



Meeting Date: 06/12/2019

Location: DA ADMIN109 Conf. Rm/ Zoom Meeting

Recorder: Shawna Santiago

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
BALDWIN, WILLIAM	VICE PRESIDENT, CS	ACE	YES/Zoom
BOOTH, ANTHONY	LEGAL	LAW OFFICE OF B. BOOTH	NO
BOOTH, BRADLEY	LEGAL	LAW OFFICE OF B. BOOTH	NO
CHACKO, VINS	VICE PRESIDENT, DA	ACE	YES
CACERES, ANTHONY	CHIEF STEWARD, CS	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
NGYUEN, KATHY	TREASURER	ACE	NO
PELLETIER, JOSH	CHIEF STEWARD, FH	ACE	YES
PEREZ, ANNETTE	BOARD MEMBER. CS	ACE	YES/Zoom
PEREZ, DENISE	VICE PRESIDENT, FH	ACE	YES
SANTIAGO, SHAWNA	RECORDER, FH	ACE	YES
SMITH, CYNTHIA	BOARD MEMBER, DA	ACE	YES/ Closed Session
WHITE, CHRIS	PRESIDENT	ACE	YES

Public Guest:

Online: Karen Franco, Luisa Herrera **In Person:** Yali Zhui



Meeting Start: 1:00pm

A. Approval of Minutes:

- **Motion:** Approval of May 8th 2019 minutes.
Moved: Monsell
Second: A. Perez
Opposed:
Abstained:
Motion Approved

B. Public Comment:

- No public comment

C. Financial Report: Presenter White

Citi Bank balances as of April 2019

Citi Bank CDs 1-4:	\$ 653,514.02
Wells Fargo Checking Account:	\$ 4,516.53
Citi Bank Checking Account:	\$ 29,520.38
Citi Bank Savings Account:	\$ 60,279.48
Accounts Grand Total:	\$ 747,830.41

- **Moving Financial Institutions:** Presenter White
 - Closed out one of the \$250K CD's at Citi Bank to move to Wells Fargo.
 - At Wells Fargo discovered that previous ACE President and Treasurer are still executives on the accounts and we didn't have the authority, as signers on the account, to open a CD. We will find out how correct this.

D. Old Business: Presenter White

- **Classification Study**
 - On May 28th 2019 ACE filed an unfair labor practice (ULP) against the district. We now wait for the public employee relations board (PERB) to respond.
 - The district failed to uphold agreed upon rules for the study primarily related to the compensation portion of the study. ACE and the District had agreed on 10 comparable agencies, some being outside of the 'Bay10', for the compensation portion of the study. The District now wants to do their own internal alignment, using the 'Bay 10' as comparators which is not what we agreed too.



- I sent an email to the membership as well as the FHDA Board of Trustees explaining the ULP we have against the district.

E. **New Business:** Presenter White

- None

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

- Every August the ACE Board holds an annual retreat, where we approve our budget and do team building. We tend to do this on a Thursday. By next Friday the 21st let me know if there is any time in August that does not work for you.
- I will be on vacation for one week the week of July 13th. Which means the VP's will have to host out site meetings that week. Both VP's will be out so CS Chief Steward, Anthony Caceres has agreed to step in.
- FHDA Board of Trustees approved closing the Flint Center. The District, with community, student and employee input, will come up with a plan to develop a student-centered community space. I told the Board of Trustees that ACE's only concern is that no general fund dollars are spent on this project.
 - Judy Miner stated that the FHDA Board of Trustees had already discussed the possibility of creating housing in that space and had leaned against it but with feedback from the community and students at the meeting, it may be an option. The Board wants to make sure whatever the new space is, that it be revenue generating.
 - There is one classified member that is assigned to the Flint Center that will be reassigned.
- In the past two years this district has eliminated 45 ACE positions and they weren't all vacant.
 - It's become increasingly easy for the District to take that work and hand it to a student, temp or faculty worker.
 - This practice devalues the positions that we hold. It's easy to ask for a student helper to help because a position is cut. While we understand the need, the consequences are dire.
 - Doesn't matter if its work-study student. It violates our agreement to give the work away when a position has been eliminated.
 - It's not always easy for ACE to ascertain when this is happening. It's incumbent upon us and our colleagues to notify ACE if you determine that a classified position was eliminated and then student workers are being utilized to pick up the work.

G. **Committee Reports:**

- **District Budget:** Presenter White
 - The district is still declining in enrollment.
 - At least for next year, the District has built in a decline of 1000 FTES into the budget.
 - Enrollment continues to decline statewide.



- The new student funding formula is still up in the air. The state is vacillating on how the funding formula will work.
- We have 2 years of hold harmless funding at our current rate.
- 3.26 % COLA will be coming from the state. This doesn't mean it will come directly to staff. We will need to bring this to the bargaining table.
- State is offering funds to help offset the STERS/PERS rate increase for employers.
- The 5% salary adjustment ends June 30. If we can't get to the bargaining table on this in time, we may be without it for a period of time or it will be gone.
- The district was able to save \$4 mil in salaries for 18-19 by not hiring or filling vacant positions (\$2 mil out of classified salaries and \$2 mil out of part-time faculty salaries).
- We started budget reductions with 17 filled positions in danger of being eliminated. As of June 30, 2019, there will be a total of 1.5 filled positions eliminated.
- **Negotiations Update:** Presenter Monsell
 - Sent our sunshine letter to the District on April 18 opening negotiations however, as of today, we have heard nothing back.
 - I followed up with a letter to HR and was told the District articles to sunshine will be on the July 9th FHDA Board agenda.
- **JMBLC:** Presenter White
 - Nothing to report
- **VEBA:** Presenter Mangiameli
 - Nothing to report
- **R&R Committee:** Presenter D. Perez
 - We have a lot of College Promise money. Foothill President asked for input on where the College Promise funds should be spent.
 - Some of that money could potentially go for staffing.
 - What that would mean is unknown in terms of what specifically the funds for staff would be used for.
- **DDEAC/HRAC/Equity:** Presenter Baldwin
 - I passed on the feedback I received from the ACE Board to Dir., Equity, Emp & Prof Dev. Laura Savage regarding hiring policies and procedures for classified hiring committees.
 - Any additional feedback would be welcome.
- **IPBT/SSPBT/College Council:** Presenters Caceres
 - Nothing to report

H. **Closed Session:**

- ACE Executive Board authorized an expense not to exceed \$10K

Meeting Adjourned: 2:10pm