



Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
December 9, 2025 | 11:30am – 1:00pm via Hybrid

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

I. Call to Order

President Emily Woolery called the meeting to order at 11:39am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Nava) and seconded (Christ). The agenda was adopted without objection.

III. Approval of Minutes

A motion was made to approve the November 25, 2025 meeting minutes (Nava) and seconded (Alvarez-Galván). The minutes were adopted without objection.

Agenda flexibility was exercised to address items under Old Business (VI.) and New Business (VII.) immediately following Approval of Minutes (III.).

IV. Reports

- a. President: President Emily Woolery distributed a written report ([attached](#)).
- b. Vice President: Vice President Joshua Christ distributed a written report ([attached](#)).
- c. Treasurer: No report.

V. Closed Session

- a. Negotiations Report: No report.
- b. Grievance Report: An update on grievances was included in the Vice President's written report.

VI. Old Business – Action Items

a. Planning Retreat in 2026

Emily proposed that the executive board convene during the latter part of January or the first week of February for a planning retreat meeting to review and continue the work done at the December 16 executive board meeting and at the CTA Organizing Academy. Emily will send out a google poll to survey the board's availability to determine a meeting date and time when most members are available to attend.

b. Prop. 55 Extension

As of today, we have collected 116 member signatures for CTA's campaign for the permanent extension of Proposition 55 — the California Children's Education and Health Care Protection Act of 2026. We need 849 members' signatures to reach the target goal of 85%. Emily pointed out suggestions in the distributed Vice President's report for collecting signatures during the winter intersession:

- In teams of two, drive to members' houses to collect their signatures, with permission from the members in advance. Eric, Judy, and Marina volunteered

to help with this effort.

- Contact members who are teaching on campus by visiting their classrooms. Judy, Jenny, Joshua, and Eric volunteered to help with this activity.
- Marina offered an additional suggestion of holding a welcome back event at the start of spring semester and/or other appreciation event(s) during January and February. Jenny, Michelle, Judy, Vicki, and Eric volunteered to help plan for this effort.

A motion was made to create three task forces to plan for each of the proposed actions (Woolery) and seconded (Kaljumägi). The board discussed the viability of each proposed effort. It was acknowledged that the time required for capturing signatures through home contacts may far outweigh signature numbers. It was also recognized that there are fewer winter intersession classes offered on campus in comparison to online offerings, although the board did not have the actual number during discussion.

A motion to substitute was made to disregard the first proposed action of going out to members' homes and to create a single task force to plan for classroom visits and the welcome back/appreciation event(s) (Lawton) and seconded (Kaljumägi). Discussion and vote occurred. The motion to substitute passed.

The board discussed and voted on the new motion. The motion passed.

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 discussed due to time constraints.
- b. Conference Attendance: Agenda flexibility was exercised to address the item out of order.
 - i. CCA Winter Conference – Approval of Delegates
 - ii. FACCC Advocacy & Policy Conference
 - iii. CTA Organizing Academy – Revision to Participants
 - iv. CTA Organizing Academy - Reimbursement Request: The item was not acted upon. The item will return to the next meeting.
 - v. CCA Fall Conference – Reimbursement Request
 - vi. CTA/NEA Retired Issues Conference
 - vii. Equity and Human Rights Conference: The item was introduced.

A motion was made to suspend the rules and act on items VII.b.i. through VII.b.vi. (Kaljumägi) and seconded (Greco). The motion passed.

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

A motion was made to approve items i., ii., and vi. (Kaljumägi) and seconded (Greco). Discussion occurred:

- [i. - CCA Winter Conference Delegates](#): Joshua recommended that an expectation be set that our chapter delegates show unity at the winter conference by sitting together at general sessions and voting as a block. Judy expressed concern that not all interests are considered when positions are taken as a group so disagreed with an expectation to vote as a block. Emily stated that the FA's delegate orientation can be modified to include information of greater depth to better prepare delegates for their role in

representing our local chapter.

- [ii. - FACCC Advocacy & Policy Conference](#): A motion was made to amend the list of attendees for FACCC Advocacy and Policy Conference to include Eric Kaljumägi (Christ) and seconded (Kaljumägi). The motion passed.
- [vi. - CTA/NEA Retired Issues Conference](#): No discussion.

The original motion passed. Specific information about approval of conference attendees and conference attendance estimated costs for reimbursements is [attached](#).

