



Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
October 28, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Christ, Esslinger, Gernhart, Greco, Greenberg, Kaljumägi, Lawton, 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 (McKee) and seconded (Nava). The motion passed.

III. Approval of Minutes

A motion was made to approve the October 14, 2025 meeting minutes (McKee) and seconded (Nava). The motion passed.

IV. Reports

a. President

President Emily Woolery presented and distributed a written [report](#) (attached) with information about approvals of temporary reassigned time for Exceptional Levels of Service to the College, commencement 2026 survey of the faculty, timelines for pay increase and retroactive payments, and committee updates. President's Advisory Committee (PAC) meetings are briefer lately and with light information coming to the Committee. Information is presented as reports rather than as items for discussion with opportunity for constituencies to weigh in on decisions. Emily provided the example of the Institutional Effectiveness Committee reporting out that the committee made the decision that timelines will change for PIE process deadlines, as well as manager's process in PIE is changing. Emily also reported that the Faculty Association's participation in meetings regarding the merger of the Arts and Business Divisions contributed to the faculty-desired outcome of a reversal of the college's decision to merge the two divisions.

b. Vice President

Vice President Joshua Christ presented and distributed a written [report](#) (attached) with updates on negotiations and from the Governance and the Grievance Committees, and with information about a process being developed to determine if a professional development workshop meets criteria to qualify toward DEISA PGI. Joshua attended the LGBTQ+ Issues Conference with 10 other Mt. SAC faculty this past weekend. CTA leaders commented on Mt. SAC's strong interest in the conference.

c. Treasurer

Treasurer Michelle Nava presented and distributed a report of current expenses and revenues (see attached). Reimbursement expenses for conference attendance are reported on the current financial statement for expense receipts submitted to date; however, not all conference attendees have submitted receipts for reimbursement. For the accounting to be accurate, attendees need to submit their expenses in a timely manner.

Treasurer Nava is working on document preparation to upload for the external

auditor review and for the accountants in preparation of our January tax filing.

Treasurer Nava has emailed CTA to confirm the anticipated spring 2025 grant reimbursement amount so that she can close out last fiscal year's budget.

V. Closed Session

a. Negotiations Report

Lead Negotiator Herschel Greenberg and Vice President Joshua Christ presented the negotiation survey results. The board discussed the results and suggested that future surveys order items randomly, without using categories. A motion was made to open Articles 10, 16, 18, 26, and 29 (McKee) and seconded (Kaljumägi). The board was reminded that salary (Article 7), benefits (Article 8), and Appendix E are automatically reopened. The motion passed unanimously.

A motion was made to extend the meeting (Alvarez-Galván) and seconded (Kaljumägi). The motion passed. Agenda flexibility was exercised to address New Business Item d. *CTA Bylaws Updates*.

b. Grievance Report: Vice President Christ provided information on grievances in the Vice President's Report.

VI. Old Business – Action Items

- a. Faculty Housing: The item was postponed until the next meeting.
- b. CTA Issues Conference: The item was not addressed due to time constraints.
- c. December Meeting Location: The item was postponed until the next meeting.
- d. Planning Retreat in 2026: The item was postponed until the next meeting.
- e. Reconsider 2025-26 FA Meeting Schedule – Spring Rep Council Meeting Modality: The item was postponed until the next meeting.
- f. Fall Election Timeline: The item was postponed until the next meeting.

VII. New Business – Discussion Items

- a. Consideration of Creating a Joint Task Force with the Academic Senate to Study the Academic Calendar Terms: The item was not addressed due to time constraints.
- b. Conference Attendance: The item was not addressed due to time constraints.
- c. Committee Appointments: The item was not addressed due to time constraints.
- d. CTA Bylaws Updates

A motion was made to suspend the rules to act on the updated FA Bylaws (Kaljumägi) and seconded (Christ). The motion passed.

A motion was made to recommend the amended FA Bylaws to the FA Representative Council for approval (Alvarez-Galván) and seconded (Nava). Vice President Christ pointed out the changes made by the Governance Committee based on CTA's review of the document. Amendments being proposed include the following:

- Under VI. Policy-Making Body, B.6. State Council Representatives: Addition of letter **b. Multiple Chapter Representative(s) – ex-officio, non-voting member unless otherwise elected to the Representative Council (CTA Bylaws, Article V, sections 2-4)**. This addition is being required by CTA to ensure that the state level representatives have opportunity to attend the local chapter's Representative Council meetings.
- Under VIII.F.6.: Appoint the Chairperson and members of the Bargaining Team

by the **end of the spring semester for the following bargaining term** and strike-through “by the beginning of each school year”.

