



ACE Board Meeting Minutes

Meeting Date: 02/21/2018

Location: DA ADMIN 109

Recorder: Shawna Santiago

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



Meeting Start: 1:05pm

Public session guests: Dave Garrido and Patricia Del Rio

A. **Closed Session:**

Report out from closed session: Nothing to report

B. **Motion:** Approval of 01-17-18 minutes

Moved: Mangiameli

Second: Baldwin

Abstained: Kari Kirkpatrick, Cynthia Smith, Denise Perez

Motion Approved with the following amendments:

- Number of students that re-enrollment 1055 not 1000.
- Spelling change STRS vs STERS.

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

Cetera through East West Bank as of Feb 21

Cetera (East West) CD Total: \$259,805.60

Wells Fargo Accounts as of 10/11/2016

Checking Account Balance: \$26,867.54

Business Market Savings (PAC Fund): \$1152.45

Business High Yield Account: \$422,721.16

Grand Total: \$710,540.75

PAC Fund: Transferred \$7K to our high yield savings. Will transfer remaining funds when the balance gets high enough to stay within minimum balance requirements.

D. **Public Comment:**

- No public comment

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

- 1099's sent to vendors for 2017 year

F. **New Business:**

• **Steward Appointments**

- White and Hand met with three candidates for chief steward at Foothill: Josh Pelletier, Andre Meggerson, & Mario Ramos
- Matt Trosper is interested in being a steward at De Anza
- Catalina Rodriguez is interested in being a steward at Foothill
- ACE bylaws state we can have 6 stewards, our *Agreement* allows up to 14. Stewards have been delineated per campus & central services based on campus size and need.



- Recommendation that Josh Pelletier be appointed chief steward at Foothill
 - **Motion:** Appoint Josh Pelletier as Foothill's Chief Steward
Move: Hand
Second: D. Perez
Approved: Unanimously
- Recommendation that Matt Trosper be appointed steward at De Anza
 - **Motion:** To appoint Matt Trosper as De Anza Steward
Move: Monsell
Second: Olsen
Approved: Unanimously
- Recommendation Catalina Rodriguez be appointed steward at Foothill
 - **Motion:** To appoint Catalina Rodriguez as steward at Foothill
Move: Mangiameli
Second: Monsell
Approved: Unanimously
- **Dues Forgiveness for March 2018 & May 2018**
 - ACE 17-18 budget has two dues forgiveness built in.
 - The first dues forgiveness was Nov 2017; recommending the second one be for March 2018.
 - At the start of the 17-18 FY, the board approved moving forward with four lawsuits, totaling \$110K in potential legal costs. These have been resolved by legal without needing to spend any money, three of them favorably for our members'. A portion of the funds allocated for these lawsuits could be used to forgive dues for May 2018.
- Recommendation to forgive union dues for March 2018 paycheck
 - **Motion:** Forgive ACE Union Dues for March 31st 2018
Moved: Mangiameli
Second: Baldwin
Motion Approved: Unanimously
- Recommendation to forgive union dues for May 2018 paycheck
 - **Motion:** Forgive ACE Union Dues for May 31st 2018
Moved: Art
Second: Mangiameli
Approved: Unanimously



G. **Old Business:**

- **Classification Study**
 - Joint Labor Management Classification Committee (JMLCC) met last week to discuss timeline.
 - As of Jan 31st Koff has submitted two-thirds of the completed job classifications.
 - We cannot go forward with publication until we receive the completed report.
 - The study has been taking them longer than expected because it has taken Koff a while to develop a clear path and framework for some areas.
 - Giving Koff more time will allow for accuracy, and we would rather give more time to get an accurate outcome
 - Study looks good
- Compensation study part, we have agreed to the comparator agencies. Koff uses a data point system to determine the comparator agencies most similar to FHDA. Comparison data based on the following parameters:
 - Geographic proximity
 - Full-time staff – administrator, faculty & staff
 - Student enrollment
 - All funds – revenue
 - Revenue per student (per \$1000)
 - Median Household income
 - Median Home price
 - Cost of Living
- Agreed for comparison to the following colleges:
 - San Mateo Community College District
 - Coast Community College District
 - Peralta Community College District
 - Venture Community College District
 - Mt. San Antonio Community College District
 - San Francisco City College District
 - Riverside Community College District
 - Santa Monica Community College District
 - North Orange Community College District
 - Contra Costa Community College District
 - Chabot-Las Positas Community College District
 - West Valley-Mission Community College District
- Overall, JLMCC has been in agreement on issues and have been working well together.
- There may be a future need for an independent 3rd party to resolve disputes in classifications/re-classifications



H. Committee Reports:

- **District Budget:** Presenter White
 - Met Feb 20th 2018
 - Discussed Governor's new funding model: 50% apportionment 25% underrepresented student success rates and 25% on success rates of all students
 - Details are still fuzzy on what the new funding will mean for our budget
 - It is likely the district will lose an additional 900 ftes which equates to \$4-5mil.
 - District is planning for the known \$10mil deficit. Implementation plans go to the FHDA Board of Trustees in June 2018.
 - ACE has no say in how the district makes their cuts
 - District plans to make cuts by July 1st 2019.
 - They will not fill all vacant positions and attrition of positions will yield additional savings.
 - Administrator's 2-year contracts up June 30, 2019. The district plans to only renew for 1 year and could make cuts to administrative positions.

- **Public question:** "Will they (the district) cut temporary workers sooner to save money?"
 - White and Booth: All temporary workers have to be gone before any ACE positions are cut.
 - Currently waiting on report from HR on temporary and student workers.

- **Negotiations Update:** Presenter Monsell
 - No active negotiations are taking place.
 - We are awaiting response on a proposal submitted. If the response is not acceptable we will need to actively negotiate on the issue.

- **JMBL:** Presenter White
 - No updates

- **VEBA:** Presenter Mangiameli
 - Next meeting March 1st

- **College Council:** Presenter Gerardo
 - Will meet Thursday Feb 22

- **PARC:** Presenter D. Perez
 - Went over Governor's proposals
 - Administrators have established 8 guiding principles on how make cuts.



- **DDEAC/HRAC/Equity:** Presenters: Baldwin
 - May 29th National conference on race and ethnicity
 - April 27th Presentation on underrepresented students

- **SSPBT/IPBT:** Presenters: Kirkpatrick & Gerardo
 - SSPBT - Presenter Kirkpatrick:**
 - Have formulated a budget reduction timeline. The managers in each area of Student Services have already been given the reduction targets for their specific area/program.
 - First draft reduction plans due March 2nd
 - Presentations to SSPBT from managers in each area will be on March 15 & 29
 - Senior Staff will review reduction proposals April 2nd with recommendations to the Finance Office and Campus Budget Team by April 6
 - IPBT – Presenter Gerardo:**
 - Examining Divisions, Department, and Programs by using the following criteria- FTES, FTEF, Fill Rates, Success Rates, and Productivity for the last 3 years.
 - Questions based on that data will be given on Friday, 3/2
 - Answers can be submitted at a March 9th meeting.
 - IPBT plans to have recommendations finalized following the March 9th meeting.

- **OTHER:** Art Hand & Denise Perez meeting(s) with FH College President, Thuy Ngyuen:
 - Art Hand, Denise Perez and the Classified Senate meet monthly with Foothill President Thuy Ngyuen.
 - Thuy talked about the best timing of notifying layoffs and asked for input.
 - Thuy is open to hearing ideas on how to save money or make cuts.
 - Art Hand met separately with Thuy regarding rumor control. Agreed that ACE has the option to call her to verify or disprove any rumors.

Meeting Adjourned: 2:25