A motion was made to amend the CTA Organizing Academy attendees to remove Emily Woolery and add Herschel Greenberg (Nava) and seconded (Greco). Emily will seek a CTA Service Center One grant for reimbursement or will personally cover the cost of participation if a grant is not awarded. The motion passed. The amended list of attendees included Maya Alvarez-Galván, Joshua Christ, Shireetha Gethers, Vicki Greco, Herschel Greenberg, Eric Kaljumägi, Judy Lawton, Patricia Maestro, Marina McLaughlin, and Michelle Nava.

The board reviewed Zina McFarlin-Stagg's request for housing expenses at the CTA Organizing Academy. Before approving reimbursement of housing costs, the board requested confirmation that Zina will be attending the conference as a member of the Mt.SAC FA Team. It was unknown if Zina's attendance was as an individual or as a Mt.SAC Team member. A motion was made to postpone the item until the next meeting (Kaljumägi) and seconded (Alvarez-Galván). Discussion included that the next meeting date falls after the CTA Organizing Academy. The motion failed.

A motion was made to approve reimbursement of housing expenses for Zina McFarlin-Stagg's attendance at the CTA Organizing Academy contingent on her attendance and participation as a Mt.SAC FA Team member (Gernhart) and seconded (Nava). The motion passed. Emily will contact Zina to inquire whether she will be attending as a team member with our local chapter.

- 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.
- e. Creation of Task Force on Housing Needs Survey: The item was not addressed due to time constraints.
- f. Appointment of FA Organizer: The item was not addressed due to time constraints.
- g. Winter Intersession Executive Board Meeting – February: Agenda flexibility was exercised to address the item out of order.

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

A motion was made to meet on Tuesday, Feb 10, 2026 (Kaljumägi) and seconded (Nava). The motion passed.

- h. 2027-28 Academic Calendar: Agenda flexibility was exercised to address the item out of order.

The item was addressed at approximately 12:00pm, when Calendar Committee members Mike Hood (in person) and Jeff Wakefield (virtual) arrived to introduce the item and answer questions from the board. The Calendar Committee recommends Calendar Options A and B, with Option A being slightly preferred by the Committee. Both recommended calendars have pros and cons.

Mike Hood and Jeff Wakefield presented the following pros and cons report for

each of the four calendar options reviewed by the Committee:

Option A:

- Pros:
 - Have a full week between end of Spring and beginning of Summer
 - End Spring earlier to match better with other schools
 - Ending Spring earlier helps students doing summer research and internships
- Cons:
 - Two Monday holidays in Spring are difficult for Monday-only classes, especially labs
 - Starting right after January 1 makes it difficult for lab setup, especially in biology

Option B:

- Pros:
 - Starting right after January 1 makes it difficult for lab setup, especially in biology
 - One Monday and one Friday holiday
- Cons:
 - Summer starts two days after Spring semester grades
 - Does not match well with other universities
 - Later end for Spring is difficult for internships and research

Option C:

- Eliminated – causes more problems without any big advantages

Option D: Has a spring break

- Pros:
 - Spring break
- Cons:
 - Other districts have a variety of spring break times, so can't match all other local schools
 - Starting right after January 1 makes it difficult for lab setup, especially in biology
 - Two Monday holidays in Spring are difficult for Monday-only classes, especially labs
 - Later end for Spring is difficult for internships and research
 - Only upcoming year where a Spring break will work, so causes problems for planning future calendar

The only calendar that does not create problems for winter science labs is Option B; however, a big problem with this option is that there will be only one day between the deadline to submit spring semester grades and the first day of summer intersession classes. The later end date in spring also creates a negative impact for students seeking summer internships and research opportunities. Calendar Option A provides for a full week before spring semester starts after the end of winter intersession and a full week after spring semester ends before start of summer intersession. This gives time for grades to be posted and pre-requisite checks. Currently, for the biology labs being offered during winter terms, arrangements have been made for campus offices to coordinate the receiving of lab samples and supplies. The board expressed

agreement with Calendar Option D having too many downsides and that adding a spring break to the existing calendar is a larger issue to be addressed when other substantial changes to the College's calendar are being considered.

- i. Spring Election Timeline: The item was not addressed due to time constraints.
- j. Standing Rules – Proposed Revisions: Agenda flexibility was exercised to address the item out of order.

Joshua introduced the item and asked that the board read the proposed amendments and email questions and concerns to him prior to the February 10 meeting.

VIII. Other Reports

- a. Academic Senate: No report.
- b. CCA District M Director: No report.
- c. CTA State Council: No report.

