

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
April 29, 2025 | 11:30am – 1:00pm via Zoom

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

I. Call to Order

President Emily Woolery called the meeting to order at 11:41am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Alvarez-Galván) and seconded (Nava). The motion passed.

III. Approval of Minutes – April 8

A motion was made to approve the April 8, 2025 meeting minutes (Alvarez-Galván) and seconded (Nava). The minutes were approved.

IV. Reports

- a. President: No report.
- b. Vice President: No report.
- c. Treasurer – Michelle Nava

Treasurer Michelle Nava distributed the most recent financial statement information and was included in the document presented under New Business item g. - *2025-26 Budget Proposal*.

d. Elections Committee

President Woolery presented the election results on behalf of the Elections Committee. The following are the elected candidates and the candidates in run-off elections.

- President: Emily Woolery
- Secretary: Vicki Greco
- Full-time Directors (3): Catherine McKee, Eric Kalumägi, run-off election between Jenny Gernhart and Dave Mrofka (no majority vote for the 3rd vacancy)
- Part-time Director: run-off election between Ellen Straw and Marina McLaughlin (no candidate received a majority vote)
- Service Center One Representatives (4): Joshua Christ, Dave Mrofka, Zina McFarlin-Stagg, Kenneth Lambright
- NEA Representative Assembly (6): Maya Alvarez-Galvan, Joshua Christ, Eric Kaljumägi, Sandra Esslinger, Kelly Rivera, Jenny Gernhart

In accordance with CTA's Election Guidelines that Directors are required to be elected by a majority vote, run-off elections will be conducted for one Full-time Director position and for the Part-time Director position.

V. Closed Session

a. Negotiations Report – Herschel Greenberg and Joshua Christ

Co-lead Negotiators Herschel Greenberg and Joshua Christ briefly updated the board on negotiations.

b. Grievance Report – Joshua Christ

Vice President Christ reported on the status of current grievances.

VI. Old Business – Action Items

a. ACCJC Follow-up Report

President Woolery will be asked to sign the ACCJC Follow-up Report on behalf of the Faculty Association. The board had discussion. Emily and Joshua will closely review the draft report and make any necessary amendments so that the document accurately credits faculty for the work on RSI to meet compliance and acknowledges the additional work on the part of faculty in attempt to achieve compliance after the district failed to implement RSI.

b. Negotiation Team Appointments

A motion was made to approve the recommended appointments to the Faculty Association Negotiations Team (FANT) to negotiate the 2025-2028 contract (Year 1 of 3, 2025-2026) (Kaljumägi) and seconded (Christ). President Woolery recommended the following FANT appointments and associated LHE:

- Lead Negotiator: Herschel Greenberg, English, Literature, and Creative Writing
 - LHE of 3, 5, 3, and 5 for Summer 2025, Fall 2025, Winter 2026, and Spring 2026, respectively
- Team members:
 - Joshua Christ, FA Vice President and Theater
 - LHE of 2, 3, 2, and 3 for Summer 2025, Fall 2025, Winter 2026, and Spring 2026, respectively
 - Sandra Esslinger, Art History
 - LHE of 2, 3, 2, and 3 for Summer 2025, Fall 2025, Winter 2026, and Spring 2026, respectively
 - David Mrofka, Earth Science and Astronomy
 - LHE of 2, 3, 2, and 3 for Summer 2025, Fall 2025, Winter 2026, and Spring 2026, respectively
 - Gayle Harris-Watkins, Biology and Learning Assistance
 - LHE of 2, 3, 2, and 3 for Summer 2025, Fall 2025, Winter 2026, and Spring 2026, respectively
 - Robin Devitt,
 - LHE: None

Eric asked about Gayle's work and perspectives as a member of the current FANT. Emily responded that Gayle is an adjunct professor teaching in Biology and Learning Assistance, has experience teaching dual enrollment classes, and has brought adjunct health care and doctorate stipends for adjuncts as items to negotiate.

