

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

May 3, 2022

11:30am – 1:00pm via Zoom

Present: Allende, Alvarez-Galván, Anders, Benoe, Birca, Blacksher, Burman, Cannon, Christ, Crichlow, Coreas, DePaola, EcheverriaNewberry, Engisch, Espy, Esslinger, Ezzell, Foisia, Garcia, Greco, Greenberg, Grimstad, Heredia, Hernandez, Horton, Kaljumägi, Komrosky, Kunkler, Lackey, Lancaster, Landeros, Lawton, Leader, Lopez (Audra), Martinez, McLaughlin, Meyer, Miho, Mullane, Nakamatsu, Nakamura, Ngo, Parker, Pascoe, Pellitteri, Ponce, Pulido, Quinn, Rivera, Rogus, Solodjagin, Springfield, Staylor, Straw, Summers, Thay, Uyeki, Wasson, Wolf, Wood, Woolery

I. Call to Order

The meeting was called to order at 11:34am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility, seconded, and was carried.

III. Approval of Minutes – April 5, 2022

A motion was made to approve the minutes from April 5, 2022, seconded, and was carried.

IV. Reports

A. President - Emily Woolery provided an oral and a written report.

1. Employee Relations

Professors have requested support with Family Medical Leave Act (FMLA) requests and representation for discrimination complaints. Multiple professors have asked about commencement attendance requirements. If you cannot attend commencement, please reach out to the Vice President of Instruction and request use of personal necessity (PN) leave. You do not have to provide a rationale for this request. If you believe your accommodation should support the absence, please schedule an appointment with Human Resources.

2. Board of Trustees Meeting

At the April 13 meeting, the trustees agreed to let Resolution 21-05 expire. This resolution granted the district authority to develop a vaccination/COVID-19 testing program in the 2021-22 academic year. Contact tracing must continue and COVID-19 testing will be offered on campus. The Board of Trustees will meet next on May 11. The FA asks all members to attend this meeting in support of the FA Negotiations Team (FANT) and to show your interest in forthcoming negotiations on salary and healthcare.

3. President's Advisory Council

Expanded President's Advisory Council (PAC) met on April 27. This meeting focused on the College's Strategic Plan. PAC will meet again on May 11.

4. Community College Association Spring Conference and WHO Awards

At the 2022 Spring Conference, the FA recognized Robin Devitt, CTA Labor Relations Consultant, with the We Honor Ours (WHO) Award. Robin has supported FA leaders and faculty overall during COVID and leadership transitions in the FA. Two professors were elected to the CCA Board of Directors:

- Joshua Christ – District J Director
- Teresa Landeros – Southern Part-Time Faculty At-large Director

Emily thanked Joshua and Teresa for supporting this important work.

5. Upcoming Events

- The Force Awakens III: May 14 at 10am-4pm, San Bernardino Valley College: A one-day social justice conference for CCA members
- CTA Presidents Conference: July 14-17, location TBD: Appropriate for newly elected Vice President
- CTA Summer Institute: July 24-28 at UCLA: Appropriate if interested in joining FA negotiations team
- CTA Region 3 Leadership Conference: August 28-28, Westin Bonaventure, Los Angeles: Appropriate for all FA members

