

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
August 26, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Christ, Esslinger, Gernhart, Greco, Greenberg, Kaljumägi, Lawton, Madrid, McKee, McLaughlin, Nava, Woolery

I. Call to Order

President Emily 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 (Alvarez-Galván) and seconded (Nava). Election Timeline and Appointment to the OPEB Administrative Committee were added to the agenda under New Business, letters d. and e., respectively. The agenda was approved.

III. Approval of Minutes – June 10 and July 14

A motion was made to approve the June 10, 2025 meeting minutes (Alvarez-Galván) and seconded (Nava). The minutes were approved without objection.

A motion was made to approve the July 14, 2025 planning retreat minutes (Nava) and seconded (Alvarez-Galván). The minutes were approved without objection.

IV. Reports

a. President

President Emily Woolery presented and distributed a [written report](#) (attached).

The executive board discussed concerns about the recently signed dual enrollment MOU, which included a collaborative teaching model. President Woolery stated that the process was rushed, as the district sought for an agreement to be reached prior to this semester. Faculty members have concerns about the hiring of high school teachers for dual enrollment, who may then earn rehire rights. Additional concerns include the pay disparity between the high school teachers and the Mt. SAC adjunct faculty who are collaborating with the high school teachers in teaching the dual enrollment classes, the control of curriculum, and the discipline faculty's right to deny dual enrollment offerings of curricula with mature content considered not appropriate for the secondary educational level. Academic Senate Vice President Raul Madrid suggested that all dual enrollment curricular models be vetted through the Academic Senate.

b. Vice President

Vice President Joshua Christ presented and distributed a [written report](#) (attached).

c. Treasurer

Treasurer Michelle Nava presented and distributed a [written report](#) (attached). Treasurer Nava reminded the board that the Representative Council has not yet approved the proposed 2025-26 budget. Director Eric Kaljumägi voiced concern about the projected expenditures being approximately double the projected annual income

from member dues; he recalls past budgets allocating approximately 140% of annual income to expenditures. Treasurer Nava stated that past FA Treasurers, who now serve on the FA's Budget Committee, report that the FA has a longstanding practice of passing budgets with total expenditures exceeding the Association's projected income, knowing that the approved budget of each line item will not be spent. The practice allows for timely spending and procurement of essential services or goods. The board was also reminded that the Association has reserves held in CD accounts that need to be considered when developing budgets.

V. Closed Session

a. Negotiations Report – Herschel Greenberg

Lead Negotiator Herschel Greenberg provided an oral report on the status of current negotiations for the 2024-25 successor agreement of the 2022-2025 contract. FANT is meeting this afternoon to review the district's counter proposal on an adjunct doctoral stipend. At least one more meeting will need to be scheduled with the district's team to conclude negotiations.

b. Grievance Report

Vice President Christ reported on the current status of grievances and received input from the executive board.

VI. Old Business – Action Items

- a. Standing Rules: The item was not addressed due to time constraints.
- b. Executive Board Planning Goals: The item was not addressed due to time constraints.

VII. New Business – Discussion Items

Agenda flexibility was exercised to address New Business items c., d., and e. out of order.

- 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. Faculty Housing: The item was not addressed due to time constraints.
- c. Conference Attendance

A motion was made to suspend the rules and take action on approval of Region 3 Conference attendance, seconded and was carried. A motion was made to approve, contingent on the representative council's approval of the budget, the sponsorship of conference attendance for Eric Kaljumägi, Michelle Nava, Emily Woolery, and Joshua Christ (Alvarez-Galván) and seconded (Esslinger). The estimated cost is \$750 per person, and J. Christ's costs will be covered by CCA. The motion passed.

A motion was made to suspend the rules and take action on approval of delegate attendance at the CCA Fall Conference (Alvarez-Galván) and seconded (Kaljumägi). The motion passed. A motion was made to approve attendance for up to the maximum number of delegates (Alvarez-Galván) and seconded (Nava). The following members have submitted their interest to attend the conference as MSACFA Delegates: Emily Woolery, Benjamin Vu, Dave Mrofka, Hector Martinez, Kenneth Lambright, Loni

Nguyen, Zina McFarlin-Stagg, Maya Staylor, Judy Lawton, Christopher Benoe, Michael Angel Vazquez, and Megan Fero. Dave Mrofka, Zina McFarlin-Stagg, and Kenneth Lambright will attend at no cost to the FA. It was noted that Eric Kaljumägi and Joshua Christ will attend as non-MSACFA Delegates, and both have other funding sources. The motion passed.

