive Process Meetings:** Professors have asked for the FA's support with their interactive process meetings. The FA is available to support faculty during this process; however, Emily is asking that faculty wait until the FA confirms with HR the exact steps of the interactive process.
4. **National Education Association Visit:** The FA hosted a discussion with Becky Pringle, National Education Association (NEA) President, on December 1. President Pringle asked about successes and challenges, and she shared about how she looks for joy, justice, and excellence. California Teachers Association leaders President E. Toby Boyd and Higher Education Director DeWayne Sheaffer joined the event. Community College Association leaders: President (and Mt. SAC Professor) Eric Kaljumägi and Vice President Randa Wahbe also attended. Emily expressed gratitude to Professors Shelley Doonan and Keiko Tsurumi for supporting the event. Professor Doonan helped to host the event in the College's student-run restaurant, Café 91. Professor Tsurumi, who serves as Faculty Coordinator of the Teacher Preparation Institute (TPI), introduced a TPI student to the group.
5. **Conference Attendance Opportunities:** The FA provides financial support for members to attend CCA and CTA conferences. Reimbursement for conference attendance requires approval of the FA Executive Board. Emily Woolery requested that anyone who wishes to attend the upcoming conferences to contact her by December 10.
6. **Other Meeting Attendance:** Emily attended the following recent meetings:
 - a) Academic Senate: November 4, December 2
 - b) Academic Senate Executive Board: November 15
 - c) Adjunct Faculty Rehire Rights Workgroup: November 2
 - d) Expanded President's Advisory Council: November 17
 - e) FA and HR Weekly Meeting: November 18
 - f) FA and President Monthly Meeting: December 6
 - g) FA and SCE Monthly Meeting: November 3 and December 1
 - h) New Faculty Seminar: November 5
 - i) Virtual Fall Academic/Student Services Master Planning Summit: November 19

B. Vice President - Tamra Horton

1. **Column Placement:** The FA has been working with HR regarding column placement questions. To date, two faculty members' original placements have been confirmed as correct, and one faculty member has been moved up a column and will receive back pay for three years. The FA is currently working with a final faculty member who was incorrectly categorized as vocational instead of academic.
2. **Column Placement and Crossover Review Pilot:** The FA is working on an individualized column placement/crossover form with HR. Given the difference between vocational and academic column placement and crossover, we decided to break the 2020-21 new hires into those two separate groups for the purpose of the pilot. An email will be going out shortly to each group to schedule pilot workshops for the week of January 24 – 28.
3. **FACTS: Adjunct Unemployment Benefits Workshop:** As part of the CTA

Membership Drive, CTA – CCA Regional UniServ Consultant Robin Devitt delivered a Faculty Association Contract Tips Series (FACTS) Adjunct Unemployment Benefits Workshop on Wednesday, December 1, 5 – 6:30 p.m. This workshop was listed on the POD Calendar.

4. **PGI/H Form Task Force:** The PGI/H Form Task Force (which includes representatives from POD, the Salary and Leaves Committee, and HR) is now beginning work on a potential PGI Smartsheet to replace the separate forms used by the three offices.
5. **SPOT Certification and PGI:** The Salary and Leaves Committee has approved an increase from the existing 16 hours of PGI credit to 40 hours for faculty completing SPOT Certification. The increase will apply to faculty who earned the certification from March 10, 2021 onwards. Tamra will be contacting faculty who are impacted to notify them of the increase.

C. Treasurer - Linda Chan

1. **FA Financial Statement:** Linda presented and distributed the financial statement reflecting the organization's income and expenses through November 30, 2021.
2. **FA Representation Compensation (2020-21):** Linda presented and distributed a document detailing LHE reassignment and other compensations for members of the 20-21 reopener negotiations team (Lead Negotiator, team members, and researchers), the FA Officers, and the PGI Project Lead.

V. **Negotiation Report**

Sandra Esslinger reported that a negotiations survey will be going out to all faculty in preparation for full negotiations.

Representative L. EcheverriaNewberry (Counseling) raised an issue occurring in the Student Services Division of reports from some faculty that they are being told by administrators that they will be required to attend some work meetings in person despite the provision of virtual meeting attendance in the Winter/Spring Side Letter. Emily confirmed that the side letter intent is that meetings can be scheduled and attended virtually by faculty. Emily will follow up with the administrators in Student Services. Representatives from Counseling also raised the concern that counseling faculty are not being treated equal to non-counseling faculty with regard to some areas of the contract and that the administrators have stated that they are waiting for another side letter prior to approving any remote online counseling assignments. Emily responded that the District continues to assert that it interprets some contract language as not applying to all faculty members. Emily suggested that representatives from Counseling and from other areas affected by the District's interpretation of the contract meet with her to further discuss the matter.

VI. **Old Business – Action Items**

A. Anti-Racist Pledge - Adoption of NEA Pledge

A motion was made to adopt the Pledge (Wolf), seconded (Christ). Representative Nejad made a motion to expand "all students" in the second paragraph to "all students, faculty, and Mt. SAC Community", seconded (Rouaintan). C. Uyeki suggested a friendly amendment of "all students, employees, and members of the Mt. SAC Community" to

the motion for further clarity of the intent for inclusivity. The amendment was accepted by Nejad and Roueintan. The motion to amend passed: 40 in favor, 2 opposed, 3 abstained.

A motion was made to extend the meeting by 15 minutes (Alvarez-Galván), seconded (Landeros). The motion passed: 26 in favor, 19 opposed, 2 abstained. Discussion ensued on the original motion. A motion was made to postpone the item until spring semester (Chan), seconded (Christ). The motion to postpone passed by acclamation.

VII. New Business – Discussion Items: None

VIII. Other Reports

- A. Academic Senate - No report.
- B. Adjunct Faculty Advisory Committee - No report.
- C. CCA Director J Report - No report.
- D. CTA State Council Report - No report.
- E. Service Center One Council Report - No report.

IX. Announcements

- A. Board of Trustees Meeting: December 8 at 6:30pm
- B. FA Executive Board: December 14 at 11:30am – 1:00pm
- C. FA Executive Board: February 22 at 11:30am – 1:00pm
- D. 2022 Issues Conference: January 21 – 23, Las Vegas, NV
All attendees, staff, presenters, exhibitors, and invited guests will be required to show proof of vaccination or a negative COVID-19 test taken within 72 hours upon check-in at the CTA Registration Desk.
- E. 2022 Region 3 Leadership Conference: February 4 – 6, Westin Bonaventure Hotel, Los Angeles
All attendees, staff, presenters, exhibitors, and invited guests will be required to show proof of vaccination or a negative COVID-19 test taken within 72 hours upon check-in at the CTA Registration Desk.
- F. 2022 CCA Winter Conference: February 11 – 13, Doubletree by Hilton, San Diego Mission Valley
- G. FA Representative Council: March 1 at 11:30am – 1:00pm

X. Adjournment

The meeting was adjourned at 1:15pm.

Respectfully Submitted,
Vicki Greco