- Under IX.A.: The Executive Board of this Association shall be composed of the following: 1. Elected, Voting Members **(elected at-large from the Active membership, in compliance with the “one-person, one-vote” rule, CTA Bylaws, Article VI, section 2).**
- Under XIII. Nominations and Elections, letter A.5. [Duties of the Elections Committee include] **Process** initial challenges. “Process” replaces “Handles” per CTA.

Several other minor changes are included in the proposed changes, mostly consisting of lettering, numbering and other formatting issues. 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. Reading Room Discussion – *Atomic Habits*: Oct. 29 @ 1:15pm in Bldg. 26A, 2634 & Nov. 13 (Virtual)
- b. FA Rep Council Meeting: Nov. 4 @ 11:30am-1pm via Zoom
- c. FACTS Workshop – Column Crossover: Nov. 7 @ 4-5pm (zoom)
- d. STRS Virtual Workshop: Nov. 14 @ 4-5:30pm
- e. Executive Board Meeting: Nov. 18 @ 11:30am-1:00pm
- f. BoT Meetings: Nov. 19, Dec. 17
- g. FACTS – Understanding PGI & PGH: Nov. 21 @ 4-5pm via Zoom
- h. Cup of Thanks: Dec. 8-11 @ 8am-3pm
- 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 1:08pm.

Respectfully submitted,
Vicki Greco



President's Report to the FA Executive Board October 28, 2025

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

The committee met on October 20 and reviewed four applications. The committee recommended all four applications be approved as written, including requested LHE and funding. Additionally, the committee recommended the applicants be offered an opportunity to complete their projects as their schedules permit in Fall/Winter, Winter/Spring, or Spring/Summer. The next deadline to submit applications is December 1 for work to be done in Winter/Spring.

2. Faculty Association Elections

The election for a full-time director and at large adjunct representatives is in progress and will end on October 29 at 10:00 PM. If needed, run-off elections will be held from November 6-14.

3. Commencement 2026 – Joint Survey

Academic Senate and Faculty Association leadership collaborated on a survey about faculty preferences for the date and time of the 2026 Commencement ceremony. The survey was requested by the District. Commencement attendance is contract requirement for full-time faculty, so this survey was sent to full-time faculty only. The deadline to respond to the survey is November 7.

4. Adjunct Faculty Celebration

We held the Adjunct Faculty Celebration in Founders Hall on October 21. We had approximately 90 attendees, including 70 faculty and 20 managers. Dr. Randa Wahbe, Community College Association President, attended and provided brief remarks.

5. Pay Increases and Retroactive Payments

Payroll shared an expected timeline for pay increases and retroactive payments negotiated in the 2024-25 negotiation process.

10/31/25

All salaries for full-time faculty will be updated to the new rates

11/10/25

All pay rates for adjunct faculty will be updated to the new rates
COLA retro for FY 25-26 will be issued to full-time faculty

11/14/25

COLA and column 4 retros for FY 25-26 will be issued to adjunct faculty -
Note: column 4 is for adjunct professors that have doctorate degrees

11/26/25

Column 4 retros for FY 24-25 will be issued to adjunct faculty
- Note: column 4 is for adjunct professors that have doctorate degrees

6. President's Advisory Council

President's Advisory Council (PAC) met on October 22. PAC received updates from three committees: Climate Commitment and Environmental Justice Committee, Institutional Effectiveness Committee, and Police and Campus Safety Committee.

7. Budget Committee

The Budget Committee met on October 22. The committee received reports on the CCSF-311 Annual Financial and Budget Report and Utilities Update. The committee also reviewed the Committee Goals and Progress Report for 2024-26.

8. Contract Questions

Members raised questions about these topics.

- Salary increases (Article 7, Appendix A, Appendix C)
- Note: Human Resources and Payroll have updated salary schedules effective July 1, 2025 and added an archive of past salary schedules. See their website at: <https://www.mtsac.edu/hr/salary-schedule.html>.
- Adjunct professor rehire rights (Article 10)
- Accommodations and leaves (Article 16)
- Adjunct professor evaluation (Article 18)
- Adjunct counselor step and column placement (Appendix C)
- FA membership

9. Meeting Attendance

- 10/16, 10/23: Academic Senate meeting
- 10/16, 10/23: FA and HR weekly meeting
- 10/16: FA Governance Committee meeting
- 10/16, 10/23: Skills to Win Training
- 10/17: Catastrophic Leave Committee meeting
- 10/17: Arts & Business Division merger meeting
- 10/17: Negotiation celebratory dinner
- 10/20: Meeting with HSS deans
- 10/20: FA and OI bi-monthly meeting
- 10/21: Prep meeting for ACCJC Follow-Up Report Team Interview
- 10/22: FA and Academic Senate Leadership meeting
- 10/22: Meeting with member about evaluation
- 10/23: Debrief meeting for ACCJC Follow-Up Report Team Interview

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 October 28th, 2025

Negotiations Update:

- The 2025/2026 Survey is complete. Based on Executive Board recommendations, FANT's understanding of what the district plans to propose, and faculty/contract issues that have arisen, the FANT will begin to develop proposals for the full contract.

