

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
May 27, 2025 | 11:30am – 1:00pm via Zoom

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

I. Call to Order

President Emily Woolery called the meeting to order at 11:34am.

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 – May 13

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

IV. Reports

a. President – Emily Woolery

President Emily Woolery presented and distributed a written report (see attached). The executive board discussed report item number 2.-*Regular and Substantive Interaction (RSI)* and the concerns about how the data from the RSI Coordinators' review of 100 DL courses will be disseminated to the campus. The FA does not want identifying information disclosed in the reporting of data. Emily will be meeting with Academic Senate leaders and the RSI Coordinators to discuss this matter. Emily also shared that she has concerns about the district's possible interest to include quantitative data in the follow-up accreditation report. The board also discussed item number 3.- *Police and Campus Advisory Committee* and agreed that the FA will conduct its own survey to solicit faculty's views about police weapons on campus, e.g., semi-automatic rifles, etc.

b. Vice President – Joshua Christ

Vice President Joshua Christ presented and distributed a written report (see attached). Action taken by the board is reported under V.b.- *Closed Session: Grievance Report*.

c. Treasurer – Michelle Nava

Treasurer Michelle Nava presented the current fiscal year's income received and expenditures to date, and the total balances in the PAC and CD accounts.

- Revenues (dues income and dividends): \$65,144
- Expenditures: \$73,457
- PAC: \$49,024
- CD accounts (total): \$278,779
- Savings account: \$487

i. Audit Report: A motion was made to approve the audit report (Alvarez-Galván) and seconded (Christ). The motion passed.

A discussion occurred about the possibility of implementing a direct deposit process for reimbursement of member expenses. Director Eric Kaljumägi stated that the Association would need to have a means for verification that is equivalent to a second signature. Eric suggested a process of the Treasurer

approving the payment and a second authorized account signatory, e.g., FA President or VP, performs the electronic transfer. Michelle will meet with the Budget Committee to develop a direct deposit procedure proposal to bring to the executive board.

d. Run-off Election Results

President Woolery presented the Teller's Report and announced the results.

- Part-time Director
 - Marina McLaughlin (2025-2027)
- Full-time Director
 - Jenny Gernhart (2025-2027)

V. Closed Session

a. Negotiations Report

Vice President and Co-Lead Negotiator Joshua Christ reported that no progress has been made for the 2024-25 negotiations cycle since the Executive Board last met. The District continues to bring proposals that are detrimental to faculty's working conditions. Because of this, it is inevitable that negotiations will continue beyond this semester, resulting in the continued practice of the district being more than one year behind in contract negotiations. The board's discussion included serious concerns about the District's proposals attempting to increase the faculty's workload and expand the faculty performance expectancies and denying increases to salary and health benefits.

b. Grievance Report

Discussion occurred about the status of grievance and arbitration cases during the vice president's report.

Vice President Christ reported the following:

- The FA filed a Level 3 grievance against the district regarding Article 16.M. The District denied the grievance, so the FA will file a Level 4 appeal.
- The FA conducted a level 4 grievance meeting on a grievance initiated in October regarding scheduling of an adjunct faculty member. Dr. Garcia has denied the level 4 grievance. The FA Executive Board will need to decide whether the FA will pursue this matter in arbitration.
 - A motion was made to take the case to arbitration (Kajumagi) and seconded (Alvarez-Galván). The motion passed unanimously.
- President Woolery and Vice President Christ have received multiple requests for representation from faculty over the past two weeks. The FA stands opposed to faculty facing special evaluation for alleged contract or conduct violations that occurred multiple months before the notice of special evaluation is delivered

During discussion about grievances, the board was reminded that departments have had department chairs from another academic department, e.g., an English, Literature, and Creative Writing faculty member had served as the Art History Department Chair.

VI. Old Business – Action Items

- a. Direct Deposit Payments: The item was addressed in discussion under the Treasurer's report. No action was taken and is postponed until a date to be determined.
- b. FA Positions on Political Activities: The item was not addressed due to time constraints.

