

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
October 29, 2024 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Christ, Esslinger, Greco, Esslinger, Kaljumägi, Lancaster, Lawton, Madrid, McLaughlin, Mrofka, Nava, Nguyen, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 11:33am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Esslinger) and seconded (Nguyen). The motion passed.

III. Approval of Minutes – October 8

A motion was made to approve the October 8, 2024 meeting minutes (Nguyen) and seconded (Esslinger). The minutes were approved.

IV. Reports

a. President – Emily Woolery

President Woolery presented and distributed a written report that included the following information.

i. Adjunct Faculty Celebration

The Faculty Association (FA) held a successful Adjunct Faculty Celebration on Tuesday, October 22. Departments recognized 55 adjunct professors. The FA also acknowledged adjunct faculty, who met milestones in their years of service to the college, with 18 faculty responding to this invitation. We had 150 RSVPs for this event, and attendees included adjunct and full-time faculty along with executive management, management, and classified staff. We had several special guests: David Goldberg (CTA President), DeWayne Sheaffer (CTA District Q Director), Eric Kaljumägi (CCA President), Randa Wahbe (CCA Vice President), and Gary Chow (Mt. SAC Trustee). The college featured this event with a Newsroom story.

ii. FACCC Membership Trial

President Woolery provided a membership list to the Faculty Association of California Community Colleges (FACCC). Once added to the FACCC database, members will receive approximately one email per week. They will have the option to unsubscribe.

iii. Committee Attendance

1. Budget Committee: The Budget Committee met on October 9. Agenda items include a report from the IEC representative and committee goals. The October 23 meeting was cancelled, so the committee is scheduled to meet again on November 13.
2. President's Advisory Council (PAC): PAC met on October 16. PAC approved membership changes for the Campus Equity and Diversity Committee (CEDC), which results in the FA having one appointee instead of two. PAC reviewed and approved first and second readings of multiple administrative procedures.

iv. Board of Trustees Meetings

1. October 9: The trustees welcomed two new classified staff members and one new management employee, as well as one promoted classified employee. They approved an amended management job classification which changes the Executive Director, Development to an Associate Vice President, External Affairs and Advancement. The trustees approved the 2023/24 negotiations agreements and initiated the process to open 2024/25 negotiations.
 2. October 19: The trustees held a board study session and received updates on noncredit academic support, Wildland Fire program, El Centro, Education and Facilities Comprehensive Plan, transfer partnerships and articulation agreements, and contract management. One faculty member and their managers presented on noncredit academic support, but otherwise all presentations were given by managers.
- v. Adjunct Faculty Advisory Committee
- Upon hearing concerns from multiple members of the Adjunct Faculty Advisory Committee (AFAC), President Woolery cancelled the October 15th AFAC meeting. The decision was made after consultation with Vice President Christ and with notification to Part-Time Directors Lawton and McLaughlin. Multiple AFAC members have been in communication with CTA District Q Director DeWayne Sheaffer.
- vi. CCA Conference
- Prior to the conference, President Woolery and Vice President Christ held a conference orientation to review the conference materials. The FA sent 17 delegates to the 2024 Community College Association (CCA) Fall Conference. Attendees heard state budget and legislative updates from CTA staff. They also attended elective sessions on topics such as bargaining, grievances, part-time faculty, self-care, and social justice. Joshua Christ graduated from the 2024 California Leadership Academy. Congratulations!
- CCA will offer the Building Strong Locals (BSL) Academy in 2025 starting with the 2025 CCA Winter Conference. Participants must attend all three 2025 CCA conferences—Winter, Spring, and Fall. Marina McLaughlin and Loni Nguyen graduated from the BSL Academy in 2023. Please learn more at the webpage, [CCA Academies](#).
- vii. Other Meeting Attendance
- Emily provided a listing of numerous meetings and events that she attended.
- b. Vice President – Joshua Christ
- i. Governance Committee Update

The Governance Committee met on 10/17/24 from 4:00pm-5:00pm and considered the existing standing rules. The Committee examined the CCA Standing rules, specifically in how they were organized, and it considered whether having a similar organizational structure would make sense for our rules. The Committee still hopes to have a preliminary update prepared to share with the Executive Board by the last meeting of Fall Semester.
 - ii. Salary and Leaves Update
 1. The Committee continues to approve PGI and Column Crossover requests on an every other week basis. Faculty who believe they have

earned the credit to qualify are asked to reach out to VP Christ.

2. Sabbatical applications for the 2025-2026 Academic Year are due on November 1st. Faculty who are considering a sabbatical for this year are asked to reach out to Joshua Christ.