B. Vice President - Tamra Horton provided an oral and a written report.

1. Faculty Association Contract Tips Series (FACTS)

- a) FACTS: Adjuncts in Action: Herschel Greenberg and Judy Lawton delivered a FACTS workshop on Monday, April 11, 5-6 p.m. promoting ways adjuncts can participate in the Faculty Association and potentially earn income. In particular, they encouraged adjuncts to run for positions on the Adjunct Faculty Advisory Committee (AFAC).
- b) FACTS: Reduced Workload Program with Full Retirement Credit (19B.): Alexis Carter and Rich Lee delivered this workshop providing an overview of the Reduced Workload Program with Full Retirement Credit program on Wednesday, April 20, 3 – 4 p.m. Over 30 faculty attended the workshop, and several have been in contact with the FA asking for applications. May 2 at the end of the business day was the application deadline for fall 2022 participation. Applications are available from Lisa Romo in HR.
- c) FACTS: State of the Union: The first of two State of the Union FACTS workshops was delivered on Monday, April 25, 3:30 – 4:30 p.m and the second on Wednesday, April 27, 6 – 7 p.m. Topics included FA Welcome and Overview (Emily Woolery) 2022 Faculty Negotiations Priorities Survey (Tamra Horton), The Negotiations Process (Sandy Esslinger), Organizing Efforts (Maya Alvarez-Galván), and Communication (Vicki Greco). Over 20 faculty attended each workshop.
- d) FACTS: Budget Review: Robin Devitt along with the FA will provide a follow-up to the State of the Union FACTS workshops, with this one

focusing more specifically on COLA, the State's budgeting process, and Mt. SAC's budgets in previous and current years, with an emphasis on current negotiations efforts. The workshops will be offered on Thursday, May 5, 9-10 a.m. and Friday, May 6, 4:30 – 5:30 p.m.

- e) FACTS: Preparing for Retirement: Alexis Carter and Rich Lee will provide an overview of the steps faculty take in preparation for retiring from Mt. SAC. It will be held on Monday, May 16, 2 – 3 p.m.
- f) FACTS Day: A day of FACTS workshops is in the planning stages. It will be organized similarly to last year's which was held on Thursday, June 24, 2021 and provided 12 workshops targeting full-time and part-time faculty. This year's date is TBD.

2. CCA Election Committee

Tamra attended training on April 21. Arrived at the CCA Spring Conference on Thursday, April 28 and attended training on Friday, April 29. Tamra worked at both the Saturday, April 30 election and the Sunday, May 1 runoff.

C. Treasurer - Maya Alvarez-Galván

A written [report](#) was presented and distributed.

D. Organizing Report

A written [report](#) was distributed.

V. Guest: Morris Rodrigue, Vice President, Administrative Services

Vice President Morris Rodrigue presented [PowerPoint slides](#) on the current and projected budgets, and answered questions from the Rep Council. Several budget projections were presented under different conditions and explained by VP Rodrigue. The conditions presented were: 1. No protection from decreased FTES, 2. Protection from decreased FTES without the Stability Factor, 3. Protection with the Stability Factor, and 4. Hold Harmless with flattened funding at 24-25 through 25-26 at a threshold that the District cannot dip below due to Hold Harmless condition. Vice President Rodrigue stated that between credit and noncredit FTES, the District's enrollment has decreased approximately 13%. The projections assume FTES and metric counts are flat for the next 3 years, COLA based on estimates provided by School Services of CA Dartboard, and Emergency Conditions will not be in place after the current year. For fiscal year 2021-22, Vice President Rodrigue presented the District's actual budget, which included Protection and Stability Factor as well as the funded 5.07% COLA, amounting to \$209,712,011. When questioned about the discrepancy between this figure and the projected amount of \$227 million that was reported on the District's 311Q2, VP Rodrigue responded that the presentation today does not include the Restricted Funds (e.g., categorical program funds, etc.) but only the unrestricted general funds. VP Rodrigue emphasized a need for ongoing growth in enrollment each year in order for the District to avoid financial hardship. A Rep Council Member raised the point that a funding model based on the assumption of continuous enrollment growth is not sustainable and asked who at the State level can be contacted to

communicate the problems with that type of funding model. FA Lead Negotiator Sandra Esslinger communicated her perplexion about the District portraying a dismal fiscal projection when there continues to be huge surpluses going into the District's general reserves each year and asked at what point would the annual surplus of funds become available for ongoing expenditures in the District's budget. VP Rodrigue invited S. Esslinger to meet with him to review the budget.

