



ACE Board Meeting Minutes

Meeting Date: 04/10/2019

Location: DA ADMIN 109 Conf Room & Zoom

Recorder: Shawna Santiago

| NAME | TITLE | ORGANIZATION | IN ATTENDANCE? |
|------------------------|--------------------|------------------------|----------------|
| BALDWIN, WILLIAM | VICE PRESIDENT, CS | ACE | YES |
| BOOTH, BRADLEY | LEGAL | LAW OFFICE OF B. BOOTH | YES |
| FLORES, ERIKA | CHIEF STEWARD, DA | ACE | YES |
| KIRKPATRICK, KERI | BOARD MEMBER, DA | ACE | YES |
| GERARDO, PRECIOUS | VICE PRESIDENT, DA | ACE | YES |
| MANGIAMELLI, CHRISTINE | BOARD MEMBER, FH | ACE | YES |
| MONSELL, CATHLEEN | CHAIR NEGOTIATIONS | ACE | YES |
| PELLETIER, JOSH | CHIEF STEWARD, FH | ACE | YES |
| NGUYEN, KATHY | TREASURER | ACE | YES |
| PEREZ, ANNETTE | BOARD MEMBER. CS | 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

- **Zoom:** Stacy Carrasco, Mike Mohebbi, Helen Graves, Maura Vidal
- **In Person:** Anthony Caceres, Mary-Kay Englen, Scott Olsen



Meeting Start: 1:00pm

A. March 2019 meeting minutes:

Due to technical issues, original minutes draft was lost. March minutes were rewritten to the best of White and Santiago's recollection. Board was notified by email (3/26/18) and invited to send amendments.

- **Motion:** To approve March 13th minutes as amended.

Moved: Monsell

Second: D. Perez

Opposed:

Abstained: Kirkpatrick, Smith

Motion Approved with the Following Amendments:

- Anthony Caceres working for Central Service not Foothill.

B. Financial Report: Presenter Nguyen

Citi Bank balances as of April 9th 2019

| | |
|--------------------------------------|---------------|
| Citibank CDs 1-4: | \$ 651,287.28 |
| Wells Fargo Checking Account: | \$ 4,516.53 |
| Citibank Checking Account: | \$ 21,755.95 |
| Citibank Savings Account: | \$ 70,089.58 |
| Accounts Grand Total: | \$ 747,649.34 |

Moving Financial Institutions: Presenter Nguyen

- Though we were assured that deposited funds into Citibank would be FDIC insured, it was later discovered that only \$250K can be insured at any one institution.
- Talked to the bank manager and verified that of our \$747K only \$250K is insured.
- For the following reasons I am comfortable to stay with Citibank
 - There is a penalty fee for early withdrawal.
 - FDIC insurance only kicks in if a bank fails and can't cover loss
 - Economy is doing well so it's very unlikely that Citibank will fail.
 - If Citibank were to fail, the government would likely bail them out, otherwise banks would fall like dominos
 - The only way to be fully insured would be to have \$250K in different banks
- Annette Perez: I understand that only \$250K is insured at any one bank. My concern is that we are less secured with the choice we've made. My suggestion is to move \$250K back to Wells Fargo or another bank so that we have \$500K insured.
- Kathy Nguyen: We can move checking and savings funds at any time without penalty. However, if we move a CD we will have to pay a penalty for early withdrawal.



- Annette Perez: I suggest that we not move the checking account as that % rate fluctuates. My suggestion is that we move one CD for \$250K. I also believe that because we were miss-led by the bank initially, we should be able to move one of the CD's without penalty.
- Chris White: I am in agreement with Annette. I will talk to Citibank's district manager and request that the early withdrawal penalty be waived.
- White and Nguyen will move the funds and report back to the board.

