



ACE BOARD MEETING MINUTES

Meeting Date: 4/13/2016

Location: Foothill College, President's Conference Room 1901

Recorder: Shawna Aced

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



Meeting Start: 1:00 pm

A. **Closed session:**

Closed Session Began at 1:00pm
Closed Session Ended at 1:30pm

B. **Report out from closed session:** Board of directors was informed of and approved withdrawal of the Sun arbitration.

C. **Motion:** Approval of 03-09-16 minutes

Moved: Bill Baldwin

Second: Matt Trosper

Motion passed.

With 2 corrections: Spelling of Christine Mangiameli's name and change VEEBA to VEBA

D. **Financial Report:** Presenter Annette Perez

- Annette and Chris W. met with bank rep to negotiate higher yield interest rates.
- To maximize return the recommendation is to go with 24 month CD at 1.1% on 250K. Though the 250K will be inaccessible without paying penalties, accessing this amount has not been required in the last 24 months, and there is no expectation that withdrawal will be needed in the next 24 months. In addition, there is a surplus of 314K available if needed.
- A suggestion was made to wait to see if interest rates will improve. However due to an overall low expectation of rate increases the risk of waiting and losing the deal is too great.

As of 04/13/2016

- Checking account balance: \$22,968.32
- Business Market Savings (PAC Fund): \$6037.69
- Business High Yield Account: \$ 314,565.55
- East-West Investment Account balances:
CD # 1: \$101,771.88 CD # 2: \$153,862.09
- Total of: \$599,205.53

E. **Public comments:** None



F. **Old Business**

Dues Forgiveness May 2016

Motion: That ACE forgive dues for the month of May 2016

Moved: John Bartch

Second: Irma Rodarte

Motion passed unanimously

G. **New Business**

Ace Recorder

Motion: Appointment of Shawna Aced as ACE Recorder

Moved: Art Hand

Second: Chris Dubeau

Motion passed unanimously

H. **President's Announcements:**

- Met with HR regarding RFP of classification study. Because we are one of the highest paying colleges in the area, we do not want the study comparison to be based on the bay 10. Would be smarter to evaluate our classifications and then determine where they would fall within our salary range.
- Still working on the RFP for the study. We are recommending that ACE pay 50% of the study cost.
- Chris welcomed any recommendations and/or ideas on how to perform the comparisons within the study.

Discussion:

- Member asked why the Bay 10 are always used for classification comparisons and not other state and public entities that perform like work.
Response: Because public funding structures are very different from our own a comparison of that type would be difficult.
- Member suggested implementation of a merit system type upward movement. As duties and skill sets improve there should be upward movement on the merit system ladder.
- Member suggested that a process be put into place to protect employees from taking on job duties of terminated positions and that managers receive training in this regard.
Response: There are currently restrictions on distribution of work in lay off situations. There was agreement that managers are in need of more training in this area.



I. Committee Reports:

Negotiations Report: Presenter Chris Dubeau

- District agreed to increase what it pays for per employee per month by \$35
- No health care increases for the 2017 plan year.
- District will contribute 800K to VEBA; 300K from fund 61 500K from one time funds. This contribution will be run through payroll checks as non-taxable income. This process still needs to be finalized and clarification is needed.
- District approved a 1% increase to step 7 on the A salary schedule.
- F A negotiated a 3% COLA; will go back to negotiate a 3% COLA for ACE

Benefits/JLMBC – Benefits Trust: Presenter Christine Mangiameli

- Last met in March.
- In the process of finalizing wording in different agreements to achieve cohesiveness.
- Bank account in place and funds deposited.

College Council: Presenter Matt Trospen

Nothing to report

PARC: Presenter Denise Perez

Nothing to report

Budget – District, FH DA: Presenter Chris White

Nothing to report.

Other Committees:

HRAC, Equity, PBTs: Presenters William Baldwin and Irma Rodarte

- Trying to finish an EEO plan by June 1.
- DA and FH do their hiring differently.
- Training in EEO practices should be a required of all hiring committee members.
- There is a need for checks and balances to prevent corruption in the hiring process as well as to inform committee members of their duties, rights, and responsibilities in terms of EEO.

The Meeting Adjourned at 2:28 pm