



Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
October 14, 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 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 (McKee). Director Judy Lawton requested that Election Timeline be added to New Business. The amended agenda was approved.

III. Approval of Minutes

A motion was made to approve the September 30, 2025 meeting minutes (McKee) and seconded (Gernart). The motion passed.

IV. Reports

a. President

President Woolery presented and distributed a written [report](#). The full report is attached.

- President's Advisory Council: President Woolery expressed concern that the deadline for Unit PIES is being moved up to March so that managers have time to review and provide feedback. The change in deadline impacts working conditions, and the managers should not be requesting that changes be made to Unit PIES.
- President Woolery announced that FA members Zina McFarlin-Stagg and Dave Mrofka graduated from CCA's Building Strong Locals Academy and were recognized at the CCA Fall Conference this past weekend. Emily provided a report on voting outcomes at Council and included it in her written report.
- At their monthly meeting with President Garcia, Emily and Joshua raised the faculty's interest in having a voice about Cabinet contracts. Faculty should provide feedback on contracts to Emily and Joshua, which will be shared with the president.

b. Vice President

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

- FANT hopes to sunshine articles for the 2025-2028 full contract negotiations at the November's BoT meeting and begin negotiations in January. Contract negotiations continue to be behind schedule, as our contract should have been agreed to prior to this past July. The negotiations survey has gone out to the unit members. Survey responses will guide FANT in negotiations.

- CTA has returned our Bylaws with recommendations for edits due to changes to the CTA Bylaws template. The Governance Committee will make the edits and forward the document to the Executive Board.
- Joshua will be updating the Column Crossover, PGI and PGH forms so that it is easier for faculty to track hours accrued. Academic Senate President Tania Anders asked that the FA bargain for pushing the timeline back when CORA professional development was initially implemented so that all faculty who completed it can apply those hours toward DEISA PGI. Joshua and Emily agreed to raise the matter with the district.
- HR has indicated agreement with the FA regarding full-time faculty having a right to choose which classes and in which modality they teach so long as they meet the minimum LHE on campus. The FA is addressing an issue of a probationary faculty member being required to teach on campus 4 days per week and being allowed only to teach one teaching preparation.
- Joshua reported on CCA updates (see attached report).

c. Treasurer

The FA is still awaiting CTA grant reimbursement for last fiscal year.

V. Closed Session

a. Negotiations Report

Lead Negotiator Herschel Greenberg reported that Human Resources posted inaccurate district contribution amounts for part-time faculty health insurance on the website. Herschel has communicated the errors to the district, and it is expected that inaccuracies will be immediately corrected to reflect the agreement from the most recent contract negotiations.

b. Grievance Report: No report.

VI. Old Business – Action Items

- a. Faculty Housing: The item was postponed until the next meeting.
- b. CTA Issues Conference: The item was postponed until the next meeting.
- c. Joint Resolution of the Mt. SAC Academic Senate and Faculty Association: In Support of Competitive Faculty Compensation and Adequate Staffing to Advance Student Success
A motion was made to recommend the joint resolution for approval to Rep Council (McKee) and seconded (Nava). Discussion ensued about whether to amend footnote number 2. The motion passed.

VII. New Business – Discussion Items

- a. Conference Attendance: The item was postponed to the next meeting.
- b. Committee Appointments: The item was postponed to the next meeting.
- c. December Meeting Location
President Woolery asked the board to consider a location to hold the December 9 meeting in person.
- d. Planning Retreat in 2026
President Woolery asked the board to consider holding a half or full day planning retreat during the winter intersession.
- e. Reconsider Rep Council Meeting Schedule / Modality for Spring 2026 Semester
Vice President Christ is asking that the board recommend a change to the 2025-26 FA Meeting Schedule so that the modality is listed as hybrid during the spring

semester. A board member stated a concern about large hybrid meetings having the potential for an imbalance of voices being heard. Another member voiced concern about the background noise that the OWL picks up may make it difficult for those attending remotely to hear people speaking. Academic Senate President Tania Anders shared that it is difficult finding meeting space on campus large enough to accommodate more than 60 people. The item will return for action at the next meeting.

f. Fall Elections Timeline

Director Judy Lawton expressed concern about the deadline of candidate statements being on Monday, October 13 at noon, which is one week prior to the start of voting, and questioned why the deadline had been set a week in advance of voting. Judy made a motion to suspend the rules to act on the item today. Director Marina McLaughlin seconded the motion. The motion failed: 4 in favor; 4 opposed; 1 abstained. The item will return for action at the next meeting. Judy will provide written information on the item.