A motion was made to suspend the rules and take action on approval of attendance sponsorship at the 2025 SGSCC (San Gorgonio Service Center Council) Fall Leadership and Social Justice & Cultural Equity Conference (McKee) and seconded (Nava). The motion passed with one objection. A motion was made to approve, contingent on the representative council's approval of the proposed 2025-26 budget, sponsorship of conference attendance (McKee) and seconded (Nava). To date, the following members have expressed interest: Anna Lee McKennon, Maya Alvarez-Galván, Catherine McKee, and Jenny Gerhart. Discussion occurred about the conference not being on the list of approved conferences in the FA's proposed budget and that it may serve as hours toward achieving DEISA Professional Growth Increment but had not been advertised widely to our members. After review of the conference sessions' details and seeing that only one session had DEISA-related content, Maya Alvarez Galván, Jenny Gernhart, and Catherine McKee retracted their interest in attending. The motion passed to approve attendance sponsorship for Anna Lee McKennon, with an estimated cost of \$915.00: 5 in favor; 4 opposed.

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

d. Election Timeline

The executive board agreed with the proposed elections timeline brought forward by President Emily Woolery for the upcoming elections of the following positions:

- Full-time Director (1) - 2025-26 (replace Loni Nguyen)
- Adjunct At-Large Representatives (6) - 2025-2026 (to serve on Representative Council)
- FACCC Contract Representative - 2025-26

The Elections Committee will bring the timeline to the September 2 Rep Council meeting.

e. Appointment to the OPEB Administrative Committee

A motion was made to suspend the rules and take action on the item today (Alvarez Galván) and seconded (McKee). The motion passed. A motion was made to appoint Stephen Lancaster to the OPEB Administrative Committee (Alvarez Galván) and seconded (Nava). The motion passed.

VIII. Other Reports

- a. Academic Senate: No report.
- b. CCA District M Director: No report.
- c. 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. A Cup of Thanks: Sep. 2 – 4
- d. FA Rep Council Meeting: Sep. 2 @ 11:30am-1pm via Zoom
- e. Adjunct Fac. Open Enrollment Webinar: Sep. 8
- f. Executive Board Meeting: Sep. 9 @ 11:30am-1:00pm
- g. BoT Meetings: Sep. 10, Oct. 8, Nov. 19, Dec. 17
- h. FA General Membership Meeting: Sep. 23 @ 11:30am-1pm in Meridian A/B, Bldg. 410
- i. CTA Region 3 Leadership Conference: Sep. 26-28, Woodland Hills
- j. FANT Open Listening Sessions: Sep. 30 @ 3:30-6pm & Oct. 3 @ 9am-12pm
- k. CCA Fall Conference: Oct. 10-12 @ The Westin SF Airport
- l. 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 1:21pm.

Respectfully submitted,
Vicki Greco



**President's Report to the
FA Executive Board
August 26, 2025**

1. Dual Enrollment

President Woolery and Vice President Christ attended multiple meetings in Spring and Summer 2025 to provide solutions to some challenges with dual enrollment offerings. The meetings resulted in the FA signing memoranda of understanding (MOU) on a collaborative teaching model and dual enrollment liaison to be appointed by the Academic Senate. The meetings also included Academic Senate President Anders and Co-Vice Presidents Doonan and Madrid, along with multiple District members: VPSS Castro, AVPSS Forgues, Acting Dean Henderson, Director Holt, and VPHR Song.

In Summer 2025 President Woolery spoke with multiple Service Center One Council members about dual enrollment. President Woolery and Vice President Christ also met with members from Covina Unified Education Association. These conversations informed discussions on the collaborative teaching model.

2. Faculty Association of California Community Colleges

President Woolery provided a membership list to the Faculty Association of California Community Colleges (FACCC). Dues deductions will begin in Fall Semester in the amount of \$18.90 per month for ten months for full-time members (\$189 annual) and \$5.50 per month for ten months (\$55 annual) for adjunct members. The FA can elect one member to serve as our board representative and we can schedule presentations with FACCC. Ideas for presentations include, but are not limited to, budget, legislation, leadership, advocacy, retirement benefits, EDD connections, board of trustee races, and union/senate collaboration.

President Woolery and Vice President Christ joined Andrew Aleman, FACCC Governor, in a meeting with Assemblymember Calderon on August 12. Discussion topics included AB 1705 and SCFF.

3. Board of Trustees

The Board of Trustees held meetings on June 25, July 9, and August 13.

June 25: The trustees approved the hiring of David Forgues, Associate Vice President, Student Services. They approved the ACCJC Follow-Up Report and 2025-26 tentative budget. The trustees formally supported the Unapologetic Commitment to DEISA+ and Academic Freedom Joint Resolution of the Academic Senate and Faculty Association.

July 9: The trustees approved the Mt. SAC 2035 Education and Facilities Comprehensive Plan. They received a report on the Mt. SAC OPEB accounts as of June 27, 2025.