C. **Public Comment:**

No public comment

D. **Old Business:** Presenter White

ACE Membership:

- There have been many requests for ACE representatives for hiring committees. This means we are going to have many new hires and potential new ACE members.
- Normally Josh Pelletier and I meet with new hires to discuss the benefits of joining ACE. However, we have been more successful in getting new employees to join when an ACE member from the new employee's work area is in attendance.
- C. White will be calling on board members to join new hire orientations if the new hire works in their location.

E. **New Business:** Presenter White

State Professional Development Funding:

- One-time professional development funding for classified staff from the state, \$107K, has been allotted to Foothill and De Anza for 2018-19. HR, in consult with exclusive representatives for classified staff (ACE, CSEA, Police, Confidential, & Teamsters) will determine how to use this funding.
- I have called those bargaining units to meet to discuss allocation of the funds before we meet with HR.

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

- Last week Bradley Creamer moved our web server from InnoHosting to DreamHost.
- Cost savings from \$1,200 per year to \$200 per year
- **Legal Update:** Bradley Booth
 - Everything has been filed and all parties served for our lawsuit against CalPERS regarding the 5% temporary salary increase being included as part of CalPERS retirement for both Classic and PERPA members. Currently designated as special compensation by CalPERS and only included for Classic members.



G. Committee Reports:

- **District Budget:** Presenter White
 - New funding formula: State doesn't have a good understanding of how it's going to work and continue to make changes on the fly such as capping student success growth when they realized it would cost them more money than straight apportionment funding did.
 - Both Foothill & De Anza are still declining in enrollment.
 - Most likely the implementation of AB705 will cause this decline to continue. Foothill has already implemented math and has experienced declining enrollment. Foothill still needs to implement English and De Anza still needs to implement both math & English.
 - State considering implementing a deficit factor for this year's (2018-19) budget due to lower than projected property taxes and other reduced revenue streams.
 - Their initial estimate is 5%. This will likely change but we will not know the exact amount until next Feb. when the state releases the funds.
 - To cover any deficit, the District will likely need to take this cut out of the rate stability fund.

- **Negotiations Update:** Presenter Monsell
 - Will be sending the sunshine letter to the District next week and negotiations will start soon after that.
 - A record high of 198 ACE Members responded to the recent survey.
 - White: "where there any surprises in the memberships responses?"
 - Monsell: "I was surprised at lack of evaluations, of how many people do not receive them."
 - White: As a board, "We should read through the comments. There are suggestions for what we can do better as an organization."
 - If you have questions after reviewing the handout, send them to Cathleen Monsell or Chris White.
 - Will review survey results with the membership at the upcoming April site meetings.

- **JMBL:** Presenter White
 - Will meet in May

- **VEBA:** Presenter Mangiameli
 - Nothing to report

- **R&R Committee:** Presenter D. Perez
 - Nothing to report

- **DDEAC/HRAC/Equity:** Presenters Baldwin/D. Perez
 - Met to discuss how hiring committees are formed and DDEAC is asking does ACE have any input in increase participation.
 - D. Perez asked if we should invite Laura Savage, HR Equity Manager, to attend a site meeting to explain to the membership how hiring committees work. Ms. Savage did ask how she could help classified employees?



- Challenges for staff serving on hiring committees were discussed
 - It can be difficult for classified to get away to serve on a hiring committee. Committee meetings are many times scheduled outside of a worker's regular schedule.
 - PGA hours for committees are capped too low.
 - Committee Chairs should be taking into consideration employee schedules. If an employee is required to serve outside of regular work hours they should be paid overtime.
 - Would be beneficial to have Ms. Savage sit in on a meeting where we can voice our problems/frustrations with serving on hiring committees?
- **IPBT/College Council:** Presenters White
 - College Council: Only change is that they will hold meetings quarterly or when needed and the college will combine the Administration Planning & Budget Team (APBT) and Campus Budget committees.
 - For College Council, it is likely there will not be another meeting until the end of the school year.

H. **Closed Session:**

- Nothing to report out from closed session

Meeting Adjourned: 1:45pm