

**Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes**

March 1, 2022

11:30am – 1:00pm via Zoom

Present: Allende, Alvarez-Galván, Anders, Birca, Burman, Daland, Davis, DePaola, Ellwood, Engisch, Espy, Esslinger, Ezzell, Foisia, Greco, Greenberg, Grimstad, Heredia, Hernandez, Horton, Howell, Kaljumägi, Komrosky, Kunkler, Lackey, Lancaster, Lawton, Leader, Lopez (Alixandria), Lopez (Audra), Martinez, McLaughlin, Miho, Nakamatsu, Nakamura, Ngo, Nixon, Parker, Pascoe, Pellitteri, Ponce, Pulido, Quinn, Rivera, Roueintan, Solodjagin, Springfield, Staylor, Straw, Summers, Uyeki, Wasson, Wolf, Wood, Woolery

I. Call to Order

The meeting was called to order at 11:36am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Wolf), seconded (Rivera). CCA Director J report moved to follow V. Negotiations Report. Kelly Fowler, Vice President of Instruction, is a guest at 12:00pm to speak to agenda item VII.A. The agenda was approved: 37 in favor, 0 opposed, 1 abstention.

III. Approval of Minutes – December 7

A motion was made to approve the minutes from the December 7, 2021 Representative Council Meeting (Horton), seconded (Wolf). The minutes were approved: 39 in favor, 0 opposed, 3 abstentions.

IV. Reports

A. President - Emily Woolery

1. Faculty Association Executive Board

Emily reported that Linda Chan resigned from her Faculty Association (FA) Treasurer. Emily's report included that Linda made significant contributions to the FA, Community College Association, and California Teachers Association, and that she will be missed. With there being one semester to fill, Emily opened the position to all members and appointed Maya Alvarez-Galván as treasurer for Spring semester. Emily thanked all who expressed interest in the position.

2. Side letter Agreement - Spring 2022

The state and county are removing their mask mandates; however, per a side letter dated Nov. 9, 2021, the FA and District agreed that faculty and students would wear masks through Spring 2022. Emily listed the components of other side letter agreements in the written President's Report.

3. Contract Negotiations - Year 3 Reopeners (2021-2022)

Emily gave a report on progress in negotiations.

- a) The FA's first proposal addressed gendered language in Article

16.E.: *Maternity Leave*. The FA and District teams reached a Tentative Agreement (TA) on the language.

- b) The FA and District teams also exchanged proposals on elements of Article 10: Workload, including office hours, compensation and processes for adjuncts who lose assignments, and Flex Day.

4. **Interactive Process Meetings**

With support from Robin Devitt, CTA Labor Relations Consultant, Emily and Tamra supported 20-30 faculty with requests for accommodations and leaves. Interactive process meetings are held with HR to validate a need. Once the need is validated, the unit member meets with HR and their dean(s) or other educational administrator to determine a reasonable accommodation or use of leave.

5. **Board of Trustees Meeting**

In December, the Board of Trustees (BOT) had its annual organizational meeting, electing Judy Chen Haggerty as President, Gary Chow as Vice President, and Manuel Baca as clerk. A few students gave public comments against the student vaccine mandate.

- a) In January, the BOT heard a report about dual enrollment. The hearing for our reopener negotiations was opened and closed with no comments. Gratitude was expressed to counseling professors, for providing public communication to ask the district to support remote assignments for counselors, instructional specialists, and librarians.
- b) In February, sabbatical leave applications were granted for our faculty colleagues: Stacy Bacigalupi, Todd Clements, and Chisa Uyeki. Emily congratulated everyone. After discussion about redistricting over a few meetings, the trustees voted to adopt their current map/existing lines. Recommendations were approved to employ faculty under second and third contracts. Emily congratulated the faculty granted tenure and included the names of those faculty in the written President's Report.
- c) At most Board of Trustees (BOT) meetings the District's executive management provides updates about the campus vaccination and testing program. The updates are provided in BoardDocs, with direct links provided for the [January Update](#) and [February Update](#).

