



ACE Board Meeting Minutes

Meeting Date: 02/08/2017

Location: DA Admin 109 Conference Room.

Recorder: Shawna Santiago

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
BALDWIN, WILLIAM	VICE PRESIDENT, CS	ACE	YES
BOOTH, ANTHONY	LEGAL	LAW OFFICE OF B. BOOTH	YES
BOOTH, BRADLEY	LEGAL	LAW OFFICE OF B. BOOTH	YES
HAND, ART	CHIEF STEWARD, FH	ACE	YES
JOSEPH, PAULA	CHIEF STEWARD, DA	ACE	YES
KIRKPATRICK, KERI	BOARD MEMBER, DA	ACE	YES
MANGIAMELI, CHRISTINE	BOARD MEMBER, FH	ACE	YES
MONSELL, CATHLEEN	CHAIR NEGOTIATIONS	ACE	YES
OLSEN, SCOTT	BOARD MEMBER, CS	ACE	YES
PEREZ, ANNETTE	TREASURER	ACE	YES
PEREZ, DENISE	VICE PRESIDENT, FH	ACE	YES
RODARTE, IRMA	CHIEF STEWARD, CS	ACE	YES
SANTIAGO, SHAWNA	RECORDER, FH	ACE	YES
SIGALA-AGUILAR, GRISELDA	BOARD MEMBER, DA	ACE	YES
TROSPER, MATT	VICE PRESIDENT, DA	ACE	NO
WHITE, CHRIS	PRESIDENT	ACE	YES



Meeting Start: 1:35 p.m.

- A. **Closed Session:** No action was taken in closed session.
- B. **Report out from closed session:** Nothing to report out.
- C. **Motion:** Approval of 01-18-17 minutes
Moved: Hand
Second: Baldwin
Motion Approved: Unanimously with A. Perez abstaining with one change: remove presenter A. Perez under Financial Report.
- D. **Financial Report:** Presenter A. Perez
Cetera through East West Bank as of 02/08/2017
- | | |
|-------------------------------------|---------------------|
| Cetera (East West) CD Total: | \$257,382.74 |
|-------------------------------------|---------------------|
- Wells Fargo Accounts as of 10/11/2016**
- | | |
|-------------------------------------|---------------------|
| Checking Account Balance: | \$31,769.53 |
| Business Market Savings (PAC Fund): | \$6,853.27 |
| Business High Yield Account: | \$391,620.23 |
| Wells Fargo Accounts Total: | \$430,243.03 |
- E. **Public Comment:** None
- F. **Old Business:** Presenter White
- **Classification Study**
 - Over 300 members attend kick-off meetings, but only 4 PDQ's have come back. Only have 10 days left to turn them in.
 - Rumor that this study is a way for management to reorganize. We need to address these rumors.
 - White will email members to remind them to complete the PDQs by deadline of Feb 24th.
 - D. Perez met with Foothill President Thuy Nguyen. Thuy has requested that Human Resource Office schedule an informational meeting for the administrators regarding the classification study and what their responsibilities are.
 - Next week White will attend meeting that Human Resources Office has scheduled to get information on the study out to administrators.
- G. **New Business:** Presenter White
- De Anza board member Selda Sigala-Aguilar is retiring. Cynthia Smith has stepped up to serve in her place.

Motion: Appointment of Cynthia Smith, DA Board Member Seat 2
Moved: Baldwin



Second: Sigala-Aguila
Approved unanimously

Motion: Appointment of Andrea Santacruz, Negotiator

Moved: Hand

Second: A. Perez

Approved unanimously

Motion: Previously approved Dues Forgiveness March 2017

Moved: Hand

Second: A. Perez

Approved unanimously

H. **President's Announcements:** Presenter White

- Selda Sigala-Aguilar retirement
- Received a request form HR to take one of our ACE positions and move it to Teamsters.
 - Booth; they can't take a position away from us.
 - ACE has 2 options:
 - Option 1: We agree to lose the position.
 - Option 2: We negotiate to keep the position.
 - Our preference is to negotiate with the district.
 - White will respond to the district that we decline to give up the position and that the district will need to negotiate with us.
 - They can have the position, however, we will need to create a position to replace it.

I. **Committee Reports:**

- **Budget:** Presenter White
 - Notice of FHDA town hall meetings for budget and enrollment management. Encourage everyone to attend.
 - FHDA stability fund has \$50 mil.
 - If FHDA keeps operating at the current rate, we will have a significant operating deficit in 2 years.
 - Challenge with PERS/STRS increase. Not unique to FHDA, some of these increases contributions could bankrupt some schools and public agencies.
 - District may come forward with some kind of cost sharing in terms of PERS increases
 - There is discussion on how to increase enrollment.
 - De Anza is down 4%, Foothill up 1% leaving the district down 3.3% as whole
 - Loss of the early summer session resulted in losing a great deal of WSCH. Currently working on late Spring to try to make up the difference



- We are waiting on the Governor's and district budget to determine how best to move forward in negotiations.
 - District budget meeting is next week.
- District is not looking at layoffs, but will likely freeze open positions.
- ACE classified ranks haven't grown significantly since the last layoffs, approximately 20%, and most are paid through categorical funding.
 - With approximately 400 ACE members at any given time, there isn't a lot of room for cuts in terms of ACE positions without significantly changing what the district offers. Any changes to staffing would most likely be seen two years out from now.
- District holds about 45 ACE positions open annually as a way to float money.
- Administrator positions have grown but full-time faculty have not.

- **Negotiations:** Articles 9 and 14 are opened for negotiations.
 - Preparing proposals to take to the district for negotiations.
 - Holiday hours and holiday pay for alternative work schedules. This is only for "mandatory" alternative schedules.
 - Trying to determine who is required to work an alternative schedule so we can better negotiate the holiday hours issue.
 - Some work units have moved the 4/10 employees back to 8-hour days. This is only for "mandatory" alternative schedules.
 - A member can never get to the max payout of their PGA if it is split between the old and new payout amounts. We will continue to ask for this to be resolved, but to date the district has declined the change.

- **JMBL:** Presenter White
 - Presentation on ACA impact if it is repealed.
 - Working on 2018 health benefit rates and a proposal regarding the Bridge to Medicare, to address the inequity in the distribution of this benefit. Depending upon which unit you belong to the subsidy provided by the district is different but we all pay the same rate for our health benefits.

- **VEBA:** Presenter Mangiameli
 - Have secured 3rd party administrator United Administrative Services in San Jose.
 - One person is currently being paid out.
 - Working on a web site to post forms and information.



- **PARC:** Presenter D. Perez
 - Nothing to report

- **DDEAC/HRAC/Equity, PBTs** Presenters: Baldwin & Olsen
 - Interviewing to replace Director of Equity
 - Next Meeting Feb 23rd
 - White requests that Baldwin and Olsen get clarification on mandatory EO training and report back.
 - Only mandatory at Foothill
 - How do we know who has completed the training?
 - Will members be denied the opportunity to serve on a hiring committee if training is not completed?

The Meeting Adjourned: 2:20
Closed session started 2:20