IX. Announcements

- a. FA Events: Save the Dates Flier
- b. FACCC Advocacy & Political Action Conference (with Lobbying): Feb. 22-23, Sacramento
- c. Executive Board Meeting: Feb. 24 @ 11:30am-1:00pm
- d. CCA Winter Conference: Feb. 27 – Mar. 1 @ Hilton OC/Costa Mesa
- e. Cup of Thanks: Mar. 2-5 @ 8am-3pm
- f. FA Rep Council Meeting: Mar. 3 @ 11:30am-1pm
- g. CTA/NEA Retired Issues Conference: Mar. 12-13, Hilton OC/Costa Mesa
- h. Equity and Human Rights Conference: Mar. 13-15, Hilton OC/Costa Mesa
- i. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655
- j. [FA Events Calendar](#) is available on the website
- k. BoT meeting dates: Dec. 17, Jan. 14, Feb. 18, Mar. 11, Apr. 8, May 13, June 24

X. Adjournment

The meeting adjourned at 1:29pm.

Respectfully submitted,
Vicki Greco



President's Report to the FA Executive Board December 9, 2025

Extension of Proposition 55

FA members have collected approximately 115 member signatures in support of putting the Prop. 55 extension on the ballot in 2026. Signatures have been collected before/after the Academic Senate meeting, during the FA coffee event, and at department meetings.

Short-Term Vocational Department

As a remedy to a past grievance, instructional faculty in Short-Term Vocational (STV) have formed a department. The STV Department recently elected a department chair, Venus Soriano.

Task Forces to be Created

The Faculty Association is tasked with creating two task forces. President Woolery seeks Executive Board guidance on the desired membership for these task forces.

- Joint Task Force with the Academic Senate to Study the Academic Calendar Terms (action item b)
- Task Force on Housing Needs Survey (new business item e)

Office Staff Assignment and Pay

The FA Office Assistant, Erin Gipson, has rescinded his request to increase his assignment from 16 to 20 hours per week. A proposal to offer an increase in alignment with the 2025-26 increase negotiated by the FA is on the agenda.

Academic Senate and Faculty Association Leadership Meeting

Academic Senate and Faculty Association leaders meet twice per month. At our December 3 meeting, we discussed:

- RSI review – ongoing processes per Article 13
- Academic Calendar – proposed forum and survey related to the academic calendar
- Joint Resolution: In Support of Competitive Faculty Compensation and Adequate Staffing to Advance Student Success – next steps
- Short-Term Vocational Department – information sharing
- Natural Sciences Division – faculty and staff roles
- Spring Flex Day – FA breakout session

Emily Woolery
Faculty Association President

Vice President's Report to the Executive Board on December 09, 2025

Grievances and Other Representation:

- FA is preparing to submit grievances on the following subjects:
 - SCE professor who was not assigned classes, out of process since other professors with less seniority were given class options
 - Dual Enrollment professor who received a 4 on evaluation, in what we believe was not a fair evaluation process
 - Adjunct Professor in Humanities who received a poor evaluation based on pre-conceived notions and a prior evaluation that was shared with the current evaluator out of process
 - Potential non-inclusion of a sabbatical application into the ranked list presented to the Board of Trustees, based on Dean / VP not approving the sabbatical leave (unilateral veto of a faculty being able to apply for sabbatical and be considered)

Negotiations Update:

- The FANT continues to meet twice per week to work on articles so that we can have a strong opening delivery when negotiations officially begin in January.

Governance Committee Update:

- The Governance Committee is ready to suggest some changes to large portions of the standing rules. Joshua (as chair of the committee) is making final edits with permission from the committee (typographical and formatting corrections), and will be emailing the proposed changes to all on the EBoard before the holiday break. Please set some time aside to read through the proposed changes to the standing rules. If you have any questions, please feel free to reach out to Joshua ahead of time, and if you have any proposed amendments or changes, please also reach out, so that when we reach this item in business, we can be prepared with all of the proposed changes as amendments and proceed with the item smoothly through process. The standing rules belong to the Executive Board, and they are the Executive Board's document to govern how we handle our business. The recommendations from Governance represent an overhaul of these procedures to reflect our current practices, propose some new best practices, and reflect various requests that have been received since the last major revision of these rules was proposed (sometime during COVID).