VI. Negotiations Report

Written [reports](#) (Negotiations Updates No. 6 and No. 7) were distributed. It was encouraged for Members to contact the Board of Trustees about contract negotiations concerns. Lead Negotiator Sandra Esslinger stated that a couple of key issues are increases to salary and health benefits contribution, including the remainder of the funded COLA for the current fiscal year. Rep Council Member Joshua Christ made a clarifying point that current negotiations are for year 3 (2021-22) of the current contract (2019-2022) that ends at the end of the current semester and that contract negotiations have not yet begun for the upcoming academic year.

VII. Old Business – Action Items

A. FA Elections

Elections Chair Phil Wolf facilitated the closing of elections. Additional candidates nominated since the last Rep Council meeting held on 4/5/2022:

- Full-time Director: Stephen Lancaster
 - Part-time Director: Teresa Landeros, *Frank Carlson, Ellen Straw, Marina McLaughlin
 - Part-time Director (1-year replacement): Marina McLaughlin, Ellen Straw, *Frank Carlson
- *Phil will confirm with Frank Carlson that the intention is to run for both positions.
- AFAC- Humanities Division: Ellen Straw

A motion was made to close elections (Kaljumägi), seconded (Alvarez-Galván), and was carried.

VIII. New Business – Discussion Items

At 1:00pm a motion was made to extend the meeting by 15 minutes and seconded. The motion passed: 37 in favor, 9 opposed, 4 abstentions.

A. 2022-2023 FA Budget Proposal

Maya Alvarez-Galván presented and distributed the proposed 2022-23 FA [budget](#).

B. 2021-2022 FA Budget Revisions

1. Increase budget in Accounting & Auditing Expenses

Maya Alvarez-Galván requested approval to increase the budgeted amount from \$6,000 to \$13,000 due to cover the current costs for this year.

2. Increase budget in Grievance/Arbitration

Maya Alvarez-Galván requested approval to increase the Grievance/Arbitration budget from \$6,000 to \$25,000 to cover the current costs for this year.

A motion was made to suspend the rules and move the items VIII.B.1. and VIII.B.2. to Action (Horton) and seconded (Meyer). The motion passed: 36 in favor, 1 opposed, 4 abstentions. A motion was made to approve the increases to budget line items noted in VIII.B.1. And VIII.B.2. (Horton) and seconded (Meyer). The motion passed: 31 in favor, 3 opposed, 4 abstentions.

3. Transfer funds to Certificate of Deposit (CD): The item was not addressed due to time constraints.

C. Teacher Appreciation Day budget: The item was not addressed due to time constraints.

D. Graduation Stoles budget

Proposal to purchase graduation stoles for FA Members. A motion was made to suspend rules and move to Action (Horton) and seconded (Meyer). Quorum was lost so a vote could not be taken.

E. FA Position on SB 1173 Public Retirement Systems: Fossil Fuels: Divestment: The item was not addressed due to time constraints.

F. Recommendation on COVID-19 Mandates: The item was not addressed due to time constraints.

IX. Other Reports

A. Academic Senate: A written [report](#) was distributed.

B. Adjunct Faculty Advisory Committee: A written [report](#) was distributed.

C. CCA Director J Report: No report.

D. CTA State Council Report: No report.

X. Announcements

A. [FACTS](#)—Understanding the State Budget: May 5 at 9:00-10:00am

B. Teacher Appreciation Lunch: May 5 at 11:00am – 2:00pm

C. [FACTS](#)—Understanding the State Budget: May 6 at 4:30-5:30pm

D. FA Executive Board Meeting: May 10 at 11:30am – 1:00pm

E. Board of Trustees Meeting: May 11 at 6:30pm

F. AFAC Meeting: May 18 at 11:30am – 1:00pm

G. FA Outing—[Dodger Stadium Botanic Tour](#): May 20 at 9:00am

XI. Adjournment

The meeting adjourned at 1:17pm.

Respectfully submitted: Vicki Greco