



**Meeting Date:** 01/15/2020

**Location:** DA ADMIN 106 Conf Room

**Recorder:** Shawna Santiago

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
BALDWIN, WILLIAM	BOARD MEMBER, CS	ACE	YES
BOOTH, ANTHONY	LEGAL	THE BOOTH LAW GROUP	NO
BOOTH, BRADLEY	LEGAL	THE BOOTH LAW GROUP	YES
CACERES, ANTHONY	CHIEF STEWARD, CS	ACE	YES
CHACKO, VINS	VICE PRESIDENT, DA	ACE	YES
CHAND, SUSHINI	BOARD MEMBER, DA	ACE	YES
FLORES, ERIKA	CHIEF STEWARD, DA	ACE	YES
KIRKPATRICK, KERI	BOARD MEMBER, DA	ACE	YES
MANGIAMELI, CHRISTINE	BOARD MEMBER, FH	ACE	YES
MEGGERSON, ANDRE	CHIEF STEWARD, FH	ACE	YES
MONSELL, CATHLEEN	CHAIR NEGOTIATIONS	ACE	YES
NGYUEN, KATHY	TREASURER	ACE	YES
OLSEN, SCOTT	VICE PRESIDENT, CS	ACE	YES
PEREZ, DENISE	VICE PRESIDENT, FH	ACE	YES
SANTIAGO, SHAWNA	RECORDER, FH	ACE	YES
WHITE, CHRIS	PRESIDENT	ACE	YES

**Guests:**



A. **Approval of Minutes:**

- **Motion:** Approval of Dec 11<sup>th</sup> 2019 minutes.

**Moved:** Mangiameli

**Second:** Chacko

**Opposed:**

**Abstained:** Santiago

**Motion Approved**

B. **Financial Report:** Presenter Nguyen

**Citi Bank** CDs 1-4: \$ 408,528.14

**Citi Bank** Checking Account: \$ 16393.91,

**Citi Bank** Savings Account: \$ 5,000.50

**US Bank** Money Market: \$ 332,244.63

**Accounts Grand Total: \$ 752,167.18**

- Interest income to date \$12,570.58

C. **Public Comment:**

- No public comment

D. **Old Business:** Presenter White

- **Dues Waiver Policy:**

- We have a policy that members can only drop out at the end of the contract. The dues waiver policy will address when a member is unable to pay dues because of financial hardship.
- I've received no feedback from the Board on the proposed dues waiver policy draft.
- Currently one member is requesting a waiver due to financial hardship.
- Perez: My heavy workload has prevented me from creating the draft request form. I will have a draft form completed in the next weeks.
- Booth: We need a policy and procedure so we can establish criteria and prove that there is no favoritism. A request form is the best way to go.
  - A hardship is temporary in nature and has an impact on the requestor financially.
  - What brought about the hardship?
  - How long is the member requesting the waiver?
  - We can reduce your dues by x based on your hardship.
- How do we fairly determine if a dues waiver should be granted?
- Need a confidential way for members to report their financial hardship.
- A member in waived status that needs representation will have to start paying dues again immediately.
- Board agreed to table the dues waiver discussion, refine the policy and form, and come back to this at our next board meeting.

E. **New Business:** Presenter White:

- No new business

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

- No announcements



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## G. Committee Reports:

- **District Budget:** Presenter White
  - Nothing to report
- **Negotiations Update:** Monsell
  - We are meeting regularly.
  - Next meeting Jan 28th
  - Had a rough slow start but we are now moving forward.
  - Our main focus is on the classification study.
    - Go through all job descriptions.
    - Come to an agreement with the district on each.
    - Go out to the membership for a ratification vote.
    - Then implement the changes.
  - Salary increases will be retro to July 1 2019 for work completed by the end of March. After March the retro date will be will be October 2019.
- **JMBLC:** Presenter White
  - We will meet late Jan. or early Feb.
- **VEBA:** Presenter Mangiameli:
  - Just processing documents and doing standard business.
  - Benefit amount is \$100. I will inquire about increasing that amount.
  - An increase will have to go out to the membership for a vote.
  - How the plan works:
    - If you are eligible for health insurance you are paying into this.
    - Vesting is 15 yrs.
    - If you leave before you are vested you forfeit what you've paid in.
  - VEBA, like most retirement plans, is funded by the current employees to benefit the retired employees; much like social security.
  - There is confusion regarding VEBA, this may be a good discussion topic for a site meeting
- **R&R Committee:** Presenter D. Perez
  - Will meet Jan 17<sup>th</sup>
- **DDEAC/HRAC/Equity:** Presenter: B. Baldwin
  - Pat Hyland will fill the position of *Dir, Equity, Emp. & Prof Dev* recently vacated by Laura Savage.
- **IPBT/SSPBT:** Presenters Caceres & Kirkpatrick

## H. Closed Session:

- **Report out from closed session:**
  - Board approved a one-time hardship dues exception for a member.

**Meeting Adjourned: 2:20**