

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes
October 4, 2022 | 11:30am – 1:00pm via Zoom

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

I. Call to Order

The meeting was called to order at 11:33am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Rivas), and seconded (Wolf). The motion passed: 37 in favor, 0 opposed, 0 abstained.

III. Approval of Minutes – September 6

A motion was made to approve the minutes from the September 6, 2022 Representative Council meeting (Meyer) and seconded (Wood). The minutes were approved: 37 in favor, 0 opposed, 1 abstention.

IV. Reports

A. President - Emily Woolery

1. **Executive Board meeting discussion items**

September 13:

- a) **Smoke-Free Campus:** After a request was made to the President's Advisory Council (PAC), BP 3565 and AP 3565 were revised with the College establishing a smoke, vapor, and tobacco-free environment. Per direction from the Executive Board, the President Woolery and Vice President Horton requested any language related to discipline be struck from the draft, and Human Resources supported this request. Revisions to the BP and AP were approved at PAC on September 28. BP 3565 and AP 3565 will be forwarded to the Board of Trustees for their approval.
Appointment Opportunity: The FA may appoint one representative to a forthcoming implementation committee. Implementation will occur in spring 2022 or fall 2022. Please contact Emily Woolery if you are interested in serving on this committee.
- b) **Mascot and Moniker Task Force:** The College had a Mascot and Moniker Task Force that made the following recommendations to the Board of Trustees: 1) change the mascot, 2) keep the Mounties moniker, and 3) hire an agency to guide the process of developing and implementing a new mascot. Per direction from the Executive Board, at the September 14 Board of Trustees meeting, President Woolery voiced concerns with the moniker and asked the College to change the Mounties moniker in addition to the mascot. The trustees voted (not unanimously) in support of the recommendations from the Mascot and Moniker Task Force. Only one trustee voted in opposition.

Maya Alvarez-Galván asked that, if the school has chosen to keep a moniker that has racist and sexist roots, what does this mean when the district wants faculty to engage in professional development on anti-racism? It was commented that, based on statements made by a Board of Trustee member, it seems that there needs to be education about the history of the moniker and what it represents. Roger Willis shared that the Academic Senate will be voting this week on a resolution in opposition of the moniker and in support of Indigenous students. Kate Cannon asked if the discussion is about Canadian Mounties or about mountaineers. Roger Willis responded by giving the history of the Canadian Mounties having a similar function to the Texas Rangers with their goal to remove indigenous people from their lands, and that extreme violence committed against indigenous women has been reported as recently as this year. Kate Cannon replied that she does not see how it relates to Mt. San Antonio College and mountaineers. Ellen Caldwell asked that the FA take a position or action, such as sign onto the Academic Senate's resolution. Emily responded that the matter will be placed on the agenda for the next FA Executive Board meeting.

- c) **2022 CCA Fall Conference:** President Woolery requested the Executive Board approve the following delegates to the CCA Fall Conference: Vanessa Garcia, Victor Garcia, Maribel Gonzalez, Tamra Horton, Al Kirchgraber, Ken Lambright, Judith Lawton, Anna Lee Mc Kennon, Ellen Straw, and Emily Woolery. President Woolery requested the Rep Council to consider attending the Winter or Spring conferences:
- (1) CCA Winter Conference: February 10 – 12, 2023
Location: Doubletree by Hilton, San Diego Mission Valley
Theme: Advocacy
The Building Strong Locals Academy will start at this conference.
 - (2) CCA Spring Conference and WHO Awards: April 28 – 30, 2023
Location TBD
Theme: Membership and Membership Engagement
We will celebrate the “We Honor Ours” (WHO) awards at the spring conference.
- d) **Organizing Grant:** Maya Alvarez-Galván and Ellen Straw received a CCA Reassignment Grant for organizing activities to be conducted in fall 2022. Maya and Ellen each received 3 LHE.
- e) **Organizing Expenses:** The Executive Board approved expenses for multiple organizing activities, including:
- T-shirt Purchase
 - T-shirt Tuesday Gift Cards
 - Admissions to the Japanese American National Museum
 - Refreshments for To Kill a Mockingbird Outing
 - Bulletin boards for faculty areas
 - T-shirt Slogan Contest

September 27: The discussion focused on ratification of the 2021-22 contract and beginning the process of the 2022-23 negotiations. Looking ahead,

we have the following topics on our October 11 agenda: FA bylaws, manager evaluations, and a divestment resolution.

