



Mt. San Antonio College Faculty Association  
Executive Board Meeting Minutes - Approved  
November 18, 2025 | 11:30am – 1:00pm via Zoom

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

I. Call to Order

President Emily Woolery called the meeting to order at 11:32am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (McKee) and seconded (Esslinger). The motion passed.

III. Approval of Minutes

A motion was made to approve the October 28, 2025 meeting minutes (McKee) and seconded (Nava). The minutes were accepted as written without objection.

IV. Reports

a. President

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

- VPI Fowler hosted an academic calendar workgroup on November 7 during which they reviewed four academic calendar proposals. VPI Fowler stated that students are asking for a spring break. The board has not been hearing that from students and a major change to the academic calendar cannot be rushed. The FA Calendar Committee will be bringing recommendations in the spring semester.
- President's Advisory Committee (PAC) met on November 12. The committee was informed that the Police and Campus Advisory Committee recommended proceeding with the purchase of body cameras and tasers for sworn police officers.

b. Vice President

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

- Joshua provided an update on grievances and other representation.
- A total of 18 contract articles and all appendices are being sunshined at tomorrow's Board of Trustees meeting. Also on the board agenda is President Garcia's new 3-year contract that contains a total compensation increase of 6.6% to begin July 1, 2026. The contract explicitly states that the President does not receive COLA, so the 6.6% increase is considered a raise.
- The CCA Executive Board is not functioning well. Much conflict and personality attacks are occurring at meetings, preventing work getting done. The executive board discussed the issue and asked to invite CCA President Randa Wahbe to one of our meetings.
- FACCC Board of Governors met on November 14, 2025. FACCC has not received membership dues from the district yet. Joshua and Emily will follow-up with the district. Joshua will be writing up articles for FACCC magazine in the spring.

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

c. Treasurer

Treasurer Michelle Nava presented the current [financial statement](#) and provided a written [report](#) (attached).

V. Closed Session

- a. Negotiations Report: The report was given during the vice president's report.
- b. Grievance Report: The report was given during the vice president's report.

VI. Old Business – Action Items

a. Faculty Housing

The item was addressed out of order, prior to the Treasurer's Report. EOPS Counseling Professor, Urias Garcia, joined the meeting to provide background and to participate in discussion about the request for the Faculty Association to consider advocating for affordable housing for faculty. Urias reported that the high cost of living and unaffordable housing near the college can be a deterrent for job candidates from considering employment offers at Mt. SAC. Urias knows of colleagues who live 1.5 driving hours or more from the college due to housing affordability issues and some who must live with roommates to afford housing and living costs in the area. The existing limitations on remote assignments add strain, contributing to burnout, relocation, and faculty potentially leaving the institution. Increasing access to affordable housing could help attract strong candidates. Urias suggested surveying the faculty about their housing situations and life decisions (e.g., homeownership, delaying children) and contacting San Mateo Community College to learn about the institution's affordable housing program available to its employees.

A motion was made to direct the Faculty Association Officers to create a needs survey assessment of the faculty (Christ) and seconded (McKee). The board had discussion. Eric stated that he is not in favor of building housing units on campus but suggested inquiring about collaboration with Cal Poly Pomona, who received 300 acres from Mt. SAC about 10 years ago and has not made use of the land yet. Judy commented that an option for affordable housing would be helpful to many part-time faculty. Tania shared an idea of the district exploring the development of contract agreements with landlords in the area for reduced rents. The landlords would benefit by having fewer and briefer durations of vacant units. Marina reminded the board that the district had surveyed employees a couple of years ago regarding housing conditions; however, no one recalls any follow-up information pertaining to the survey. Emily and Joshua will request the past survey items and results, and the officers will consider the past survey items in the creation of a new survey. Sandy called for the vote. The motion passed.

b. CTA Organizing Academy

A motion was made to send a 10-member chapter team to the CTA Organizing Academy. The motion was seconded. The FA's budgeted amount would provide partial reimbursement at \$600 per attendee, and each attendee can apply for the \$400 incentive that CTA has offered to provide each Academy team member. The number of faculty who responded with interest to the all-faculty survey was reported as 12. A substitute motion was made to send 12 members (Lawton) and seconded (Greco). At viewing the list of faculty names, Marina noticed that she was not on the list being displayed but had been on the previous list that was distributed to the board, bringing the number to 13 faculty. The motion failed.

Joshua read aloud a list of 10 faculty to attend the Academy. Discussion occurred, and the list was amended to include Maya Alvarez-Galván, Joshua Christ, Shireetha Gethers, Vicki Greco, Eric Kaljumägi, Judy Lawton, Patricia Maestro, Marina McLaughlin, Michelle Nava, and Emily Woolery. The motion passed.

- c. December Meeting Location: The item was not addressed due to time constraints.
- d. Planning Retreat in 2026: The item was not addressed due to time constraints.
- e. Reconsider 2025-26 FA Meeting Schedule – Spring Rep Council Meeting Modality: The item was not addressed due to time constraints.
- f. Fall Election Timeline: The item was not addressed due to time constraints.

