



ACE Board Meeting Minutes

**Meeting Date:** 10/10/2018

**Location:** FH Altos Room 2019

**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            |
| FLORES, ERIKA         | CHIEF STEWARD, DA  | ACE                    | YES            |
| GERARDO, PRECIOUS     | VICE PRESIDENT, 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                    | YES            |
| PEREZ, ANNETTE        | TREASURER          | ACE                    | YES            |
| 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 Guest:** Chris Chavez

**Meeting Start:** 1:00pm



**A. Closed Session:**

Nothing to report out from closed session.

- **Motion:** Approval of 09-12-18 minutes
  - Moved:** Baldwin
  - Second:** Mangiameli
  - Opposed:**
  - Abstained:**
  - Motion Approved:** With the following corrections:  
Correct spelling “Opposed” & correct year “Wells Fargo 9/12/2018”
- **No public comment**

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

**Cetera through East West Bank as of 10/10/2018**

|  |                     |
|--|---------------------|
| <b>Cetera (East West) CD Total:</b>          | <b>\$261,227.55</b> |
| <b>Wells Fargo Accounts as of 10/10/2018</b> |                     |
| Checking Account Balance:                    | \$29,190.48         |
| Business High Yield Account:                 | \$436,159.84        |
| <b>Accounts Grand Total:</b>                 | <b>\$722,356.28</b> |

**Membership voted to approve adopted 2018/19 budget**

**C. New Business:**

- **Chief Steward, Central Services**
  - Central Services Chief Steward resigned.
  - Should we appoint someone now or wait for election results?
  - Other stewards have covered in the past. We can discuss this option with the current stewards at Foothill.
  - Booth suggests that we consider a change to the constitution indicating that Chief Stewards have a responsibility to serve all members; CS, FH, & DA.
  - By eliminating the requirement for a Chief Steward to be employed in the area they represent, we may be able to provide better steward representation. This change may benefit the association.
  - The current preference is to let the position stay open and have the current Chief Stewards fill in until after the elections.
- **Supplemental Retirement Plan (SRP) MOU**
  - Have signed an MOU stipulating that those that are on staff development leave this year, and want to take advantage of the SRP



opportunity, will not have to pay back the leave time.

- **TEA & Classified Hiring Process During Budget Reductions**
  - No official hiring freeze.
  - What the district has agreed to do is to evaluate bumping prior to hiring to avoid laying-off someone who was just hired.
  - Hiring for positions will allow for internals applying first. However, the positions may be held open if an affected employee could potentially bump into that position.
  - Negotiating opening up positions in other classes to people who have been laid off.
  - Mangiameli: Is there a way to ensure a qualified ACE internal gets the open position?
  - Booth: We would ask HR to fill open positions with current employees that are affected by budget reductions, but they are under no obligation to do so.

D. **Old Business:** Presenter White

- **Classification Study**
  - Final classifications are due back 25<sup>th</sup>.
  - Compensation portion of the study will follow.
  - Koff has done a great job of explaining what a classification really is; that it may contain things you don't do, but is appropriate for the classification as a whole.
  - A. Perez. Has found some inconsistencies/discrepancies in a classification. Job titles: What was the goal of changing job titles and classifications.
    - White: The goal is to do an inventory of job descriptions and classifications. To consolidate like work and create career ladders.
  - What is the goal of the compensation study?
    - Booth: The goal is to be sure that you are being compensated appropriately for the work you do. The compensation study will look at your salaries and then look at like jobs outside your organization.
    - White: There is a matrix used to choose what institutions to compare us to. Koff submitted those institutions and we chose from that list which institutions wanted to be compared to.
- **Budget Reduction Transition Team Member for FH**
  - Karen Oeh came forward to serve on the team. She is on the FH campus. Karen has both the experience and knowledge required for the position.