2. Contract Negotiations

- a) 2021-22 Negotiations: The ratification vote concluded on 9/25. 84.5% of voters voted to accept the contract language changes and ratify the contract. Pending approval from the Board of Trustees at their October 12 meeting, we expect to see increases on:
 - Salary increases:
 - Full-time faculty expected by 10/31
 - Adjunct faculty expected by 11/10
 - Retro payments for the period 7/1/22 – 9/30/22:
 - Full-time faculty expected by 11/15
 - Adjunct faculty expected by 11/30
 - Retro payments for the period 7/1/21 – 6/30/22:
 - Full-time faculty expected by 12/9
 - Adjunct faculty expected by 12/15
- b) 2022-23 Negotiations: Given a 6.56% COLA and expectations of additional monies, the Executive Board is extremely concerned about the proposal to increase compensation by 2%. This amount was identified in the President's Message attached to the 2022-23 Adopted Budget. We expect negotiations to begin on November 4. **Appointment Opportunity:** The FA Leadership is seeking a negotiations apprentice to join the negotiations team. If you are interested, or know someone who is interested, contact President Woolery at erwoolery@gmail.com. The FA's understanding is that the district will come with a salary offer immediately.

Representatives asked clarifying questions about the recently ratified pay increase: Is it a 2.76% salary increase [beyond COLA]? Sandy Esslinger (Lead Negotiator) and Emily Woolery clarified that the 2.76% is the remaining 2021-22 COLA that the faculty had not yet received. Some representatives asked what was the most recent year that faculty received a salary increase beyond COLA. Maya Alvarez-Galván encouraged the representatives to attend the next Board of Trustees meeting to voice our discontent.

3. FA Work Groups

- a) **Article 18 and DEI:** We met on September 23 and are continuing to review faculty expectancies to identify where DEISA can be added.
- b) **Appendix E:** The district canceled our September 26 meeting as Human Resources requested more time to compile data for this group.
- c) **Merged Canvas Shells, RSI, and Other:** This group met on September 22. FA members reported progress in terms of collaborating on the agenda and rotating meeting facilitation. The FA does not agree with the district's interpretation that merged Canvas shells are a double ticket.

4. Contract Interpretation and Employee Relations

President Woolery and Vice President Horton have supported faculty with multiple questions, including:

- accommodations and leaves
- adjunct faculty coordinator position
- adjunct faculty evaluation process
- benefits allowance and healthcare premiums
- department assignments and positions
- department coordinator position
- dispute process
- president search survey
- professional growth increment and hourly incentive
- special evaluation
- temporary reassignment for exceptional levels of service to the college
- unemployment benefits appeal process

B. Vice President - Tamra Horton

1. **Grievances:** There are currently no grievances and two (2) disputes.
2. **PGI Project:** All faculty who attended the FACTS Day *Get Your Professional Growth Increment. It Makes More than Cents!* workshop have been offered one-on-one consultations. Two more workshops have been scheduled. (See posted flier.) Similarly, those who attend will be offered one-on-one consultations.

Ellen Straw (Organizing Co-chair) has been provided updated instructions for applying for PGH for the FA open houses she has scheduled for adjunct faculty.

3. **Faculty Association Out and About:** Each month of the 2022-23 academic year, the Faculty Association will coordinate attendance at a Mt. SAC event. Please submit your event suggestions to erwoolery@email.com or t.horton.fa@gmail.com. One event per month will be selected. The Faculty Association will promote member attendance for each event. A gift certificate will be raffled off to members who attend wearing their FA t-shirts.

The following events have been scheduled thus far for fall:

- a) October 14th, 7:00 p.m.: The Mt. SAC Theater Arts Department Presents *Around the World in 80 Days* led by FA Director Kristina Allende. See posted flier.
 - b) November 5th, 7:30 p.m.: Repertory Dance Concert led by FA Director Teresa Landeros. Flier pending.
4. **Column Placement and Crossover Review:** The Column Placement and Crossover Review Pilot initiated last year has been institutionalized and thus is no longer a pilot. Of the seven (7) faculty hired during the 2021-22, four (4) were placed on column one or two and will be offered consultations with HR's Lisa Romo and FAVP Tamra Horton during winter 2023 to review their column placement and crossover potential.
 5. **Conferences and Training:** Tamra will be attending the CCA Fall Conference October 13-16 in San Jose, CA
 6. **AP/BP 3565:** As a result of Faculty Association advocacy, the following language was struck from AP/BP 3565 - Smoking on Campus revision:
 - a) AP: "and may refer students to Student Life and employees to Human Resources for progressive discipline for repeat violations of this policy."

- b) BP: “Students with repeat violations of this policy may be referred to Student Life for progressive discipline as per BP 5500 and employees with repeat violations of this policy may be reported to Human Resources for progressive discipline as per BP 7360 (academic employees) and BP 7365 (classified employees) respectively.”

