

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes
September 6, 2022 | 11:30am – 1:00pm via Zoom

Attendance: Allende, Alvarez-Galván, Anders, Birca, Blacksher, Burman, Caldwell, Cannon, Christ, Coreas, Crichlow, Echeverria-Newberry, Ellwood, Engisch, Espy, Ezzell, Foisia, Geiger, Gethers, Golden, Greco, Grimstad, Horton, Kaljumägi, Komrosky, Lackey, Landeros, Leader, Lopez, Maestro, Martinez, McLaughlin, McLeod, Meyer, Miho, Mrofka, Nakamatsu, Ngo, Nguyen, Nixon, Pellitteri, Perea, Ponce, Powell, Quinn, Rivas, Rojas, Salinger, Shear, Straw, Summers, Wasson, Willis, Wolf, Wood, Woolery

I. Call to Order

The meeting was called to order at 11:35am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Wolf), seconded (Landeros) and carried.

III. Approval of Minutes – June 7

A motion was made to approve the minutes from the June 7, 2022 Representative Council meeting (Horton), seconded (Wood), and carried.

IV. Reports

A. [President](#) - Emily Woolery

1. Emily welcomed the Representative Council and thanked them for their willingness to serve. Emily asked that the representatives review the duties of the Representative Council as set forth in the FA Bylaws, which were included at the end of the FA President's written report, and that they reach out to her with any questions.

2. **Faculty Association Executive Board**

The FA Executive Board held its first meeting on August 31. This meeting focused on the following items: contract ratification process for 2021-22 negotiations; Sunshine proposal process for 2022-25 negotiations; and Academic Calendar proposals for 2023-24 and 2024-25. The next Executive Board meeting is scheduled on September 13.

3. **Contract Negotiations**

- a) The FA Executive Board voted to recommend ratification of the 2021-22 tentative agreements (TA). The FA will be holding information sessions, after which a contract ratification vote will take place. Compensation increases and other newly negotiated rights are contingent on the members ratifying the contract.
- b) The FA will be appointing shadows/researchers to the 2022-25 contract negotiations team. Emily encouraged faculty who are interested to contact her at erwoolery@gmail.com.

4. **Contract Interpretation and Employee Relations**

Emily and Tamra have supported faculty on various matters related to the interpretation of contract provisions and employee relations, including health benefits, accommodations and medical leaves, Flex requirements, department chair duties, department coordinator positions, merged shells processes for Distance Learning classes, and the professional growth increment/hourly incentive.

5. Committee Appointments

FA Vice President Tamra Horton is reviewing FA appointments to campus committees and FA committees. She will post a call for interest once her review is completed.

6. Conference Attendance

- a) FA leaders and members attended conferences held by the California Teachers Association (CTA) this summer. (see written report for detailed information)
- b) The Community College Association (CCA) is hosting the 2022 CCA Fall Conference on October 14 – 16 in San Jose. The fall conference focuses on collective bargaining and will have a council session. If you would like to attend as a delegate, please contact Emily Woolery at erwoolery@gmail.com. Reimbursement of conference expenses requires approval.

7. Board of Trustees

- a) June 22: The trustees heard information reports: Metrics Update and 2022-23 Tentative Budget Report. They approved multiple MOUs with dual enrollment sites. Action items included the 2022-23 Tentative Budget, one-time contribution to the OPEB trust for 2021-22, and board goals.
- b) July 13: Action items included approval of board policies related to board of trustees, such as decorum and compensation.
- c) August 10: An MOU was approved with CSEA 262 on receiving 2.76% COLA non-compounding, retroactive to July 1, 2022. Agreements were also reached with the confidential employees and management employees for this remaining balance of the 2021-22 COLA.
- d) August 24: The trustees held a special meeting to interview and select a presidential search firm. They chose to initiate a contract with PPL Incorporated. At this meeting the trustees also approved the college's Emergency Conditions Recovery Plan, which is required to receive emergency conditions funding.

8. President's Advisory Council

- a) Emily reported on the meeting dates and actions that the President's Advisory Council (PAC) took over the summer:

- (1) June 22: PAC received a tentative budget presentation. They approved board policies and administrative procedures, and reviewed committee accomplishments.
 - (2) July 13: PAC received updates from campus committees and approved a Purpose and Function statement for a newly created Diversity, Equity, Inclusion, Social Justice, and Anti-Racism (DEISA) Council.
 - (3) July 27: PAC did not meet due to lack of quorum.
 - (4) August 10: PAC did not meet due to lack of quorum.
 - (5) August 24: PAC reviewed and approved updates to AP 3434 Responding to Harassment Based on Sex Under Title IX.
- b) The next meeting is scheduled for September 28.

B. [Vice President](#) - Tamra Horton

1. **FACTS:**

A full day of FACTS workshops is scheduled for September 9th. Workshops are being offered by CTA, STRS, and our Mt. SAC HR staff, among others.

2. **Summer Vacay with the FA:**

The winner of Summer Vacay with the FA raffle was Grace Kim of ESL (see uploaded [flier](#)).

3. **Faculty Association Out and About:**

The first activity for Faculty Association Out and About was submitted by Susan Boulanger from the Theater Department for a production scheduled for October 14 – 16. Kristina Allende has offered to lead that event as Tamra and Emily will be attending the Fall CCA Conference in San Jose during that weekend.

4. **Grievance Information:**

- a) There are no current grievances.
- b) In spring 2020, the Faculty Association (FA) began an appeal of a decision not to grant tenure based on Article 18.I.7. The grievance went to arbitration. Arbitration has now concluded, and findings were reported in August 2022. Arbitration found in favor of the district. The cost to the FA was \$30,215.44.