VIII. Other Reports

- a. Academic Senate: Applications for the DEISA Coordinator position are being accepted.
- b. CCA District M Director: No report.
- c. CTA State Council: CTA is participating in the No Kings Day Protest on October 18, 2025 and will be at Grant Park at 2:00pm.

IX. Announcements

- a. Adjunct Faculty Celebration Event: Oct. 21 @ 11:30am-2:00pm
- b. 2025 LGBTQ+ Issues Conference: Oct. 24-26 @ Hyatt Regency Orange County
- c. Executive Board Meeting: Oct. 28 @ 11:30am-1:00pm
- d. Reading Room Discussion – *Atomic Habits*: Oct. 29 @ 1:15pm in Bldg. 26A, 2634 & Nov. 13 (Virtual)
- e. FA Rep Council Meeting: Nov. 4 @ 11:30am-1pm via Zoom
- f. FACTS – Column Crossover: Nov. 7 @ 4-5pm via Zoom
- g. STRS Virtual Workshop: Nov. 14 @ 4-5:30pm
- h. BoT Meetings: Nov. 19, Dec. 17
- i. FACTS – Understanding PGI & PGH: Nov. 21 @ 4-5pm via Zoom
- j. Cup of Thanks: Dec. 8-11 @ 8am-3pm
- k. SPEAK-UP @ local city council meetings (see flier for sign-up info)
- l. FA Board Brigade: Attend BoT meetings (see flier for sign-up info)
- m. 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 1:00pm.

Respectfully submitted,
Vicki Greco



President's Report to the FA Executive Board

October 14, 2025

1. Temporary Reassigned Time for Exceptional Levels of Service to the College

Two requests for temporary reassigned time for exceptional levels of service were submitted on May 1. Requests were submitted for work to be done in Fall/Winter. Regrettably, the committee was not convened at that time. The committee is meeting on October 20 to review these applications. The next deadline to submit applications is December 1 for work to be done in Winter/Spring.

2. FA Elections

The Elections Committee is preparing for the upcoming election. They received candidate statements and are preparing the Simply Voting ballot. The election is scheduled to run from October 20-29, with results shared at the November 4 Representative Council meeting. If needed, run-off elections will be held from November 6-14.

3. President's Advisory Council

President's Advisory Council (PAC) met on [October 8](#). The master draft of the 2025-28 Student Equity Plan was reviewed. Updates were provided by Accreditation Steering Committee, Budget Committee, Information Technology Advisory Committee, and Institutional Effectiveness Committee.

4. CCA Fall Conference

At the CCA Fall Conference, attendees enjoyed sessions on many useful topics: member benefits, organizing for bargaining, connecting with trustees, laws, one-tier faculty structure, and part-time faculty issues. Zina McFarlin-Stagg and David Mrofka graduated from CCA's Building Strong Locals Academy. At the Council meeting on Sunday, October 12, we made the following decisions:

- a. Approved the following motion submitted by the CCA Legislation and Advocacy Committee. *CCA is proposing that CTA/CCA sponsor legislation that would:*
 - *Mandate that single and multi-district part-time faculty have continuous access to affordable health insurance benefits through the Part-Time Faculty Health Insurance Program (the Program);*
 - *Require collective bargaining on the provisions of this legislation;*

- *Require the California Community College Chancellor's Office* ○ *to oversee and administer the Program with community college districts;*
 - *to report annually to the Legislature and the Governor on the implementation of the Program;*
 - *and to provide annually to the Department of Finance and the Legislature an assessment of the total cost of the Program and recommended adjustments.*
 - *Provide funding for administration of the Program through funds already allocated for parttime health care.*
- b. Approved the proposed policy submitted by the CCA Policy Committee Community College District Reserve Policy
- CTA believes that community college unrestricted general funds reserves should not exceed 60 calendar days of annual general fund operating expenditures. Public funds are authorized by the legislature to provide public good. CTA believes that no public good arises from excessive community college reserves. Community college district operating budgets should be spent on student success, and to improve conditions of teaching and learning.*
- c. Approved redistricting – Mt. SAC remains as District M.
- d. Approved creation of the CCA Advocacy Committee. If you are interested in an appointment to this committee, reach out to Dr. Randa Wahbe, CCA President, at president@cca4us.org.
- e. Approved motion that CCA would create standalone trainings that are similar to CTA Summer Institute trainings.

5. Contract Questions

Members raised questions about these topics.