C. Treasurer - Maya Alvarez-Galván

Maya Alvarez-Galván presented the [FA Financial Statement](#) dated Sept. 1, 2022 - October 4, 2022. Maya explained that the statement shows a deficit due to the Faculty Association not having yet received its first payment from CTA.

V. Negotiations Report - Sandra Esslinger (Lead Negotiator)

- A. A Memorandum of Understanding (MOU) that the district proposed for Article 8 is being reviewed. The MOU includes a provision of district contribution amount equal to that of the management employee group. It also includes a self-adjusting formula for the amount provided to faculty who opt out of medical insurance, which is \$2200 tenthly plus the premium amounts for HMO dental, vision, and basic life insurances. The FA negotiation team considers the MOU proposal to be significant progress.
- B. The approved budget for the college has allocated only 2% for salaries according to President Scroggins’ cabinet report. However, this fiscal year is said to be “the budget of a career” for California Community Colleges, with an increase of 6.56% for COLA and other substantial increases to ongoing funds. The faculty need to demand a good increase in salary, well beyond COLA.
- C. Negotiations are scheduled to begin November 4, 2022.
 - 1. The FANT and FA President Emily Woolery are asking for members who have interest in either shadowing or providing research to support negotiations to contact Sandy Esslinger and Emily Woolery.
 - 2. The FA Organizing co-Chairs and FANT are building an organizing plan that will support negotiations. More information will be forthcoming. Much faculty commitment to show up in support of negotiations will be key for successful negotiations this year.

K. Allende asked a clarifying question regarding the decrease of the in lieu amount for faculty who opt out of medical insurance. Sandy confirmed that, for current faculty opting out, the decrease to \$2200 (tenths) will occur over a 5-year time period and that the district contribution amounts for the cost of the HMO dental, vision and basic life insurance premiums will adjust as the plans’ premiums adjust to maintain a district contribution amount of 100% for those benefit premiums. The tenths \$2200 is in addition to the 100% HMO dental, the vision, and basic life insurance premium contributions.

VI. Old Business – Action Items

A. [Academic Calendar Recommendations](#)

1. 2023-2024

A motion was made to approve Academic Calendar option C (Wolf), and seconded (Rivas). A process question was discussed and addressed concerning the motion. The motioner (Wolf) rescinded the motion and made a new motion to give a multiple choice ballot for the proposed 2023-24 Academic Calendar options A, B, and C. The motion was seconded (Rivas). Discussion occurred.

A motion was made to extend the meeting by 5 minutes (Alvarez-Galván) and seconded (Lancaster). The motion passed. The vote was conducted. Academic Calendar Option C was approved with a majority of votes: Option A = 2; Option B = 8; Option C = 36.

2. 2024-2025: *Item was not addressed due to time constraints.*

B. Recommendation on COVID-19 Mandates: *Item was not addressed due to time constraints.*

VII. New Business – Discussion Items

- A. Academic Senate Resolution 22-02 – Greater Use of Telecommuting and Digital Processes: *Item was not addressed due to time constraints.*
- B. FA Resolution 22-XX – Equality in Working Conditions: *Item was not addressed due to time constraints.*

VIII. Other Reports

- A. Academic Senate: A written [report](#) was distributed.
- B. Adjunct Faculty Advisory Committee: A written [report](#) was distributed.
- C. CCA Director J: Written [reports](#) were distributed. ([Second report](#))
- D. CTA State Council: No report.
- E. Organizing Leads: No report.

IX. Announcements

- A. Executive Board Meeting: October 11 at 11:30am – 1:00pm
- B. Board of Trustees Meeting: October 12 at TBA
- C. 2022 CCA Fall Conference: Oct. 14 – 16 at the San Jose Marriott Hotel
- D. [Around the World in 80 Days](#): Oct. 14 at 7:00pm, Sophia B. Clarke Theater
- E. [To Kill a Mockingbird](#): Oct. 30 at 1:00pm, Pantages Theater
- F. Representative Council Meeting: Nov. 1 & Nov. 29 at 11:30am – 1:00pm
- G. Repertory Dance Concert: Nov. 5 at 7:30pm, Sophia B. Clarke Theater
- H. FA Open House for Part-time Faculty: Nov. 3 at 1:30 – 2:30pm via Zoom
- I. [The Japanese American Museum](#): Nov. 11 at 11:00am
- J. The Outsiders: February 23 at 7:00pm, La Mirada Theatre for the Performing Arts

X. Adjournment

The meeting adjourned at 1:05pm.

Respectfully submitted,

Vicki Greco