- c. Endorsements of Political Candidates Outside of Local BoT Races: The item was not addressed due to time constraints.

VII. New Business – Discussion Items

- a. 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.
- b. 2025-26 Dues Structure
Agenda flexibility was exercised to address the item out of order. President Woolery has not received the following year's dues information for CTA and NEA and was informed that it would not be available until June 5. The executive board is in support of maintaining the current local Association dues for 2025-26. The item will go to Rep Council in June for approval.

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

- c. Standing Rules – First Reading
Agenda flexibility was exercised to address the item out of order. Vice President Christ presented the proposed amendments to the FA Standing Rules on behalf of the Governance Committee. Substantial changes were proposed, especially to FA committees. Executive board members should email feedback to Vice President Christ.

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.

IX. Announcements

- a. SPEAK-UP @ local city council meetings (see flier for sign-up info)
- b. FA Board Brigade, attend BoT meetings (see flier for sign-up info)
- c. Membership Drive: May 27 @ 1-4pm in the FA Office
- d. FA Rep Council Meeting: June 3 @ 11:30am-1pm via Zoom
- e. Executive Board Meeting: June 10 @ 11:30am-1:00pm
- f. Graduation Snack Table: June 13, Hilmer Lodge Stadium
- g. NEA Representative Assembly: July 2-6, Portland, OR
- 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 1:22pm.

Respectfully submitted,
Vicki Greco



**President's Report to the
FA Executive Board
May 27, 2025**

1. Mt. SAC 2035

It is expected that a draft of Mt. SAC 2035, Mt. SAC's Educational and Facilities Comprehensive Plan, will be shared with the campus on May 29. It is expected to be reviewed by the President's Advisory Council in June with a final version going to the Board of Trustees in July.

2. Regular and Substantive Interaction (RSI)

The Vice President of Instruction held an RSI Follow-up Discussion on May 16. Discussion included RSI review for faculty that need SPOT recertification by July 31, 2025, and the RSI Coordinators' review of 100 courses per the RSI side letter agreement.

3. Police & Campus Safety Advisory Committee

The Administrative Services team provided two campus surveys: (1) increasing number of sworn officers and weapons (April 16 – 23) and (2) campus safety experiences (May 19 – June 13).

4. Academic Calendar Workgroup

The Vice President of Instruction held an Academic Calendar Workgroup meeting on May 19. Multiple forthcoming calendars were discussed:

2026-27: President Woolery reported that the FA Representative Council will vote on the 2026-27 calendar on June 3.

2027-28: The District still desires to have the summer shift option in 2027-28. Multiple calendar versions were considered.

2028-29: CSEA President Gillett stated they had not yet negotiated holidays. Discussion of a 2028-29 calendar will continue in the fall semester.

5. CTA Presidents Lobby Day

President Woolery attended the CTA Presidents Lobby Day in Sacramento on May 21 – 22. CTA provided training before groups of local presidents visited with elected representatives. President Woolery visited with Assemblymember Ahrens, Assemblymember Berman, and Senator Perez. Visits were also made with staff for Assemblymember Stefani, Assemblymember Lowenthal, and Senator Becker. CTA asked for three things: (1) to bring new revenues into the budget conversation, (2) to provide COLA for state preschool, and (3) to support paying stipends to student teachers. President Woolery also asked for continued support of community college funding.

6. Board of Trustees

The Board of Trustees met on May 14. FA Vice President Christ gave an information report on the Proposition 55 Extension and FA Co-lead Negotiator Greenberg presented on Part-Time Faculty Health Insurance. The trustees approved the hiring of Jose "Joe" Dominguez as the Vice President of Administrative Services effective July 1, 2025. Retired/retiring full-time faculty were acknowledged.

