

Mt. San Antonio College Faculty Association  
Executive Board Meeting Minutes - Approved  
April 8, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Christ, Greco, Greenberg, Esslinger, Kaljumägi, Lancaster, Lawton, Madrid, McLaughlin, Mrofka, Nava, Nguyen, Woolery  
Guest: Allie Frickert-Murashige

I. Call to Order

President Woolery called the meeting to order at 11:35am.

II. Approval of Agenda with Flexibility

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

III. Approval of Minutes – March 25

A motion was made to approve the March 25, 2025 meeting minutes (Nava) and seconded (Mrofka). The minutes were approved.

IV. Reports

a. President

i. Dual Enrollment

President Woolery and Vice President Christ attended a second meeting regarding dual enrollment. The first meeting was on March 18. At the second meeting, on April 2, we continued discussion of challenges that are faced if departments do not participate in dual enrollment. Possible solutions were discussed, such as a dual enrollment coordinator and professional development. The meeting included Academic Senate leaders: President Anders, Co-Vice President Madrid; Student Services management: VPSS Castro, AVPSS Mauch, Dual Enrollment Associate Dean Henderson and Director Holt; and VPHR Song. An additional meeting is scheduled for April 21.

FA Director and CCA President Eric Kaljumägi stated that he is serving on a work group drafting dual enrollment policy and expressed his position that Mt. SAC faculty should be the decision makers about which courses should be offered as dual enrollment classes.

ii. Academic Calendar Workgroup – 2026-27 Calendar

FA Calendar Committee members provided three drafts of a 2026-27 academic calendar. This item is on our agenda under new business. Based on input at the April 1 Representative Council meeting, President Woolery seeks direction from the FA Executive Board on the topic of changing the calendar.

President Woolery reminded the board that the FA Calendar Committee members include Julie Bradley, Richard Genovese, Mike Hood, Dana Johnson, Bruce Nixon, Sierra Powell, and Jeffrey Wakefield.

Eric Kaljumägi reported that, very recently, the Executive Vice President of Finance at the Chancellor's Office made a statement that the flexibility for districts to count summer enrollment as either part of the preceding or the succeeding academic year will be discontinuing due to the 3-year averaging of fund allocations. Eric will confirm that the cease of the "summer shift" practice will be implemented.

iii. CCA Spring Conference Appointees

FA Executive Board approved the following delegates to the CCA Spring Conference:

- |                        |                             |
|------------------------|-----------------------------|
| 1. Emily Woolery       | 11. Paul O'Brien            |
| 2. Tim Engle           | 12. Vicki Greco             |
| 3. Hector Martinez     | 13. Marina McLaughlin       |
| 4. Maria Estrada       | 14. Adrienne Williams       |
| 5. Judy Lawton         | 15. Michael Vazquez         |
| 6. Tracy Ramos         | 16. David Mrofka            |
| 7. Zina McFarlin-Stagg | 17. Christopher Benoe       |
| 8. Ivan Rios           | 18. Maya Alvarez-Galván     |
| 9. Ken Lambright       | 19. John Kuchta             |
| 10. Michelle Nava      | 20. P. Gayle Harris Watkins |

CCA denied President Woolery's request to provide reimbursements to non-delegates. Therefore, President Woolery notified Renu Katoch, Anna McKennon, Loni Nguyen, and Ellen Straw that they were not selected as delegates and could attend without reimbursement. President Woolery seeks direction from the FA Executive Board on delegate selections for future conferences.

To President Woolery's request for FA Executive Board's direction on delegate selections for future conferences, the Executive Board referred the matter to the Governance Committee for a recommendation on process for the selection of delegates and conference attendance.

iv. FA General Meeting

FA President Woolery and FA Vice President Christ sent notice to the FA listserv about claiming props and costumes from Puttin' on the Hits (POTH). Additionally, the notice was sent to Dr. Manual Baca, Caitlin Rodriguez, Rondell Schroeder, and Joan Sholars, as all had roles with POTH. The pickup deadline is May 23. Two members reached out with offers to donate remaining items to a charity or high school theater program.

v. FA General Membership Meeting

FA President Woolery, FA Vice President Christ, and FA Organizer Alvarez-Galván had brief discussions about the April 22 General Meeting. We decided this event will be a State of the Union event, with updates of ongoing work, highlights of future plans, and time for questions. President Woolery requests that all FA Executive Board members attend this event on April 22, from 11:30 AM – 1:00 PM. It will be held on campus in Bldg. 410, Meridian A & B.