**Motion:** Appoint Karen Oeh to serve as member on the budget reduction transition team.

**Moved:** A. Perez

**Second:** Baldwin

**Approved unanimously**



**Motion:** Appoint Anthony Caceres ACE Vice President De Anza

**Moved:** Gerardo

**Second:** Monsell

**Approved unanimously**

- **ACE Elections:**
  - Positions open for election:
    - CS Chief Steward
    - CS Board Member
    - CS Negotiator
    - DA Chief Steward
    - DA Board Member Seat 2
    - DA Negotiator
    - FH Vice President
    - FH Negotiator
    - At Large: Treasurer & 3 Negotiators
  - Please nominate. S. Santiago will follow up on all nominations.
  - Encourage folks to run for office.
- **Membership Drive**
  - Eight full members district-wide have separated from the union.
  - We need to talk about the benefits of ACE.
  - Listen to concerns.
  - Refer to a Steward if needed.
  - While we do meet with new members, not all join.
  - Loss of members will impact our budget and our ability to continue to do what we do.
  - There are a number of reasons why some do not want to be part of ACE. Some have history, stand on principals, or have had disappointments in the past. There are some expectations of the union that are beyond the scope of what we can do.
  - It is in our best interest to look at, review and see what we could have done better.

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

- If you are going to take a vacation for more than a few days, please let Chris White know. This will prevent us from referring members to you while you're out.
- As we move forward this year. It's important to recognize that words matter. We get frustrated but it's not ok to be derogatory to someone.
- There is a great deal of stress and miscommunications in these times. Be conscious of how we talk to each other and our members.
- Be kind in all our interactions regardless if we agree or disagree
- Our goal is to make this organization better as a whole for our members. To leave a legacy of a fiscally strong and future oriented organization

**F. Committee Reports:**



- **District Budget:** Presenter White
  - No report
- **Negotiations Update:** Presenter White
  - Have not met
- **JMBL:** Presenter White
  - Nothing to report
- **VEBA:** Presenter Mangiameli
  - Met last Thursday.
  - We now have 10 people receiving benefits.
  - If the early retirement plan goes through, we will have additional people eligible for VEBA benefits.
- **PARC:** Presenter D. Perez
  - PARC is now Recourse & Revenue
  - Will meet next on Oct 19<sup>th</sup>.
- **DDEAC/HRAC/Equity:** Presenter Baldwin
  - Will meet after the Director of Equity position is filled.
- **IPBT:** Presenter Gerardo
  - IPBT still has to identify a budget reduction of \$2,412,152.
  - These are the 4 areas IPBT is looking at to reduce the budget; Programs Under Consideration from previous year, transfer positions to categorical funding, division contributions of ongoing funds, and personnel. Vacant positions will be considered first.
  - The 4 programs still under consideration for elimination are Football, Women's Water Polo, Wildlife Science Technician, and Nursing. The Viability Committee will present their recommendations regarding these 4 programs on Tuesday, 10/16.
- **SSPBT:** Presenter Kirkpatrick
  - The President of the college, then Brian Murphy, rejected a portion of SSPBT's budget reduction recommendation.
  - Specifically, he rejected the elimination of the 10 faculty counselor positions. He said he would accept 8 of those positions for elimination, but tasked Rob Mieso (the VP of Student Services) to come up with a reorganization plan that would save enough Fund 14 money to spare the other 2 positions from elimination.
  - Rob Mieso came up with his plan, which he thinks will generate enough savings for not only the 2 counselors, but also for one classified position in A & R.
  - The plan is to eliminate the Associate VP of Student Services (currently vacant) and Dean of Counseling (currently filled) positions.
  - Rob Mieso presented his reorganization plan at the SSPBT meeting on October 4th (this is the reorg presentation I sent you). Since I was not at the meeting, I can't speak directly to what was said or discussed there beyond that. Precious Gerardo was there, and the minutes are up on the SSPBT site.
  - Basically, the membership of SSPBT was uncomfortable voting on the plan Rob Mieso presented because they felt they hadn't been



given enough information to do so, and they wanted time to discuss the proposal and perhaps offer other alternatives. The affected administrators had been notified of the reorganization plan only the day before.

- I asked the Board what they thought I should do if it came down to a vote on the proposal as it stood, and the feedback I got was to vote yes on it since it would result in saving one ACE position in A & R.

**Meeting Adjourned: 2:18**