- Barbara Mezaki, Professor, American Language, 36 years of service
- Clark Maloney, Professor, Physical Education, Men's Basketball, 12 years of service
- Douglas Hughey, Professor, Child Development, 25 years of service
- Edwin Estes, Professor, Business Administration, 17 years of service
- Jondea Orr, Professor, Nursing, 37 years of service
- Kathleen Cannon, Professor, History, 20 years of service
- Karol Ritz, Professor, Dance, 28 years of service
- Lisa Amos, Professor, Family Consumer Sciences, 22 years of service
- Lynette Hight, Professor, English, 53 years of service
- Matthew Munro, Professor, Mathematics, 26 years of service
- Samuel Wolde-Yohannes, Professor, Philosophy, 36 years of service
- Scott Guth, Professor, Mathematics, 35 years of service
- Silver Calzada Jr., Professor, Counseling, 27 years of service
- Tamara Karn, Professor, English, 24 years of service

7. President's Advisory Council

The President's Advisory Council (PAC) meeting scheduled on May 21 was cancelled. PAC is scheduled to meet on June 2.

8. Other Meeting Attendance

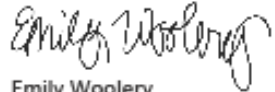
- 5/13: Monthly meeting with PT Directors
- 5/13: FANT preparation meeting
- 5/14: Phone call with member
- 5/15: Academic Senate Executive Board meeting
- 5/15: Representation at HR discrimination investigation
- 5/15: Weekly meeting with VPHR and AVPHR
- 5/16: FANT preparation meeting
- 5/17: CTA Fight for Schools
- 5/19: Meeting with member
- 5/19: Representation at HR discrimination investigation
- 5/19: Meeting with member
- 5/20: FA Info Session on FACCC (two sessions)
- 5/21: Tenure and Retirement Tea
- 5/20: FANT preparation meeting
- 5/23: FANT preparation meeting

9. Contract Questions

Members have asked questions about these topics.

- Department chair voting (Article 10)
- Adjunct faculty rehire rights in intersessions (Article 10)
- Work experience courses (Article 10)
- Adjunct payment rates (Appendix C)
- CTA primary and secondary membership
- Membership drop request

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Emily Woolery". The signature is fluid and cursive, with the first name "Emily" and last name "Woolery" clearly distinguishable.

Emily Woolery
Faculty Association President



Grievances and Other Representation:

- With direction from the Executive Board, the FA has filed an association level grievance (Level 3) against the district with regard to Article 16.M. The District has denied this grievance, we will file a level 4 appeal.
- We have conducted the level 4 grievance meeting on a grievance initiated in October regarding scheduling of an adjunct faculty member. Dr. Garcia has denied the level 4 grievance. We, as an executive board, need to decide if we wish to pursue this in arbitration.
- We have received multiple requests for representation from faculty over the past two weeks. We stand opposed to faculty facing special evaluation for alleged contract / conduct violations that occurred multiple months before the the notice of special evaluation is delivered.

Negotiations Update:

- This week's Negotiations Update will come from Herschel Greenberg.

Governance Committee Update:

- Updated Committee Structure has been recommended by the Governance Committee, and is on discussion today. I am requesting that we consider adopting these changes, to allow for solicitation of any open positions prior to summer, so they can be appointed in summer at an Exec Board retreat. If we are not able to approve these today, they will come back on June 10th for action.

Salary and Leaves Update:

- S&L has approved the Sabbatical Application Packet for the 2026 / 2027 Sabbatical Leaves. These applications are currently due in the 10th week of the semester, but that date may be moved to week 6 of the semester, pending negotiations. If changed, this will be emailed out to all faculty.

Other Meeting Attendance:

- FA/HR Weekly Meetings
- FA/OI Bimonthly Meetings
- FA / AS Leads Bi-Monthly Meeting;
- FACCC 50% Law Audit Webinar
- Representation of 2 faculty members in special evaluations
- Academic Senate and Senate Executive Board Meetings
- Faculty Tenure & Retirement Tea
- Faculty Professional Development Council

Respectfully Submitted,
Joshua Christ, Faculty Association VP