Governance Committee Update:

- CTA has sent the Bylaws back to us with some edits. Has made recommended changes to the Bylaws and presents them to Executive Board for recommendation to the full FA. If possible, I'd like for this item to come through Exec on 1st reading, so that we can conclude the process with Rep Council before the holiday break.

Grievance Committee Update:

- A survey has been 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:

- DEISA PGI - FPDC has developed a rubric for determining if a workshop, conference, class, etc meets the needs of our DEISA initiative. If the workshop checks off at least one of the boxes in the rubric, it would be considered qualifying for the DEISA+ PGI, which would mean that it wouldn't (or would no longer) count towards the first PGI initiative. There may be some exceptions on a case by case basis, if this applies to you or someone you know, have them reach out to me at joshua.m.christ@gmail.com

Other Meetings / Conferences / Day to Day:

- Adjunct Celebration - 10/21/25
- Faculty Organized meeting to hear opinions on the proposed Arts / Business Merger - 10/17/25 (this merger was defeated and notified on 10/21/25)
- Academic Senate Executive Board - 10/23
- Academic Senate - 10/16/25
- Weekly meeting between FA/HR - 10/23
- Organizing 4 Power, 2nd session - 10/16 (missed the 3rd session unfortunately)
- LGBTQ+ Issues Conference (with 10 others from Mt.SAC) - 10/24/25 - 10/26/25
- Meeting with HSS Dean and Assc Dean about scheduling concerns - 10/20/25
- 1 PGI / Column Crossover Meeting since 10/20/25

Respectfully Submitted,
Joshua Christ, Faculty Association VP

Proposed vs. Actual FA Budget 2025-2026

General Account	As of	
	10/28/2025	Proposed
	Actual YTD	
	2025-2026	2025-2026
REVENUES		
Dues Income	\$0	\$107,740
Dividends	\$0	\$5,400
Total Revenues	\$0	\$113,140
EXPENSES		
CONFERENCES		
Region 3 Leadership	\$1,397	\$2,400
LGBTQ+ Issues	\$1,030	\$3,600
CTA Issues		\$6,000
FACCC A&P		\$4,000
CTA New Educator (South)		\$1,600
CTA/NEA Retired		\$650
CTA Equity & Human Rights		\$4,000
CTA Good Teaching (South)		\$1,600
NEA Higher Education		\$6,000
CTA Summer Institute		\$7,500
NEA Rep Assembly		\$21,000
Conferences	\$1,363	\$0
Total Conference Expenses	\$3,790	\$58,350
MEMBERSHIP DEVELOPMENT		
Membership Promotional		\$15,000
Social Activities	\$1,602	\$22,000
Member Awards & Gifts	\$75	\$2,000
Adjunct Activities	\$1,634	\$4,000
Total Member Development Expenses	\$3,310	\$43,000
MEMBERSHIP ADVOCACY		
Negotiations	\$652	\$12,000
Governance		\$4,000
Grievance/Arbitration		\$20,000
Grievance Training		\$1,250
Legal		\$10,000
Dues & Membership	\$600	\$600
Total Member Advocacy	\$1,252	\$47,850
REASSIGNED TIME & STIPEND		
President (100%)	\$1,823	\$12,000
Adjunct Stipends		\$16,000
PGI/H Position		\$0
Total Reassigned Time & Stipend	\$1,823	\$28,000

OPERATIONS/ADMINISTRATION

W. Comp Insurance		\$1,000
Accounting Services		\$5,000
Payroll Services	\$358	\$2,500
Auditing Services		\$5,000
Office Staff Payroll	\$2,003	\$20,000
Office Equipment		\$3,000
Office Supplies	\$63	\$2,000
Payroll Taxes		\$6,000
Postage		\$2,000
Printing	\$225	\$2,500
Telephone/Internet		\$500
Transportation/Travel		\$200
Total Operations/Administration	\$2,649	\$49,700

OTHER FUNDS

Student Awards		\$2,500
Total Other Funds	\$0	\$2,500
Total Expenses	\$12,823	\$229,400
Balance	-\$12,823	-\$116,260

PAC, CDs, and Savings

Total Amount in Chaffey PAC	\$63,274
	\$63,274

Chaffey - 12 month CD (61)	\$46,144	\$65,197
Chaffey - 24 month CD (62)	\$46,509	\$64,794
Chaffey - 12 month CD (63)	\$46,074	\$49,682
FFCU - 12 month CD	\$46,197	\$106,295
Total Amount in CDs		\$285,968

Total Amount in FFCU Savings	\$487
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Total in PAC, CDs, and Savings	\$349,729
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