6. **President's Advisory Council**

The President's Advisory Council (PAC) has established a workgroup to transition Mt. SAC to a Smoke/Tobacco Free campus (including e-cigarettes). Emily appointed Tamra Horton and Phil Wolf to represent the FA on the workgroup. The workgroup held its first meeting on February 3. PAC was introduced to the purpose and function statement for a proposed DEISA Council. Emily and Tamra expect to review a refined proposal at a future PAC meeting.

7. **Community College Association Spring Conference and WHO Awards**

Emily asked representatives to please consider serving as a delegate at the CCA Spring Conference, which is scheduled April 29 – May 1, 2022. This conference will focus on

membership and membership engagement. Serving as a delegate requires approval of the Executive Board. Interested members should contact Emily at ewoolery@mtsac.edu.

B. Vice President - Tamra Horton

1. **Column Placement and Crossover Review Pilot**

Tamra continued to meet with Lisa Romo from HR to develop and deliver the Column Placement and Crossover Review Pilot. Of the twelve (12) faculty hired during the 2020-21 academic year, six (6) were placed on column three so didn't need a review. Tamra sent emails to the six (6) placed on column one or two and offered to meet with them individually, together with Lisa Romo from Human Resources, to review their column placement and crossover potential during the week of 1/24/22-1/28/22. Of the six faculty contacted, four scheduled meetings and three showed up to their meeting. One was a no-show. Lisa provided the three hires a complete review of the minimum qualifications they met, the education and prior employment they submitted and that was verified, and how this resulted in their initial column and step placement (see attached example). In addition, she explained what steps would be required for them to cross columns. Each hire received an Initial Salary Placement and Column Crossover form documenting this information.

2. **Meeting and Event Attendance**

Tamra reported on recent meetings and events she has attended. A full listing is included in the written Vice President's Report.

3. **CCA Election Committee**

Tamra was asked to serve on the CCA Election Committee. She has attended two training sessions in February and is scheduled for another training on 3/10/22.

4. **FACTS: Generation Debt - Student Loan Forgiveness**

Tamra coordinated a Faculty Association Contract Tips Series (FACTS) workshop on Student Loan Forgiveness scheduled for 3/2/22, 5-6:30 p.m. A flier was distributed.

5. **CTA Local Equity Team Support Meeting**

As a follow-up to the CCA Where are you now? - Local Equity Teams Updates workshop, Tamra attended the CTA Local Equity Team Support Meeting on 2/28/22 in preparation for establishing a Local Equity Team at Mt. SAC.

6. **PGI Project**

Tamra will be offering PGI Consultations again this spring and summer. A flier announcing the dates will be going out to all full-time faculty who have yet to earn PGI.

C. Treasurer - Maya Alvarez-Galván

Maya reported on her attendance at treasurer training sessions. Maya is working on gaining access to the Association's bank accounts. She does not yet have access to the treasurer computer files so a current financial statement report was not available for distribution.

V. **Negotiations Report** - Sandra Essilinger

Sandy reported that there have been no updates since the most recent negotiations report distributed, *Negotiations Newsletter #2*. There were no questions.

VI. Old Business – Action Items

A. Anti-Racist Pledge - Adoption of NEA Pledge

A motion was made to adopt the NEA Pledge (Alvarez-Galván) and was seconded (Howell). Marina McLaughlin (AFAC, SCE) stated their department would like to see a statement that is more inclusive of other protected groups. Kristina Allende made comments that the purpose of the pledge is to address the need for racial justice, specifically, and suggested that the Council consider adopting similar pledge(s) addressing other protected groups. M. Alvarez-Galván made a motion to extend discussion and was seconded by E. Kaljumägi. Guest Kelly Fowler arrived; the motion on the floor was postponed in order to address New Business Item A.