- Adjunct professor rehire rights
- Adjunct professor evaluation
- FA membership
- Accommodations and leaves

6. Meeting Attendance

- 10/9: Academic Senate meeting
- 10/9: FA and HR weekly meeting
- 10/9: Skills to Win Training
- 10/10: Representation of member with dean
- 10/11: Monthly meeting with college president

Respectfully Submitted,



Emily Woolery
Faculty Association President

Vice President's Report to the Executive Board October 14th, 2025

Negotiations Update:

- FANT and District teams will meet to ensure contract is updated with correct language and compensation amounts, and will make the updated contract available as soon as possible. Please reach out to Emily or Joshua if you would like a physical copy, as the new FA standard is to disseminate digital copies via email and the website.
- Negotiations are already behind for the full 3 year contract, which should have been agreed to prior to July 1st, 2025. We hope to sunshine articles in November, and begin negotiations in January of 2026.
- The FANT Survey is LIVE. Please go fill it out. We need survey responses. In addition to filling it out, find others in your divisions and ask them to fill it out. Responses matter, and will guide how our Exec board and FANT navigate this fully open 3 year contract.

Governance Committee Update:

- CTA has sent the Bylaws back to us with some edits. Governance will work to make these edits and submit a revised copy to Exec Board for recommendation at our next meeting (October 28th).

Grievance Committee Update:

- A survey is being sent out to the Grievance Committee to solicit a time for regular meetings twice per month.
- A level 4 grievance, which is headed to arbitration, is being considered for a different route. Awaiting the grievant's decision on pathing.

Other Contract / Working Condition Questions:

- I have received a number of questions pertaining to PGI / Column Crossover / DEISA PGI & PGH. I am working with faculty to assist them in a 1-on-1 setting, and will take on updating our forms and process to streamline it, and provide some institutional memory into the process (so if you get 60 hours towards PGI, you don't have to hold onto those hours until everything is done, you can submit them and there is record you've already done 60 hours)
- Received questions regarding Chair vs Manager role in setting the schedule of classes (what to offer, how many sections to offer, what modality, etc). Similarly received questions regarding what a manager is and isn't allowed to decide under the umbrella of "right of assignment," particularly when it comes to choosing how a full time faculty member is assigned classes and modality.

CCA Updates:

- CCA Board has increased their reimbursable conference attendance from \$5,000 per year to \$6,000 per year. They have also increased their reimbursable technology amount from \$1,500 every 3 years to \$2,200 every 3 years.
- CCA Board has approved 7 new scholarships for BIPOC community engagement, ranging from continuing education, to innovative teaching, to conference attendance. The three determined criteria, thus far, are:
 - Any Community College faculty union member is eligible, regardless of affiliation to CCA/CTA
 - Must be a person who identifies as BIPOC
 - Must not be a CCA Board Member / Officer
- We had really good attendance, as well as a great District M session at the Conference, with a lot of good feedback for how we might get others involved, and who we might look to involve in upcoming FA struggles.
- I sent a video to CCA Delegates yesterday with instructions about how to claim university credit from the conference. I looked again today, and it appears that my CCA Conference Hours are already logged and able to be claimed for university credit. If anyone has any questions about this process, I invite them to reach out.

CTA Updates:

- CTA encourages a YES on PROP 50 this election cycle
 - Go Vote YES.
 - Encourage your friends, family, & neighbors to also Vote YES.
 - It is an off-cycle election year when many ballots won't be returned, your vote matters more this year than in most years.
- CTA has shared that Signature Gathering for Prop 55 Extension will begin in Mid-November, and continue through February.
 - FA Officers will develop a signature gathering plan, and present it to Exec Board at a future meeting. We will need volunteers. The goal is 85% of membership (roughly 825 signatures from members), and the stretch goal is to get our community signatures as well.

Other Meetings / Conferences / Day to Day:

- President's Advisory Council - 10/08
- Meeting to hear about a potential divisional merger between Arts and Business - 10/08
- Academic Senate Executive Board 10/09
- FACCC Political Action Committee -10/09
- Weekly meeting between FA/HR - 10/09
- Organizing 4 Power, 1st session - 10/09
- CCA Board Meeting & Conference in San Francisco - 10/10 - 10/12
- Monthly meeting with President Garcia - 10/13
- Representation meeting with a member returning from leave - 10/13 ● 3 PGI / Column Crossover Meetings between 10/08 & 10/14

Respectfully Submitted,
Joshua Christ, Faculty Association VP