#### 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. Prop. 55 Extension: The item was addressed during the vice president's report. The signature pages have arrived. A training will be scheduled on how to obtain signatures, and a sign-up sheet for executive board members to help gather signatures will be available.
- e. Donation to United Teachers of Richmond Member Assistance (Strike Hardship) Fund  
President Woolery introduced the item and will return for action at the next meeting.
- f. Spring Election Timeline  
On behalf of the Elections Committee, President Woolery introduced a proposed timeline for the spring 2026 election and will return for action at the next meeting.

#### VIII. Other Reports

- a. Academic Senate: A written [report](#) was distributed.
- b. CCA District M Director: A report was given during the vice president's report.
- c. CTA State Council: No report.

#### IX. Announcements

- a. FA Events: Save the Dates Flier
- b. BoT Meetings: Nov. 19, Dec. 17
- c. FACTS – Understanding PGI & PGH: Nov. 21 @ 4-5pm via Zoom
- d. Executive Board Meeting: Nov. 25 @ 11:30am-1:00pm
- e. FA Rep Council Meeting: Dec. 2 @ 11:30am-1pm via Zoom
- f. Cup of Thanks: Dec. 8-11 @ 8am-3pm
- g. CCA Winter Conference: Feb. 27 – Mar. 1 @ Hilton OC/Costa Mesa
- h. CTA/NEA Retired Issues Conference: Mar. 12-13, Hilton OC/Costa Mesa
- i. Equity and Human Rights Conference: Mar. 13-15, Hilton OC/Costa Mesa
- j. Opt-in to get text messages: Text "Join FT" or "Join PT" to 424-334-0655
- k. [FA Events Calendar](#) is available on the website

#### X. Adjournment

The meeting adjourned at 1:19pm.

Respectfully submitted,  
Vicki Greco



## President's Report to the FA Executive Board November 18, 2025

### Faculty Association Elections

The FA Elections Committee provided a recommended timeline for elections in spring 2026. This timeline is on the agenda today.

### 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. 187 full-time faculty responded to the survey. Commencement attendance is a contract requirement for full-time faculty, so this survey was sent to full-time faculty only.

### FA Calendar Committee

VPI Fowler hosted an academic calendar workgroup meeting on November 7. Four calendar drafts were reviewed.

### President's Advisory Council

President's Advisory Council (PAC) met on November 12. Information updates were provided by the Budget Committee, Police & Campus Safety Advisory Committee, and Professional Development Council. Police & Campus Safety Advisory Committee recommended moving forward with the purchase of body worn cameras and conductive energy devices (tasers) for sworn officers.

Respectfully Submitted,

Emily Woolery  
Faculty Association President

## Vice President's Report to the Executive Board, November 18, 2025

### Negotiations Update:

- Thank you to the Executive Board for providing Articles for FANT to consider in the upcoming full contract negotiations. You will see on this week's Board of Trustees agenda, the following articles are being "sunshined" for negotiation this year:
  - Article 2 - Terms of Agreement
  - Article 3 - Recognition
  - Article 4 - Information
  - Article 5 - Rights of Association and Members
  - Article 6 - Dues and Payroll Deductions
  - Article 7 - Salaries
  - Article 8 - Contract Employee Benefits
  - Article 10 - Workload
  - Article 11 - Internship Program
  - Article 13 - Distance Learning
  - Article 14 - Class Size
  - Article 16 - Leaves of Absence
  - Article 18 - Professor Evaluation Procedures and Personnel Files
  - Article 20 - Grievance Procedures
  - Article 26 - Management Rights
  - Article 28 - Intellectual Property Rights
  - Article 29 - Dual Enrollment
  - Article TBD - Competency Based Education
  - All Appendices
- You may also notice on the Board Agenda is a new 3-year contract for Dr. Martha Garcia, beginning in July of 2026. Her total cash considerations in the contract will increase from \$385,091 (25/26) to \$410,600 (26/27), roughly a 6.6% increase.

### Governance Committee Update:

- The Governance Committee meets today from 4:00pm to 5:00pm and will be finalizing recommendations for representation and size of the various governance bodies of the FA. These will come for a first reading at the November 25th executive board meeting, and a second reading (for questions) at the December 9th meeting of the executive board. It is the hope of the Governance committee that these changes, including any modifications that could be made by the executive board, can be passed at / before our February 24th, 2026 meeting, so that the new rules can be in place for the 26/27 elections.

### Prop 55:

- We have the signature petitions. There will be a training on how to gather signatures, with a time / date to be announced. We will also circulate a sign-up sheet for each member of the executive board to sign up for times to assist in signature gathering. This work cannot count towards your service to the college.

## CCA Updates:

- CCA Executive Board is broken and breaking further. There are parties more interested in attacking each other than in completing the work of the Board of Directors, which is causing delays in service and work completion, as well as creating further struggles for inter-college communications.
- At the CCA Board meeting on November 7th, in the evening, a Director asked a question about reimbursement procedures, which then devolved into a 100 minute fight between board members based on personality and friendships, rather than business of the board. At about 7:50pm (meeting scheduled to 8:30) the Director for Area E, who was vocal and participating throughout the discussion, denounced the CCA president and officers, then clearly and loudly proclaimed, "I resign" and logged off. 10 minutes later, after debate continued in an unproductive and devolving manner, I motioned to recess the meeting (approx. 8:00pm).
  - The last 10 days have continued the devolved debate over email, now with a faction of the board claiming that the president was out of order to accept the verbal resignation, which she did on guidance of the parliamentarian we hire for each meeting. This level of disfunction is harmful to the reputation and effectiveness of CCA, and I ask for any guidance this board would like me to bring back to our December 12/13 meeting, in the form of motions, or other actions.