VII. New Business – Discussion Items

A. 2022-2023 Academic Calendar

A motion was made to suspend the rules to take action on the item (Rivera), seconded (Wolf). The motion passed: 42 in favor, 1 opposed, 2 abstentions. A motion was made to approve Academic Calendar Option A (Ponce), seconded (Rivera). Emily provided background information explaining the conditions that led to the delayed recommendation of a 2022-23 Academic Calendar without the participation of the Calendar Committee, and the urgency to approve a 2022-23 academic calendar so that course scheduling can occur.

Virginia Pascoe (Biology) read a statement on behalf of the Biology Department requesting that the development of academic calendars takes into account curricular and pedagogical needs of disciplines in Natural Sciences. Such needs include time for preparation of biological samples, including receiving and processing the samples, and the number of observed holidays falling within a single term. The department stated it wants the opportunity to provide greater input into the development of the academic calendar. The Chemistry Department stated it has similar concerns. Vice President Fowler responded that she met with the CSEA employees (laboratory technicians) and that they stated the proposed calendars give them sufficient time to prepare the labs. VP Fowler stated that this year is an exception to the normal process and timeline for calendar approval. She also expressed agreement that there is a need to review the calendar scheduling and make needed changes going forward.

Ann Lee Grimstad (History) commented that Calendar Option B is slightly better with fewer observed holidays immediately preceding the start of spring semester. With scheduling decisions being made at the last moment this past year, having three or four holidays and nonbusiness days prior to the start of spring is problematic.

Eric Kaljumägi (Executive Board) brought his experience as a former chair of the Calendar Committee to the discussion. E. commented that the calendar approval is significantly delayed and that the options being presented from the district are problematic, with terms beginning the day following observed holidays. Eric provided the reason that the district is interested in the

proposed calendar options as being its ability to capture potential growth monies for summer term if it is scheduled in such a manner that allows for it to be applied to either the current or to the following fiscal year. Historically, the district has been able to collect up to several million of growth dollars by scheduling with this type of flexibility. Eric emphasized that, to ensure a timely process, the Calendar Committee should be bringing recommendations for the 2023-24 Academic Calendar to this body in April or May of the current semester. Emily reminded everyone that the Calendar Committee did not provide input on the calendar options presented today and that the recommended options are the work of the district's administration.

Phil Wolf (Physics) proposed ending on Feb 13, thereby adding an instructional day of a Monday to the winter term and starting the term on Tuesday Jan 3 instead of on the district holiday of Jan 2. The amendment would remedy pedagogical problems created by having two holidays falling on Mondays. VP Fowler stated that confirmation would be needed to ensure that having one instructional day on the ending week meets academic calendar requirements.

A motion was made to amend Calendar Option A by starting the winter intersession on Tuesday January 3, 2023 and adding Monday Feb. 13, 2023, with the understanding that the amendment will be made only if it is determined to meet academic calendar requirements (Wolf), seconded (Rivera). Discussion occurred, and the motion passed: 22 in favor, 18 opposed, 4 abstentions.

VIII. **Other Reports**

- A. Academic Senate: A written report was provided.
- B. Adjunct Faculty Advisory Committee: No report
- C. CCA Director J Report - A written report was provided and information distributed.
Luisa Howell reported that the Director J position is up for election, along with other CCA State Council positions. Nominations are needed for several awards, including the Ethnic Minority, Part-time, LGBTQ, and WHO Awards.
- D. CTA State Council Report: No report
- E. Service Center One Council: No report

IX. **Announcements**

- A. FACTS: Generation Debt—Student Loan Forgiveness: March 2 at 5:00 – 6:30pm
(register via POD Connect Calendar)
- B. FA Executive Board Meeting: March 8 at 11:30am – 1:00pm
- C. Board of Trustees Meeting: March 9 at 6:30pm
- D. AFAC Meeting: March 14 at 11:30am – 1:00pm
- E. CCA 2022 Spring Conference and WHO Awards: April 29 – May 1 (location TBA)

X. **Adjournment**

The meeting adjourned at 1:00pm.

Respectfully submitted,

Vicki Greco