



ACE Board Meeting Minutes

Meeting Date: 11/14/2018

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
ANTHONY, CACERES	INTERIM VICE PRESIDENT, DA	ACE	YES
FLORES, ERIKA	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
PELLETIER, JOSH	CHIEF STEWARD, FH	ACE	NO
PEREZ, ANNETTE	TREASURER	ACE	NO
PEREZ, DENISE	VICE PRESIDENT, FH	ACE	YES
SANTIAGO, SHAWNA	RECORDER, FH	ACE	YES
SMITH, CYNTHIA	BOARD MEMBER, DA	ACE	YES
WHITE, CHRIS	PRESIDENT	ACE	YES

Public Session Guest: Terry Rowe



Meeting Start: 1:00pm

A. Closed Session:

Nothing to report out.

B. Motion: Approval of 10-10-18 minutes

Moved: Mangiameli

Second: Baldwin

Opposed:

Abstained:

Motion approved: With amendment to item *C. TEA & Classified* bullet 3 correct spelling.

C. Financial Report: Presenter White

Cetera through East West Bank as of November 14th 2018

Cetera (East West) CD Total: \$261,279.44

Wells Fargo Accounts as of 10/11/2016

Checking Account Balance: \$17,101.47

Business High Yield Account: \$436,182.07

Accounts Grand Total: \$714,562.98

D. Old Business: Presenter White

• **ACE Budget Update**

○ Given the news that PERS considers the 5% temporary salary increase as special compensation rather than salary, we had to update our 2018-2019 adopted budget with revenue earned on base salary without the five percent.

○ At our August 16th board meeting, we agreed to forgive dues when the five percent temporary salary increase was enacted, which most likely would occur in October. Payroll requires any adjustments/changes to deductions/leaves be submitted by the 14th of the month. After assurance from payroll that the temporary five percent salary adjustment would be included in the October paycheck, we informed payroll ACE would be forgiving dues for the October pay period. On October 19th the District informed all employees they could not implement the five percent increase. With the deadline for payroll changes past, dues forgiveness in October went forward even though the five percent was not added to the salary schedule.

• **ACE Membership**

○ The withdrawal period is over.



- Total of 7 people decided to separate from ACE.
- Those who left the union did it for very specific reasons that we should examine and learn from. We need to ask ourselves; how can we do this better in the future? How could we have done things differently?
- Retention is important. It's difficult for new employees to make a decision on the spot. We need to strategize on how to inform new employees on the benefits of joining ACE.
- At the retreat the board discuss surveying the membership regarding our dues structure. A committee was formed to create the survey, however progress was stalled due to a disagreement on the survey content as well as the loss of a committee member.
- Now it's time to reconvene the committee and begin to construct the membership survey. Mangiameli, Monsell, Baldwin, Olsen, Smith, and Kirkpatrick have volunteered to continue the work.
- **ACE Elections Update**
 - Elections are complete and results have been posted.
 - We had a very successful pool of candidates.
 - ACE has a new treasurer for the first time in a decade.

E. **New Business:** Presenter White

- **Appoint Lisa Kirk ACE Representative for De Anza Staff Revitalization and Professional Conference Funds Committee.**

Motion: Appoint Lisa Kirk as the ACE Representative for De Anza Staff Revitalization & Professional Conference Funds Committee.

Moved: Mangiameli

Second: Kirkpatrick

Opposed:

Abstained:

Motion approved unanimously

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

- Working with Bradley Creamer to update our online voting platform and create acefhda.org email addresses for ACE board members as well as list serve control ACE membership.
- Goal is to remove all online ACE business from District platforms.

G. **Committee Reports:**

- **District Budget:** Presenter White
 - Will meet tomorrow Nov. 15th
- **Negotiations Update:** Presenter Monsell
 - Nothing to report
- **JMBL:** Presenter White



- Nothing to report
- **VEBA:** Presenter Mangiameli
 - Nothing to report
- **College Council:** Presenter Caceres
 - Nothing to report.
- **Resource & Revenue Committee:** Presenter D. Perez
 - Nothing to report.
- **DDEAC/HRAC/Equity:** Presenters Baldwin & Olsen
 - Nothing to report.
- **IPBT:** Presenter Caceres
 - The last two budget reductions were contentious.
 - Three reduction scenarios were presented.
 - Football and nursing was represented, but ACE was not.
 - Football was given 2 weeks to come back with a plan to see what they can eliminate from their budget.
- **SSPBT:** Presenter Kirkpatrick
 - Met on Oct 11th to continue discussion of Rob Mieso's budget reduction/reorganization plan.
 - Two options were presented: Eliminating the AVP of Student Services and Dean of Counseling positions, and putting the Counseling department under the Dean of Student Development/EOPS, or doing basically the same thing except putting Counseling under the Dean of Disabled Students Programs and Services (DSPS).
 - The Deans of Counseling and Student Development put forth a third option for consideration, which was the elimination of the Dean of Academic Services (basically Dean of A&R) instead of the Dean of Counseling. This position is currently vacant, and funded with General Funds. Rob rejected this idea out of hand without a specific explanation of why it wouldn't work. The Dean of Counseling discussed structure of Counseling at other CA community colleges, and said she cannot find any other college that has a Counseling department that is subsumed under EOPS; in many cases, it is the other way around.
 - The most compelling issue was that because the Counseling position is General Funds, but the EOPS and DSPS dean positions are Categorical, there was real concern that the amount of money being saved is not as great as was presented. Categorical funds cannot be used to pay someone to do work that doesn't fall within the category for which it is allocated. Therefore, a Dean being paid with Categorical funds would only be able to do the work of the Counseling Dean if part of their salary were coming from the General Fund. When asked, Rob was noncommittal and did not give any more detail.



- To me, this may mean that the ACE position that may be saved with the "leftover" funds (after the 2 faculty counselor positions are saved, which are the main priority here) may actually not be saved at all, depending on what General Fund expenditure remains. Due to this uncertainty, the feeling that we did not have all the pertinent financial information, and what I perceived to be a brushing off of the issue, I decided I could not in good conscience cast a Yes vote. I abstained from the vote, as did the majority of the committee.
- Ostensibly, the reorganization will reduce the total number of classified positions eliminated in Student Services (all areas) to 11.5, faculty to 10, and managers to 2. The ACE positions are a mix of vacant, retirements, filled, and 1.5 positions moved to Categorical funding.
- **APBT:** Presenter Smith
 - Nothing to report out

Meeting Adjourned: 2:00 P.M.