August 13: The trustees began the performance evaluation of the President/CEO Dr. Martha Garcia. They approved the hiring of Rosa Royce at the Interim Associate Vice President, Administrative Services. They also approved the Equal Employment Opportunity Annual Certification Form and a resolution designating an underwriting team for the 2024 general obligation bonds.

4. President's Advisory Council

President's Advisory Council (PAC) met on June 30, July 9, and August 13. PAC is scheduled to meet again on August 27.

June 30: There was consensus to move forward on Mt. SAC 2035 and the Mt. SAC Participatory Governance Handbook. PAC approved the following APs as a final reading.

- AP 3300 – Public Records
- AP 7145 – Personnel Files
 - New language addresses declaring affirmed name and gender identification.
- AP 7380 – Retiree Health Benefits: All Employees
- AP 7650 – Subpoena Process

July 9: The following APs were on the agenda for final reading, but both were pulled for constituent groups to have additional time to review them.

- AP 3110 – Academic Department Reorganization
 - New language would address departments that fall below three full-time faculty.
- AP 6530 – College Vehicles / Transportation
- BP 2730 – Health Benefits (information only)

August 13: PAC reviewed its 2024-26 progress report. PAC agreed to review the college's mission, vision, and core values every three years. The next review cycle is 2027. PAC received an update on work done over the summer on the Student Equity Plan.

5. FA Survey Committee

The FA Survey Committee met with the FA Negotiation Team to discuss potential survey formats. The negotiations survey will be issued in the fall semester 2025.

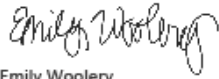
6. Contract Questions

Members raised questions about these topics.

- Adjunct office hours (Article 10)
- Floating Flex Day certification (Article 10)
- Mandatory Flex Day (Article 10)
- Bereavement leave (Article 16)
- Classroom visits (Article 18)

- PGI – DEISA (Appendix A)
- Special Assignment Compensation (Appendix E)
- Student Concerns and FERPA

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



Vice President's Report to the Executive Board
August 26, 2025

Grievances and Other Representation:

- Grievances will be presented in closed session

Negotiations Update:

- Negotiation Update to be given by lead negotiator Herschel Greenberg

Governance Committee Update:

- Today we will consider a second reading of standing rules to be adopted, primarily regarding committee work
- President Woolery has asked that I look into a vote taken in 2021 to add standing rules regarding arbitration procedures which never made it into the standing rules. I will bring this to committee.

Salary and Leaves Update:

- Has not met since Summer began.
- The two co-chairs meet to approve PGI / PGH / Column Crossover Regularly. If there is disagreement, these disagreements are brought to committee to determine the outcome.

Other Contract / Working Condition Questions:

- The FA is working on working condition equivalency between matching jobs of credit and noncredit professors. There is no reason the FA sees that these faculty should be working different hours / conditions simply because of their placement.
 - We hope to address this issue with curriculum and senate in the near future

Respectfully Submitted,
Joshua Christ, Faculty Association VP

Proposed CCA Budget 2025-2026

New budget items for 2025-2026 budget

| | As of 8/26/25 | | | | |
|-----------------------|------------------|------------------|------------------|------------------|------------------|
| | Actual | Actual | Proposed | YTD | Proposed |
| | 2022-2023 | 2023-2024 | 2024-2025 | 2024-2025 | 2025-2026 |
| REVENUES | | | | | |
| Dues Income | \$112,296 | \$114,953 | \$110,000 | \$125,859 | \$107,740 |
| Dividends | | | \$4,500 | \$9,844 | \$5,400 |
| Total Revenues | \$112,296 | \$114,953 | \$114,500 | \$135,704 | \$113,140 |

EXPENSES

CONFERENCES

| | | | | | |
|----------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Region 3 Leadership | \$0 | \$0 | \$0 | \$0 | \$2,400 |
| LGBTQ+ Issues | \$0 | \$0 | \$0 | \$0 | \$3,600 |
| CTA Issues | \$0 | \$0 | \$0 | \$0 | \$6,000 |
| FACCC A&P | \$0 | \$0 | \$0 | \$0 | \$4,000 |
| CTA New Educator (South) | \$0 | \$0 | \$0 | \$0 | \$1,600 |
| CTA/NEA Retired | \$0 | \$0 | \$0 | \$0 | \$650 |
| CTA Equity & Human Rights | \$0 | \$0 | \$0 | \$0 | \$4,000 |
| CTA Good Teaching (South) | \$0 | \$0 | \$0 | \$0 | \$1,600 |
| NEA Higher Education | \$0 | \$0 | \$0 | \$0 | \$6,000 |
| CTA Summer Institute | \$0 | \$0 | \$0 | \$0 | \$7,500 |
| NEA Rep Assembly | \$0 | \$0 | \$0 | \$0 | \$21,000 |
| Conferences | \$14,886 | \$14,421 | \$30,000 | \$26,716 | \$0 |
| Total Conference Expenses | \$14,886 | \$14,421 | \$30,000 | \$26,716 | \$58,350 |

