



Meeting Date: 05/14/2025

Location: Zoom

Recorder: Sharon Garcia-Vega

NAME	TITLE	ORGANIZATION	IN ATTENDANCE?
AREBALO, MARYBELL	VICE PRESIDENT, DA	ACE	YES
BOOTH, ANTHONY	LEGAL	THE BOOTH LAW GROUP	YES
BOOTH, BRADLEY	LEGAL	THE BOOTH LAW GROUP	NO
CHAVEZ, CHRIS	CHAIR NEGOTIATIONS	ACE	NO
GARCIA, ADRIANA	BOARD MEMBER, DA	ACE	NO
GARCIA CORDOVA, JANIE	CHIEF STEWARD, FH	ACE	YES
GARCIA-VEGA, SHARON	RECORDER, FH	ACE	NO
LY, LISA	BOARD MEMBER, DA	ACE	YES
MALBOUBI, YASMINE	BOARD MEMBER, FH	ACE	NO
MARKS, THOMAS	CHIEF STEWARD, CS	ACE	YES
MEGGERSON, ANDRE	CHIEF STEWARD, DA	ACE	YES
NGUYEN, ALAN	BOARD MEMBER, CS	ACE	YES
NGUYEN, KATHY	TREASURER	ACE	YES
OLSEN, SCOTT	PRESIDENT	ACE	YES
TRAN, PHUONG	VICE PRESIDENT, FH	ACE	YES
WEST, LINDSAY	VICE PRESIDENT, CS	ACE	YES

Guests: Jesse Perez, EJ, Terry Rowe, Peter Chow, Cici Ramirez, Duc Nguyen, Grisel Vasquez, Patrick Satana, and Raquel Perez.



Meeting Start: 1:00pm

A. Approval of Minutes:

- **Motion:** To approve the April 23rd, 2025 minutes

Moved: Andre Meggerson

Second: Alan Nguyen

B. Financial Report Presenter: Kathy Nguyen

MeriWest CD: \$654,931.30

MeriWest CD 2: \$160,670.74

MeriWest Checking: \$77,149.54

B of A Checking: \$13,277.90

Accounts Total: \$908,029.48

- Interest Income 2025: \$9,980.84
- Interest Income 2024: \$34,283.76
- Current Dues Forgiveness: Apr./May 2025

C. Public Comment: None

D. Old Business: None

E. New Business: Presenter: Scott Olsen

- **Parental Leave KYR Training**

- Members found the training helpful as a general information session but would like to see more written guidance from the district outlining common scenarios. While general legal rights were covered in the workshop, specifics about FHDA's leave policies were not. This is critical since the district does not pay into State Disability Insurance (SDI) and instead uses Keenan, a private insurance carrier.
- Anthony Booth is working with HR to clarify the process at FHDA. He will put together a follow up presentation for ACE members with the help of Janie Garcia, Andre Meggerson, and Lisa Ly.

- **Spring Event:**

- Scott Olsen will follow up with Diana Rose about a block of time to host this event. He suggested we get a Kona Ice Truck (~\$500) for the event.
- Lisa Ly asked if the event has to occur in Spring and suggested having it near District Opening Day.
- Phuong Tran suggested pushing it to summer, maybe August, and having a weekend family event like a BBQ or a picnic.
- Scott Olsen said he has noticed that other unions have happy hour, weekend events, and block lunches. He said he is open to having all three types of events and encouraged members to email him ideas.

- **District Travel & Conference Committee**

- Phuong Tran proposed creating a permanent ACE Travel and Conference Committee to streamline requests and support members across the district because reimbursement processes currently vary significantly between Foothill,



De Anza, and Central Services. This would include creating a single email address for all requests to go to. Lisa Ly, Phuong Tran, Andre Meggerson and Scott Olsen will work on creating a policy.

- **Temporary Employees**
 - Temporary employees should only be hired to backfill vacancies or for special projects. Members should report long-term temporary appointments to ACE.
- **Working Out of Class**
 - ACE is actively helping members in working out of class (WOC) assignments for extended periods without proper reclassification. These assignments are intended to be temporary, but in several cases, they have extended well beyond acceptable limits.
 - Per Ed Code, WOC is permitted only for a limited, defined period to cover a temporary vacancy, specific project or short-term operational needs.
 - All members who are WOC should contact their stewards for guidance. ACE can help advocate for a reclassification, push for retroactive compensation adjustments, or request a formal review by HR and the employee's manager, but only if the employee tells them because there is no way for ACE to find out otherwise.
- **Bookstore Updates**
 - Per Sharon Garcia's request Janie Garcia provided an update on the conversation brought up at Classified Senate regarding Foothill's contract with Follett. Bret Watson, Foothill VP of Finance explained that the current contract is ending, and three models are currently being considered: brick & mortar, hybrid, and fully online. Classified Senate expressed hesitancy to vote on this because they felt like they needed more input from departments potentially affected by this.
 - Classified Senate tentatively suggested moving to a fully online model if a new classified position was created to coordinate logistics (deliveries, book vouchers, supplies, etc.).

F. President's Announcements: Presenter: Scott Olsen

- **Dependent Verification**
 - HR sent out dependent verification for healthcare requests due by June 6th.
- **Bilingual Pay**
 - Members providing bilingual services are encouraged to submit documentation to HR and cc' Scott Olsen to help justify continuation of the bilingual pay program regardless of whether they receive bilingual pay under the current MOU.

G. Committee Reports:

- **District Budget Committee (DBAC):** Presenter Scott Olsen
 - There was no meeting. We have been hearing rumors that the district may transition to the Student-Centered Funding Formula earlier than expected, but more information will be provided when it is shared at Friday's MIPC meeting or the next DBAC meeting.
- **Negotiations Report:** Presenter Scott Olsen



- A major theme of current negotiations is the district's position that it has no available funding to allocate toward employee compensation increases.
- It was suggested that we join with other community colleges to advocate at the State level that cost-of-living adjustments (COLA) go to employees rather than needing to negotiate for a portion of them every year.
- **Benefits/JLMBC:** Presenter Scott Olsen
 - Nothing to report.
- **Benefits/VEBA Trust:** Presenter: Scott Olsen
 - Nothing to report.
- **DDEAC:** Presenter Lindsay West
 - The state rejected a submitted report; it's being redone. Lunch at NCORE is being planned.
- **MIP-C (Foothill Governance):**
 - Nothing to report.
- **RAPP (De Anza Governance):** Presenter Marybell Arebalo
 - Nothing to report.
- **HRAC:** Presenter Alan Nguyen
 - Nothing to report.
- **Police Chief's Advisory Committee (PCAC):** Presenter Scott Olsen
 - Nothing to report

Meeting Adjourned: 2:18 pm

Report Out from Closed Session:

- Nothing to report.