- a. Sabbaticals can be for one or two full academic semesters.

- b. Sabbaticals are compensated at 100% regular salary.

3. All 2023 - 2024 Sabbatical Reports were approved as submitted at the 10/28 Salary and Leaves Committee Meeting.

- iii. Other Meeting Attendance

Joshua provided a listing of numerous meetings and events that he attended.

- c. Treasurer – Michelle Nava

Treasurer Michelle Nava distributed the current [financial statement](#). Due to Michelle's absence at the time of the report, there was not opportunity for questions.

V. Closed Session

- a. Negotiations Report

Vice President and Co-Lead Negotiator Joshua Christ announced that the 2024-25 successor contract negotiations will begin November 15, 2024.

- b. Grievance Report

Vice President Christ provided an update on current grievances, including a Level 4 grievance regarding class cancellations and the selection of an arbitrator for the grievance regarding the School of Continuing Education (SCE) Department Chairs.

VI. Old Business – Action Items

- a. Jay Chen – Request for Election Campaign Support

Board of Trustee Incumbent Jay Chen has made a request to the Faculty Association for additional financial support of his Board election campaign. A motion was made to contribute an additional \$1,000 to Jay Chen's election campaign (Kaljumägi) and seconded (Christ). The motion failed.

VII. New Business – Discussion Items

- a. FA Bylaws

Vice President Joshua Christ reported that the CTA Governance Documents Review Committee has not yet approved the FA's amended bylaws that were approved, in advance of CTA's formal approval, by the Rep Council in Spring 2023. Joshua contacted and is waiting for a response from the Chair of the Governance Documents Review Committee. Members of the Executive Board expressed concerns about the FA not having CTA-approved bylaws in place, as the bylaws are part of the FA's Articles of Incorporation by which the Executive Board must abide, and that without bylaws in place that meet CTA's standards, we may be denied liability protections from CTA. Emily will follow-up on concerns and questions raised by the Board.

- b. LA County Federation – Consider Joining

Director Maya Alvarez-Galván asked if the FA wants to consider becoming an affiliate of LA County Federation. In a conversation with Andrew Aleman (FACCC), Andrew had suggested that we consider joining with the Federation to help build strength. By joining, the MSACFA would have at least one seat on the Federation's Board, giving us a voice on the Federation's decisions on who to support in Mt. SAC Board of Trustees Elections. Director Judy Lawton provided information about the Federation's political connections and expectations of affiliates. The organization could

powerfully support the FA; however, the FA would need to be able to recruit and mobilize our members in support of the Federation.

c. Committee Appointments

Due to a recent committee membership changes of the Campus Equity and Diversity Committee, the FA's representation has been reduced from two appointments to one. Of the current appointments, President Woolery is recommending the appointment of Tony Rivas (Counseling - EOPS) for the 2024-27 term. A motion was made to suspend the rules (Christ) and seconded (Kaljumägi). The motion passed. A motion was made to re-confirm Tony Rivas' appointment on the Campus Equity and Diversity Committee (Esslinger) and seconded (Nguyen). Tony was selected due to his recent involvement in incorporating DEISAA principles into the faculty contract language. The motion passed.

d. Pay Increase for FA Office Staff

President Woolery introduced a written proposal to increase the salary of the FA's administrative assistant position, matching the COLA percentage increase of 4.91% that the faculty negotiated. With a 4.91% increase, Vera Suwantarungsri's hourly salary rate will be \$26.24. The current 2024-25 budget supports the increase and does not require a budget modification. The item will return to the next meeting for action.

VIII. Other Reports

- a. Academic Senate: No report.
- b. Adjunct Faculty Advisory Committee: No report.
- c. CCA District M Director: No report.
- d. CTA State Council: No report.
- e. Organizing: No report.

IX. Announcements

- a. FA Representative Council Meeting: Nov. 5 @ 11:30am-1:00pm via Zoom
- b. Executive Board Meeting: Nov. 12 @d 11:30am-1:00pm
- c. Board of Trustees Meeting: November 13, Time TBA
- d. Faculty Association Tailgate Party: Sat. Nov. 16 @ 4:30-6:00 (tailgate), 6:00 game starts, Hillman Stadium, Mt. SAC vs. Golden West College
- e. Contract Ratification Celebration: Tues. Nov. 19 @ 11am-2pm, Founder's Hall
- f. Sign up for Lunch with a Board Member: Contact Maya Alvarez-Galván
- g. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655
- h. CCA Winter Conference: Feb. 7-9, Sheraton Universal Hotel, Universal

X. Adjournment

President Woolery adjourned the meeting at 1:01pm.

Respectfully submitted,
Vicki Greco