MEMBERSHIP DEVELOPMENT

| | | | | | |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| Membership Promotional | \$7,956 | \$8,024 | \$13,000 | \$12,405 | \$15,000 |
| Social Activities | \$7,669 | \$18,204 | \$20,000 | \$14,766 | \$22,000 |
| Member Awards & Gifts | \$3,402 | \$0 | \$2,000 | \$556 | \$2,000 |
| Adjunct Activities | \$27 | \$1,763 | \$4,000 | \$2,540 | \$4,000 |
| Total Member Development Expenses | \$19,054 | \$27,990 | \$39,000 | \$30,267 | \$43,000 |

MEMBERSHIP ADVOCACY

| | | | | | | |
|------------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|--|
| Negotiations | \$4,223 | \$17,340 | \$12,000 | \$16,557 | \$12,000 | *FA will be reimbursed for LHE organizing units* |
| Governance | \$2,074 | \$2,239 | \$4,000 | \$1,664 | \$4,000 | |
| Grievance/Arbitration | \$0 | \$0 | \$6,000 | \$0 | \$20,000 | |
| Grievance Training | \$0 | \$0 | \$1,250 | \$0 | \$1,250 | |
| Legal | -\$7,611 | \$0 | \$10,000 | -\$50 | \$10,000 | |
| Dues & Membership | \$0 | \$0 | \$0 | \$600 | \$600 | |
| Total Member Advocacy | -\$1,313 | \$19,579 | \$33,250 | \$18,771 | \$47,850 | |

REASSIGNED TIME & STIPEND

| | | | | | |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| President (100%) | \$10,053 | \$10,044 | \$20,000 | \$10,031 | \$12,000 |
| Adjunct Stipends | \$9,677 | \$14,412 | \$16,000 | \$11,590 | \$16,000 |
| PGI/H Position | \$0 | \$0 | \$6,000 | \$0 | \$0 |
| Total Reassigned Time & Stipend | \$19,729 | \$24,455 | \$42,000 | \$21,621 | \$28,000 |

OPERATIONS/ADMINISTRATION

| | | | | | |
|--|-----------------|-----------------|-----------------|-----------------|-----------------|
| W. Comp Insurance | -\$420 | \$97 | \$5,000 | \$5 | \$1,000 |
| Accounting Services | \$6,451 | \$7,686 | \$10,000 | \$8,965 | \$5,000 |
| Payroll Services | \$0 | \$0 | \$0 | \$0 | \$2,500 |
| Auditing Services | \$0 | \$0 | \$0 | \$0 | \$5,000 |
| Office Staff Payroll | \$12,918 | \$18,880 | \$25,000 | \$13,835 | \$20,000 |
| Office Equipment | \$5,344 | \$2,028 | \$3,000 | \$1,376 | \$3,000 |
| Office Supplies | \$651 | \$587 | \$4,000 | \$390 | \$2,000 |
| Payroll Taxes | \$5,238 | \$5,469 | \$14,000 | \$3,589 | \$6,000 |
| Postage | \$951 | \$272 | \$3,500 | \$384 | \$2,000 |
| Printing | \$637 | \$1,169 | \$2,500 | \$1,378 | \$2,500 |
| Telephone/Internet | \$403 | \$177 | \$1,000 | \$240 | \$500 |
| Transportation/Travel | \$20 | \$58 | \$200 | \$51 | \$200 |
| Total Operations/Administration | \$32,193 | \$36,423 | \$68,200 | \$30,213 | \$49,700 |

OTHER FUNDS

| | | | | | |
|--------------------------|-----------------|------------------|-------------------|------------------|-------------------|
| Student Awards | \$0 | \$0 | \$2,500 | \$2,035 | \$2,500 |
| Total Other Funds | \$0 | \$0 | \$2,500 | \$2,035 | \$2,500 |
| Total Expenses | \$84,549 | \$122,868 | \$214,950 | \$129,623 | \$229,400 |
| Balance | \$27,747 | -\$7,915 | -\$100,450 | \$6,081 | -\$116,260 |

| | |
|-----------------------------------|-----------|
| Total Amount in PAC | \$56,074 |
| Political Contribution - Jay Chen | -\$7,050 |
| | \$49,024 |
| Total Amount in CDs | \$284,694 |
| Total Amount in Savings | \$487 |
| | \$285,180 |