Maya asked how the Lead Negotiator duties were split between Herschel Greenberg and Joshua Christ this year as co-leads. Herschel responded that he was not able to fulfill one of his main responsibilities of reporting out following negotiation sessions last semester because he was largely committed to other obligations until March. Herschel admitted that, due to his other commitments, he was not available to do much of what Maya asked with regards to organizing. Joshua responded that much of what Herschel contributed was making sure the logic was sound in the proposals, helping new members on the team with process and bringing them up to speed. Joshua was mainly responsible for long-term planning and determining what is reasonable to propose. Maya expressed the concern that, this year, she had not had communication with Herschel about negotiation topics, strategy for organizing, or which topics to include in organizing for public comments. Maya emphasized the importance of regular communication between her, as Lead Organizer, and the Lead Negotiator of the future team so that she is clear about what to focus the organizing around. Maya also brought up concern that part-time faculty often do not have the same level of institutional knowledge and understanding of the contract as full-time faculty. She shared that several faculty had voiced unhappiness about a part-time faculty serving as Co-Lead Negotiator this past year from several departments. Emily stated that she did not hear concerns from any faculty outside of the English Department. Lastly, Maya reminded the board that, in recent years, we have had faculty in positions of leadership with conflicts of interest, such as applying for administrator positions at the College and asked that, if such conflicts of interest exist, they would either step down or refrain from those administrative positions. Emily replied that she will address that issue with FANT once appointments are made.

Vicki raised concern about the recommended appointment for Lead Negotiator being employed as an adjunct faculty without permanent status and inquired about potential vulnerability that may be experienced. Both Herschel and Emily denied having concerns about such vulnerability.

Sandy Esslinger and Dave Mrofka announced that they were abstaining from the vote. The motion passed: 6 in favor; 2 opposed.

c. 2026-27 Academic Calendar

A motion was made to recommend the “Typical Schedule” or “Early Start Fall” 2026-27 Academic Calendar proposals and seconded. The board had discussion. Joshua spoke against the “Early Start Fall” calendar proposal due to conflicts with theater production dates. There was also concern with Juneteenth observed holiday impacting the final exam schedule and graduation in the “Early Start Fall” calendar proposal. The motion passed: 7 in favor; 1 opposed.

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

VII. New Business – Discussion Items

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

- b. 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.
- c. Committee Appointments: First Reading
President Woolery presented a recommendation to appoint Alexander Carillo to the FA Hospitality Committee for the term of 2025-2028.
- d. CTA Summer Institute – First Reading
Agenda flexibility was exercised to introduce the item out of order. President Woolery presented a list of FA Members who have expressed interest in attending the Organizing Strand at the CTA Summer Institute. Judy Lawton asked that she be added to the list for Organizing Strand. Sandy Esslinger expressed possible interest in attending the Organizing Strand as well. Herschel Greenberg will check his availability to attend one of the bargaining strands.
- e. June 10 Meeting Location: The item was not addressed due to time constraints.
- f. Planning Meeting: The item was not addressed due to time constraints.
- g. 2025-26 Budget Proposal
A motion was made to suspend the rules and act on the item today (AG) and seconded (Nava). The motion passed. Treasurer Nava reminded the board that there had been a request at a Representative Council meeting in Fall 2024 that the FA's annual budget format include more detailed line items. A proposed annual budget was presented that included new budget line items. A motion was made to recommend the proposed 2025-26 budget to the Representative Council (Greco) and seconded (Alvarez-Galván). The board discussed and suggested a few amendments. The motion to recommend was amended to include the proposed budget amendments. The motion passed to recommend for approval the proposed 2025-26 budget, with amendments, to the Representative Council: 7 in favor; 1 opposed.
- h. 2025-26 Dues Structure: The item was not addressed due to time constraints.
- i. FACCC Membership: The item was not addressed due to time constraints.
- j. FA Positions on Political Activities: The item was not addressed due to time constraints.
- k. Student Scholarships – First Reading
Agenda flexibility was exercised. The item was introduced and will return for discussion and action at the next meeting.

VIII. Other Reports

- a. Academic Senate: No report.
- b. Adjunct Faculty Advisory Committee: A written report was distributed.
- c. CCA District M Director: No report.
- d. CTA State Council: No report.

IX. Announcements

- a. FA Rep Council Meeting: May 6; June 3 @ 11:30am-1:00pm via Zoom
- b. Teacher Appreciation Luncheon: May 8
- c. FACTS Workshop – Mental Health, Self-Care, and the Role of the Faculty Association: May 9 @ 3:00pm-4:30pm

- d. Executive Board Meeting: May 13 @ 11:30am-1:00pm
- e. Board of Trustees Mtgs: May 14, Times TBA
- f. Tenure/Retirement Tea: May 20, Location TBA
- g. Graduation Snack Table: June 13
- h. CTA Summer Institute: July 16-20, Westin Bonaventure
- i. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655

X. Adjournment

The meeting adjourned at 1:15pm.

Respectfully submitted,
Vicki Greco