



Mt. San Antonio College Faculty Association  
Executive Board Meeting Minutes - Approved  
November 25, 2025 | 11:30am – 1:00pm via Zoom

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

I. Call to Order

President Emily Woolery called the meeting to order at 11:43am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Alvarez-Galván) and seconded (Nava). The agenda was amended to include business item *Office Staff Assignment and Pay* under New Business, letter d. The amended agenda was accepted with flexibility without objection.

III. Approval of Minutes

A motion was made to approve the November 18, 2025 meeting minutes (Nava) and seconded (Alvarez-Galván). The minutes were accepted as written without objection.

IV. Reports

a. President

President Emily Woolery presented and distributed a written [report](#) (see attached for the full report) and provided a separate report of the commencement survey [results](#). The majority of full-time faculty who responded to the survey indicated a strong preference for commencement to be held on Friday morning. Only full-time faculty were surveyed due to their contractual obligation to attend.

Emily reported on issues that she and Joshua have been discussing with the leadership of Academic Senate. On the issue of RSI, Secretary Vicki Greco inquired about alternate participation methods for the RSI requirement of SPOT recertification for the SPOT-certified faculty who do not have distance learning teaching assignments. Vicki has heard concerns from some faculty who are up for recertification in July 2026. Academic Senate President Tania Anders assured that the Distance Learning Committee is discussing alternate methods for faculty to complete the RSI requirement. Director Judy Lawton asked that AI be a topic of discussion between the FA and Academic Senate leadership. Judy stated the current AI detection tools offered by Mt. SAC are insufficient, so she uses a tool that she purchased. Tania expects that Mt. SAC will have better AI detection tools available once the Chancellor's Office identifies tools that will be shared with all college districts. Judy also shared that, at another college where she teaches, information available about the rate of probable student use of AI on assignments was included in faculty evaluations. Emily and Joshua are also discussing with Academic Senate leaders the administration's expressed interest in making changes to the Academic Calendar, including the consideration of shortening or eliminating the winter intersession and including a spring break. Next steps include holding a forum for the purpose of informing faculty and then surveying faculty.

CTA has asked that local chapters collect member signatures in support of extending

Proposition 55. Director Sandy Esslinger said there is a CTA-paid signature gatherer outside of Building 26, which may become a source of confusion and duplication of signatures on petitions. Emily said that she does not believe that a duplication of signatures will result in the voiding of a whole petition form.

b. Vice President: No report.

c. Treasurer

Treasurer Michelle Nava presented and distributed a [report](#) of the current budget and financial accounts. Michelle is compiling and uploading documents for the external auditors in preparation for the Association's external audit to be scheduled in January. The Association's accountants are concluding the fiscal year-end review in preparation for tax filing. The Association's bank account balances to date are:

- First Financial Credit Union
  - Checking: \$403
  - 12 mo. CD \$106,295
  - Savings: \$487
- Chaffey Federal Credit Union
  - PAC: \$63,274
  - 12 mo. CD (61) \$65,197
  - 24 mo. CD (62) \$64,794
  - 12 mo. CD (63) \$49,682

## V. Closed Session

a. Negotiations Report

Lead Negotiator Herschel Greenberg reported on the sunshining of 18 articles and all appendices for the 2025-28 full contract negotiations at this month's Board of Trustees meeting. Herschel shared the following list of contract articles and appendices that were sunshined:

- Article 2: Term 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 Procedure
- Article 26: Management Rights
- Article 28: Intellectual Property Rights
- Article 29: Dual Enrollment
- Article TBD: Competency Based Education (CBE)
- Appendices: All

b. Grievance Report: No report.

## VI. Old Business – Action Items

### a. December Meeting Location

The December 9 executive board meeting will be held in hybrid format at the Faculty Association Office. Lunch will be provided for those attending in person.

### b. Planning Retreat in 2026: The item was postponed.

### c. Reconsider 2025-26 FA Meeting Schedule – Spring Rep Council Meeting Modality

A motion was made to recommend approval of amending the 2025-26 meeting modality for Representative Council meetings in spring semester from virtual only to hybrid (in-person/virtual) (Esslinger) and seconded (Greco). The board discussed pros and cons of holding hybrid meetings. Some board members expressed concern about the potential for an imbalance of attendee participation, with favor given to those attending in person. The benefits of building increased community and the opportunity for more one-to-one conversations with in-person meetings were acknowledged. Some concerns about technological issues and interfering noises from the in-person meeting room that may have negative impact on the virtual attendees' meeting experience were mentioned. The motion passed: 5 in favor; 4 opposed. The item will go to Representative Council for approval.