vi. Other Meeting Attendance

- 4/1: Meeting with a member
- 4/2: Monthly meeting with Instructional Leadership Team (ILT)
- 4/2: Meeting with Academic Senate and FA leaders
- 4/2: RSI Collaborative Meeting (FA, Academic Senate, ILT members)

vii. Contract Questions

- Flex Day (Article 10)
- Adjunct professors rehire rights and seniority (Article 10)
- SPOT Certification (Article 13 and Appendix F)

- Student complaints (Article 18 and Appendix J)
- Weapons for Police & Campus Safety Department (Article 27)
- Department reorganization (AP 3110)
- FA elections
- FA selection of WHO awards

b. Vice President – Joshua Christ

i. Grievances and Other Representation

- A level 3 grievance meeting was held on 3.24.25. We are still awaiting resolution on the grievance.
- The district has offered to meet with the FA and SCE members to discuss department formation for two departments in SCE... an ESL and a STV department. This is an attempt to resolve the pending Arbitration from a previous grievance relating to department chair work being done out of classification by other unit groups.
- We are still soliciting grievances from any and all members, as Executive Board Directors, we ask each of you to have conversations with Faculty about their contract rights, and encourage them to let FA know if there seems to be something that feels like it doesn't follow the contract.

ii. Negotiations Update

- The FA and District continue to meet on a weekly basis, Fridays from 9:00am - 11:00am, and the FANT continues to meet weekly on Tuesday's from 3:30 - 5:30 and Fridays from 11:00am - 1:00pm.
- We progress forward with proposal exchanges, but the Negotiations Team felt that this language should be shared with faculty at large. This language comes to us as a response to our request for a raise, where the FANT listed out all of the work duties/tasks faculty do now, that they were not required to do as of the last raise received in 2015/2016:
  - Student-Driven Engagement: The District values the dedication of faculty to responding to student needs. Many faculty interactions, such as expanded online communication, DEISA+ integration, and course support, directly respond to evolving student needs rather than District directives. Additionally, Appendix F of the contract includes a 2% pay increase for all distance learning professors who are SPOT certified.
  - Technology Streamlining Workflows: The transition to digital processes has improved administrative efficiency. Many tasks once manual and time-consuming—such as sick leave requests, section transfers, and scheduling—have been streamlined.
    - These improvements were implemented based on faculty and staff feedback and replaced paper-driven processes.
    - The District also recognizes evolving technology, such as the integration of AI. To support faculty, the District has invested in training, resources, and detection tools like Turnitin and K-16 Technology.
  - Legislative Implementation Supported by Reassigned Time: The district has proactively allocated reassigned time to support faculty efforts in implementing legislative changes such as AB 705, AB 1705, AB 928, and AB 1111. Faculty coordinators for these

initiatives have received dedicated support for curriculum alignment and compliance, ensuring faculty engagement and expertise are recognized and compensated.

- Voluntary Participation in Institutional Initiatives: Faculty participation in various institutional activities, including enrollment management training, governance committees, and AI professional development, remains voluntary. Opportunities for professional growth, such as the Mt. SAC Enrollment Management Academy and DEISA+ training, have been incentivized through Professional Growth Increment (PGI or PGHI). Article 10.A.3 provides full-time professors 6 hours per week compensation which may be fulfilled through participation in activities directly related to the professor's assignment.

iii. Other Notes

- Joshua encouraged the board to continue their contact with members to get more signatures onto the petition supporting the bargaining team. A flyer was distributed in the meeting folder.
- The issue of Semi-Automatic weapons on campus will be a topic of conversation at the President's forum tomorrow (2:30 - 4:30pm). The FA's position is for [Community-Based Policing](#), rather than militarized policing. We believe that all use of force should be mutually agreed to by the campus community, and not unilaterally decided upon by the policing agency. We believe that the best path towards a collaborative partnership that works to increase trust in the agency is through transparency and alignment of proactive partnership, rather than mimicked existing LEO practices.

iv. Other Meeting Attendance

- FA/HR Weekly Meeting; 3.27.25 & 4.3.25
- FA/OI Bimonthly Meeting; Cancelled by OI on 4.7.25, rescheduled for 4.9.25
- CTA State Council; April 4-6
- FA / AS Leads Bi-Monthly Meeting; 4.2.25

c. Treasurer – Michelle Nava

Treasurer Michelle Nava distributed a written report of the most recent [financial statement](#).