Prop 55

- We continue to collect signatures to show our organizational strength. CTA has set a structure test goal for our unit at 849 total signatures of members gathered. So far, with the 2 weeks of gathering, including at the Coffee with the FA event, we have just over 100 total signatures confirmed. During winter, two collection methodologies have been proposed:
 - Judy Lawton has proposed driving to member houses to collect the member's signature (with permission from the member ahead of time). We would try to organize this so we are sending members to collect from other members who live in their same county or close by to where the volunteer gatherer lives.

- Joshua Christ has proposed utilizing the class schedule to send volunteers to collect member signatures either before or after classroom instruction hours (so if a professor teaches 1:00 - 2:20pm, to find the professor near the classroom at 12:50, or at 2:21, and of course not interrupt any student interactions that may be taking place).

CCA Updates:

- CCA Executive Board remains broken. We have a meeting this Friday and Saturday. Please wish me luck. I will provide an email update to the executive board after the meeting, but request that we consider delegates to the Winter conference who are prepared to put MtSAC interests first while voting on decisions, since much of this inability to perform necessary functions within the board will need to be settled by council.

FACCC Updates:

- FACCC Advocacy and Policy Conference will be February 22nd (Sunday) and 23rd (Monday). As a contract district, we have 5 passes to this conference, and some other travel expenses and considerations. Tony Rivas and I will be attending, but we seek other active members to attend and advocate with our legislators for prioritized working and learning conditions within the CA Community College System.

Respectfully Submitted,
Joshua Christ, Faculty Association VP

CCA Winter Conference Delegates

Recommended by Emily Woolery
December 9, 2025

Background:

Per CCA staff, Mt. SAC Faculty Association can send up to 20 delegates to the 2026 Winter Conference.

Recommendation:

It is recommended that faculty be appointed as delegates per the order listed below. The recommendations include full-time and part-time members, as well as members working on professional growth and/or FA committees. If someone in spots 1-20 is no longer available, then President Woolery would reach out to faculty in spots 21 and 22.

1. Emily Woolery (Library / FA President)
2. Megan Fero, FT (Ag. Animal Science)
3. Tracy Ramos, PT (SCE STV)
4. Joseph Komrosky, FT (Philosophy)
5. Franklin Robinson, PT (SCE ABE)
6. Loni Nguyen, FT (Biological Sciences)
7. Kenneth Lambright, PT (Mathematics & Dual Enrollment)
8. Kristina Allende, FT (ELCW)
9. Maya Staylor, FT (Comm)
10. Judy Lawton, PT (Poli Sci, Exec Board)
11. Chris Benoe, FT (Photography / CTE)
12. Grace Kim, PT (SCE ESL)
13. Marina McLaughlin, PT (SCE ESL, Exec Board)
14. Zina McFarlin-Stagg, PT (SCE STV)
15. Benjamin Vu, FT (SCE STV)
16. Gayle Harris Watkins, PT (Biological Sciences, FANT)
17. Rita Page, PT (History)
18. Sandy Esslinger, FT (Art History / Exec Board / FANT)
19. Ellen Straw, PT (ELCW)
20. Vicki Greco, FT (Access, Coun)
21. Dave Mrofka, FT (Earth Sci & Astro / Exec Board / FANT)
22. Hector Martinez, PT (Rising Scholars, Coun)
23. Michael Angel Vazquez, FT (Ethnic Studies)
24. Anna Lee McKennon, PT (ELCW)

FACCC Advocacy and Policy Conference

February 22-23, 2026, Sacramento

<https://www.faccc.org/>

Cost estimates:

- FA budgeted \$4,000.
- Registration fees are \$190 (PT member two days) and \$490 (FT member two days).
- Hotel cost is \$215 per night.

Interested members:

1. Joshua Christ - FACCC BoG Required Attendance - FACCC covering except registration (\$450)
 2. Loni Nguyen
 3. Erik Pena, Adjunct, Business Administration/Dual Enrollment
 4. Herschel Greenberg
 5. Tony Rivas - FACCC BoG Required Attendance - FACCC covering except registration (\$450)
 6. Eric Kaljumägi
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CTA/NEA Retired Issues Conference

Submitted by Emily Woolery

December 9, 2025

The 2026 CTA/NEA Retired Issues Conference is scheduled on March 12-13, 2026 in Costa Mesa.

Conference website: <https://www.cta.org/event/2026-cta-nea-retired-issues-conference>

Cost Estimates

- FA budgeted \$650 for this conference.
- Registration fee is not yet posted. In 2025 the registration fee was \$125.
- The hotel rate is \$175/night + tax, with parking at \$10-18 per day.

Interested Participants

- Eric Kaljumägi
- Ken Lambright