5. Tamra attended the CTA Summer Institute, Fundamental Skills for Bargaining Chairs strand and the CTA Region III Leadership Training (including PAC Treasurers Workshop and Chapter Treasurers Workshop) during the summer.

C. [Treasurer](#) - Maya Alvarez-Galván

1. Maya presented the FA's financial statement, which reflects the grievance/arbitration expenses paid that were more than the \$25,000 budgeted for the line item.

A motion was made to suspend the rules and take action on a motion made on the floor (Wolf), and seconded (Kaljumägi). The motion passed: 36 in favor; 1 opposed, 1 abstention. A motion was made to approve the additional funds that were paid for expenses incurred in support of a union member for a legal process that was formally supported by the Union (Meyer), and seconded (Cannon). The motion passed: 33 in favor; 0 opposed, 7 abstentions.

V. Negotiations Report - Emily Woolery

Emily presented the 2022-23 Sunshine Proposal and explained that the proposal, once approved by the Representative Council, will be placed on the Board of Trustees meeting agenda for approval. Emily asked that the reps share the Tentative Agreements (TAs) with the faculty they represent and clarified that only members of the Faculty Association will be eligible to participate in the contract ratification vote.

Representative Beta Meyer asked if it is desired for members to start organizing and communicating to the Board of Trustees that, although negotiations closed and the union members will be voting on ratification of the contract, the faculty are not content and seek increased compensation. Emily Woolery and Maya Alvarez-Galván encouraged Rep Council members to attend the September 14 and October 12 Board of Trustees meetings as a show of support and for public comment. Eric stated that the Brown Act allows for a public comment on any item under purview of the Board of Trustees; it does not require that the comment relate to a current agenda item. Maya asked that Rep Council members who are willing to make a public comment send her an email communication.

VI. Old Business – Action Items: None

VII. New Business – Discussion Items

A. Academic Calendar Recommendations

1. 2023-2024
2. 2024-2025

The [Academic Calendar Recommendations](#) were presented for 2023-2024 and 2024-2025.

2023-2024: The proposed calendar options A and B are very similar, both with winter intersession beginning on January 1 (classes start January 2). Calendar option C has winter intersession beginning the second week of January, is more favorable for science labs, and is being recommended by the FA Executive Board.

2024-2025: There is not much variation between the two options. The FA has no recommendation.

Emily told the Council that if calendar option C is approved for 2023-2024, Vice President of Instruction K. Fowler has proposed that spring semester grades would be due by noon on Tuesday, June 18, 2024 rather than the usual 8:00pm deadline. K. Fowler's rationale is that, because the following day (6/19/24) is a College-observed holiday and the start of summer term would be Thursday, June 20, 2024, the College will need time to run student drops for prerequisites once the spring semester grades are

submitted. The Representative Council members raised issues with the parameters of the calendar being developed by the district without prioritizing the needs of faculty to properly evaluate students' finals and to prepare for summer classes nor the needs of students so that they are sufficiently prepared for their summer classes. Maya pointed out that the district has increasingly moved the start dates for summer closer to spring semester, which encroaches on faculty's time to grade and to prepare for summer classes, so that the district can capitalize on its ability to generate revenue from the summer term, but the increased revenue is not shared with the faculty. Representative Patricia Maestro commented on the impact the proposed dates have on students, as those who are dropped from classes for not meeting prerequisites will have only one day to find another class in which to register, and that single day is a campus-closed holiday.

B. Recommendation on COVID-19 Mandates

Emily reported that the district is following Los Angeles County COVID requirements only, and the Board of Trustees is in alignment with the district's position. Representative Ann Lee Grimstad voiced support for a vaccine mandate for students taking classes on campus. Kristina Allende voiced opposition to a vaccine mandate and does not think it will move forward with the Board of Trustees' support. Eric clarified that there is no need to take a position or make a motion today, as it is only discussion and will return as an action item at the next meeting during which motion(s) can be made. Representative Aaron Salinger would like faculty to have authority to require masking in the classroom with which Tania Anders agrees. Vicki Greco supports including faculty offices as spaces that faculty have authority to require masking.

C. Academic Senate Resolution 22-02 – Greater Use of Telecommuting and Digital Processes: *The item was not addressed due to insufficient time.*

D. FA Resolution 22-XX – Equality in Working Conditions: *The item was not addressed due to insufficient time.*

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. Organizing Report: A written [report](#) was distributed.

IX. Announcements

- A. FACTS Day: Sept. 9, workshops running from 8:00am – 4:15pm
- B. Executive Board Meeting: Sept. 13 at 11:30am – 1:00pm
- C. Board of Trustees Meeting: Sept. 14 at TBA
- D. Adjunct Faculty Advisory Committee Meeting: Sept. 20 at 11:30am – 1:00pm
- E. FA Open House for Part-time Faculty, monthly TBA
- F. Executive Board Meeting: Sept. 27 at 11:30am – 1:00pm
- G. Representative Council Meeting: Oct. 4 at 11:30am – 1:00pm
- H. 2022 CCA Fall Conference: Oct. 14 – 16 at the San Jose Marriott Hotel

Note: Contact Emily Woolery to request approval for reimbursement

- I. The Face of Emmett Till: Oct. 20 at 7:00pm, La Mirada Theatre
 - J. [To Kill a Mockingbird](#): Oct. 30 at 1:00pm, Pantages Theater
 - K. [The Japanese American Museum](#): Nov. 11 at 11:00am
 - L. The Outsiders: Feb. 23 at 7:30pm, More info coming.
- X. Adjournment
The meeting adjourned at 1:01pm.

Respectfully submitted:

Vicki Greco