V. Guest - Allie Frickert-Murashige: ACCJC Follow-up Report on RSI

Professor Allie Frickert-Murashige, Faculty Accreditation Coordinator, presented and reviewed select sections of the draft accreditation follow-up report and requested feedback be submitted by the end of this month. Allie will send the document to Emily and Vicki for distribution to the Executive Board. The document needs to be signed by all required parties, including the Faculty Association President, and will go to the Board of Trustees in June.

VI. Closed Session

- a. Negotiations Report: Co-Lead Negotiators Christ and Herschel provided a report during the Vice President's Report. The board discussed and provided input.
- b. Grievance Report: Vice President Christ updated the board on current grievances under the Vice President's Report.

## VII. Old Business – Action Items

### a. FA Meeting Schedule 2025-26

A motion was made to approve the 2025-2026 FA meeting schedule (Esslinger) and seconded (Christ). The motion passed.

### b. Administrative Procedures: The item was not addressed.

### c. Committee Appointments

A motion was made to approve the recommended appointments to the Salary & Leaves Committee, the FA Survey Committee, and the Mt. SAC 2035 Task Force (Christ) and seconded (Kaljumägi). The motion passed, approving the following appointments:

- Salary & Leaves Committee
  - Ronda Shutt (Spring 2025 and 2025-2028)
- FA Survey Committee
  - Charis Louie (Spring 2025 and 2025-2028)
- Mt. SAC 2035 Task Force
  - Emily Woolery (Spring 2025 and Fall 2025)

A motion was made to appoint Anna Mc Kennon to the Governance Committee (Christ) and seconded (Nguyen). The motion was discussed. The motion failed: 4 in favor; 6 opposed.

A motion was made to extend the meeting until 1:15pm (Alvarez-Galván) and seconded (Christ). The motion passed.

## VIII. New Business – Discussion Items

### a. Direct Deposit Payments: The item was not addressed due to time constraints.

### b. Negotiation Team Appointments – First Reading

President Woolery recommended the appointment of Herschel Greenberg to serve as FANT Lead Negotiator and the appointment of Vice President Joshua Christ to serve as a FANT Team Member for the negotiation of the 2025-26 contract year. President Woolery presented the following LHE for FANT appointments:

- Lead Negotiator
  - Summer 2025: 3 LHE
  - Fall 2025: 5 LHE
  - Winter: 3 LHE
  - Spring 2026: 5 LHE
- FANT Team Members
  - Summer 2025: 2 LHE
  - Fall 2025: 3 LHE
  - Winter 2026: 2 LHE
  - Spring 2026: 3 LHE

### c. Consideration of Creating a Joint Task Force with Academic Senate to Study the Academic Calendar Terms: The item was not addressed due to time constraints.

### d. 2026-27 Academic Calendar – First Reading

Agenda flexibility was exercised to address the item out of order. President Woolery introduced a proposed 2026-27 calendar that was recommended by the FA Calendar Committee. The executive board requested that the Calendar Committee bring forward at least one additional proposal for consideration.

### e. NEA RA 2025 - Release Time

Agenda flexibility was exercised to address the item out of order. There has been request for release time for an elected local NEA Representative who has a teaching

assignment that conflicts with the dates of the NEA Representative Assembly. A motion was made to suspend the rules to act on the item at today's meeting, seconded, and was carried. A motion was made to purchase release time in the amount of approximately \$1,732.22 for coverage of missed teaching dates during the NEA Representative Assembly (RA) in July 2025 (Esslinger) and seconded (Mrofka). The motion was discussed. The motion passed.

IX. 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.

X. Announcements

- a. President Garcia's Forum: Campus Safety, College Budget, Q&A on April 9 @2:30pm-4:30pm in Bldg. 13-1700
- b. STRS Workshop for People Close to Retirement (5-10 years): April 11 @ 4:00pm-6:00pm
- c. Board of Trustees Mtgs: April 16; May 14, Times TBA
- d. FA General Membership Meeting: April 22 @ 11:30am-1:00pm on campus, Bldg. 410, Meridian A&B
- e. CCA Spring Conference: April 25-27, Irvine Marriott
- f. Executive Board Meeting: April 29 @ 11:30am-1:00pm
- g. FA Rep Council Meeting: May 6; June 3 @ 11:30am-1:00pm via Zoom
- h. Teacher Appreciation Luncheon: May 8
- i. Tenure/Retirement Tea: May 20, Location TBA
- j. Graduation Snack Table: June 13
- k. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655

XI. Adjournment

The meeting adjourned at 1:16pm.

Respectfully submitted,  
Vicki Greco