### d. Fall Election Timeline: The item was declared moot.

### e. Prop. 55 Extension: The item was postponed.

### f. Donation to United Teachers of Richmond Member Assistance (Strike Hardship) Fund

A motion was made to recommend the approval of a \$1000 donation to the United Teachers of Richmond Member Assistance (strike hardship) Fund (Kaljumägi) and seconded (Gernhart). The motion passed.

### g. Spring Election Timeline

Emily shared the spring election timeline on behalf of the Elections Committee. The timeline will be presented to Representative Council as an information item. Director Judy Lawton voiced that the current maximum word count of 150 for candidate statements is insufficient and would like for the Elections Committee to consider increasing the word count.

## 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. Office Staff Assignment and Pay: The item was not addressed due to time constraints.

## VIII. Other Reports

### a. Academic Senate: No report.

### b. CCA District M Director: No report.

### c. CTA State Council: No report.

### d. FA Communications Committee: Communications Committee Chair Vicki Greco distributed a written [report](#).

## IX. Announcements

### a. FA Events: Save the Dates Flier

### b. FA Rep Council Meeting: Dec. 2 @ 11:30am-1pm via Zoom

### c. Cup of Thanks: Dec. 8-11 @ 8am-3pm

- d. Executive Board Meeting: Dec. 9 @ 11:30am-1:00pm
- e. CCA Winter Conference: Feb. 27 – Mar. 1 @ Hilton OC/Costa Mesa
- f. CTA/NEA Retired Issues Conference: Mar. 12-13, Hilton OC/Costa Mesa
- g. Equity and Human Rights Conference: Mar. 13-15, Hilton OC/Costa Mesa
- h. Opt-in to get text messages from the FA: Text “Join FT” or “Join PT” to 424-334-0655
- i. [FA Events Calendar](#) is available on the website
- j. BoT meeting dates: Dec. 17, Jan. 14, Feb. 18, Mar. 11, Apr. 8, May 13, June 24

X. Adjournment

The meeting adjourned at 1:00pm.

Respectfully submitted,  
Vicki Greco



## 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. Academic Senate leadership will share results with Academic Mutual Agreement Council. Survey results are included with this report.

## ACCJC and Distance Learning

ACCJC may highlight Mt. SAC's Distance Learning course success data in a future publication. On November 19, President Woolery and Vice President Christ met with Lianne Greenlee, Assistant Dean, Accreditation and Planning, to share about Faculty Association contributions to, and experiences with, distance learning and accreditation processes.

## Academic Senate and Faculty Association Leadership Meeting

Academic Senate and Faculty Association leaders meet twice per month. At our November 19 meeting, we discussed:

- RSI review – ongoing processes per Article 13
- Appendix E – timeline for approval of new and modified positions
- Academic Calendar – proposed forum and survey related to the academic calendar
- Dual enrollment – how to include Academic Senate in negotiations of this issue
- Faculty professional development – approvals are being made using rollover funds per Appendix A.7 (\$200 per full-time professor)
- Class size – committee processes and inequities

## Extension of Proposition 55

CTA has asked locals to collect signatures from members only. This request supports CTA's decision to handle it as an internal campaign, avoiding the use of PAC funds. CTA has paid signature gatherers, as well.

FA will collect signatures at the coffee event during finals week. President Woolery, Vice President Christ, and Organizer Alvarez-Galván have access to a CTA tracking tool to track member signatures.

CSEA colleagues are also gathering signatures in support of extending Proposition 55. President Woolery and FA Organizer Alvarez-Galván met with CSEA colleagues on November 21 to discuss ways to support each other as we collect signatures.

## Office Staff Assignment and Pay

The FA Office Assistant, Erin Gipson, has requested an increase assignment from 16 to 20 hours per week. His proposal is provided with this report. Additionally, it is the FA practice to provide a wage increase in alignment with the increase negotiated by the FA, 3.0% in 25/26. It is requested that both items be received as discussion items today.

Respectfully Submitted,

Emily Woolery  
Faculty Association President