



ACE Board Meeting Minutes

Meeting Date: 03/08/2017

Location: FH Altos Room 2019.

Recorder: Shawna Santiago

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
BALDWIN, WILLIAM	VICE PRESIDENT, CS	ACE	NO
BOOTH, ANTHONY	LEGAL	LAW OFFICE OF B. BOOTH	NO
BOOTH, BRADLEY	LEGAL	LAW OFFICE OF B. BOOTH	YES
HAND, ART	CHIEF STEWARD, FH	ACE	NO
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	NO
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
SMITH, CYNTHIA	BOARD MEMBER, DA	ACE	YES
TROSPER, MATT	VICE PRESIDENT, DA	ACE	YES
WHITE, CHRIS	PRESIDENT	ACE	YES



Meeting Start: 1:16 p.m.

- A. **Closed Session:** No action was taken in closed session.

Report out from closed session: Nothing to report out.

- B. **Motion:** Approval of 02-08-17 minutes

Moved: D Perez

Second: Mangiameli

Motion Approved: Unanimously with amendment. Matt Trosper abstains
Amendment: Section H, bullet 2, change “form” to “from.”

- C. **Financial Report:** Presenter A. Perez

Cetera through East West Bank as of 03/08/2017

Cetera (East West) CD Total:	\$257,945.01
Wells Fargo Accounts as of 10/11/2016	
Checking Account Balance:	\$9,460.80
Business Market Savings (PAC Fund):	\$6,583.43
Business High Yield Account:	\$391,638.16
Wells Fargo Accounts Total:	\$407,682.39

- D. **Public Comment:** None

- E. **Old Business:** Presenter White

▪ **Classification Study**

- 75% of members completed PDQ's representing 85% of our classifications
- Supervisors have until March 31st to complete their portion of the PDQ's. From there the consultants begin their review and decisions will be made on how to proceed with follow-up interviews
- Interviews are likely to begin in late April
- Consultants do not feel the 25% who did not respond will have a negative impact on the outcome of the study. The pending interviews may provide an opportunity to cover that 25% if needed.
- The study focuses exclusively on classifications, not the employee.
- This study will likely provide more opportunity for growth
- HR will be meeting with administrators to clarify what their responsibilities are in terms of the classification study.
- After HR organizes the PDQ's, members may have the opportunity to review supervisor comments.



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

- Dues forgiveness will happen for March paycheck.
- Received requested report on TEA's and will review with legal
- Because it's far too difficult to track newly hired TEA's, White requests that the ACE Board report any new TEA's that they are aware of.

G. **Committee Reports:**

• **Budget:** Presenter White

- Enrollment districtwide is down 3.3%. De Anza is down 4% and Foothill up 1%. De Anza enrollment was down more than anticipated.
- Almost every district in the state is going through enrollment declines. The reasons are all speculative.
- Though enrollment is a challenge, we still need to analyze how the district is spending on part-time and student employment.
- ACE classified ranks haven't grown significantly since the layoffs from 2012. Most new employees are replacing vacancies. This year the district has added a few new ACE positions and most of those are categorically funded.
- PERS and STRS cost increases are greater than anticipated. District may come forward with some kind of cost sharing in terms of PERS increases.
- District stability fund totals approximately \$58 million and includes:
 - \$25 million:
 - \$10 million for state mandated 5% reserve
 - \$15 million from unfilled positions and other cost savings
 - \$33 million in the general stability fund. The district tends to use this fund first and the \$15 million carryforward from the colleges and district tends to remain untouched.
 - An additional \$10 million has been set aside to cover medical benefit increases.

• **Negotiations:** Presenter White

- First meeting with district will be on March 22nd
- Open for negotiations are articles 8, 9 and 14.



- **JMBL:** Presenter White
 - Bridge to Medicare Program – Proposal on the table to address the inequity in the distribution of this benefit.
 - Depending upon which unit you're in the subsidy provided by the district is significantly different but we all pay the same rate for our health benefits. The subsidy for a single person in the administrator unit is \$450 a month; for an ACE member, it is \$284 a month.
- **VEBA:** Presenter Mangiameli
 - Will meet next on March 23rd
 - People who are eligible are being sent out notices
 - One person is currently being paid
 - Late enrollment opportunities are available if the deadline is missed.
- **COLLEGE COUNCIL:** Presenter Trospen
 - Met Feb 9th
- **PARC:** Presenter D. Perez
 - Talks about restructuring out shared governance process
 - Classified, and ACE, will still have participation on shared governance
 - OPC: Met last Mon. Bret said the district deficit is now up by 2% to \$8.6mil
 - The district saves \$350K a year on vacant classified positions
 - White: Clarification - Annually, 40 unfilled ACE positions save the district close to \$1 million.
- **Other: DDEAC/HRAC/Equity, PBTs** Presenters: Olsen
 - Last met on Feb 23rd
 - Feb 10th interviews for director were indecisive
 - White: Received a response from Pat Hyland regarding the FHDA Board approved mandatory EO training, but there are still unanswered questions including:
 - When/where will a list of employees which have completed the training be available to facilitate the appointment of ACE reps on hiring committees?
 - How will the mandatory training be tracked?
 - How does the district ensure all employees have the opportunity to complete the training?

The Meeting Adjourned: 2:05