## FACCC Updates:

- FACCC Board of Governors met on November 14th, and we introduced Tony Rivas as our Mt.SAC Contract Governor. Many topics were discussed, with very little action taken.
  - Mt.SAC has still not contributed any funds to FACCC through dues, so we do need to look into the status of our deductions being forwarded to the organization.
  - My recommendation, moving forward, would be to deduct the FACCC dues from our reserves, and update our local dues to cover this cost (so our budget remains neutral, and the funding is less problematic for both institutions).
- I will be writing up to two articles for FACCC magazine in the spring, with the topics being suggested as, "How are we (Mt.SAC) connected to the larger political sphere as a FACCC Contract District," and "Education is Not a Partisan Issue in Politics." These papers will be due by January 15th, and I plan to reach out to some individuals for quotes or quick interviews for their perspectives. Approximately 750 words each.

## Other Meetings / Conferences / Day to Day:

- Weekly Meetings with HR
- Bi-Monthly Meetings with OI
- One - One meeting with a Board of Trustee member
- FA visit to ILT
- FA Monthly Meeting with President Garcia
- Salary & Leaves
- Academic Senate Executive Board and Full Senate Meetings
- Individual Representation of a Faculty at HR Investigation

- RSI Collaborative Meetings
- LARC Regional Listening Session for faculty support needs
- CCA Board Meeting
- FACCC Board Meeting
- Palm Springs Pride event with CTA (tabling & representation)

Respectfully Submitted,  
Joshua Christ, Faculty Association VP

Treasurer's Report to the Executive Board, November 18, 2025

**Proposed vs. Actual FA Budget 2025-2026**

General Account	As of		
	11/17/2025		
	Actual YTD	Budgeted	
	<u>2025-2026</u>	<u>2025-2026</u>	
<b>REVENUES</b>			
Dues Income	\$21,180	\$107,740	
Dividends	\$0	\$5,400	
<b>Total Revenues</b>	<u>\$21,180</u>	<u>\$113,140</u>	
<b>EXPENSES</b>			
<b>CONFERENCES</b>			
Region 3 Leadership	\$2,115	\$2,400	\$285
LGBTQ+ Issues	\$2,615	\$3,600	\$985
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 (SGSCC, CTA Leadership, 4 Ethnic)	\$2,501	\$0	-\$1,231
<b>Total Conference Expenses</b>	<u>\$7,231</u>	<u>\$58,350</u>	
<b>MEMBERSHIP DEVELOPMENT</b>			
Membership Promotional	\$146	\$15,000	
Social Activities	\$2,085	\$22,000	
Member Awards & Gifts	\$75	\$2,000	
Adjunct Activities	\$1,862	\$4,000	
<b>Total Member Development Expenses</b>	<u>\$4,167</u>	<u>\$43,000</u>	
<b>MEMBERSHIP ADVOCACY</b>			
Negotiations	\$652	\$12,000	
Governance	\$1,125	\$4,000	
Grievance/Arbitration		\$20,000	
Grievance Training		\$1,250	
Legal		\$10,000	
Dues & Membership	\$0	\$600	
<b>Total Member Advocacy</b>	<u>\$1,777</u>	<u>\$47,850</u>	
<b>REASSIGNED TIME &amp; STIPEND</b>			
President (100%)	\$2,735	\$12,000	
Adjunct Stipends		\$16,000	
PGI/H Position		\$0	
<b>Total Reassigned Time &amp; Stipend</b>	<u>\$2,735</u>	<u>\$28,000</u>	



**OPERATIONS/ADMINISTRATION**

W. Comp Insurance	-\$75	\$1,000
Accounting Services		\$5,000
Payroll Services	\$544	\$2,500
Auditing Services		\$5,000
Office Staff Payroll	\$3,360	\$20,000
Office Equipment		\$3,000
Office Supplies	\$63	\$2,000
Payroll Taxes	\$1,294	\$6,000
Postage		\$2,000
Printing	\$225	\$2,500
Telephone/Internet		\$500
Transportation/Travel		\$200
<b>Total Operations/Administration</b>	<b>\$5,412</b>	<b>\$49,700</b>

**OTHER FUNDS**

Student Awards		\$2,500
<b>Total Other Funds</b>	<b>\$0</b>	<b>\$2,500</b>
<b>Total Expenses</b>	<b>\$21,321</b>	<b>\$229,400</b>
<b>Balance</b>	<b>-\$141</b>	<b>-\$116,260</b>

**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
<b>Total Amount in CDs</b>		<b>\$285,968</b>

Total Amount in FFCU Savings **\$487**

**Total in PAC, CDs, and Savings \$349,729**