



Mt. San Antonio College Faculty Association  
Executive Board Meeting Minutes (Unapproved)  
February 10, 2026 | 11:30am – 1:00pm via Zoom

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

I. Call to Order

President 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 agenda was approved without objection.

III. Approval of Minutes

A motion was made to approve the December 9, 2025 meeting minutes (McKee) and seconded (Mrofka). The minutes were approved as written without objection.

IV. Reports

a. President

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

b. Vice President

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

c. Treasurer

The current [financial statement](#) was included in the shared meeting folder for review. The board did not address the item during the meeting.

V. Closed Session

a. Negotiations Report – Herschel Greenberg

The board received an update and discussed the current negotiations. FANT has begun making short video updates following each negotiations session, in addition to sending out written updates. The videos are posted on the Association's YouTube channel.

b. Grievance Report: A [report](#) was included in the vice president's report.

VI. Old Business – Action Items

a. Conference Attendance

i. CCA Fall Conference – Reimbursement Request

A motion was made to approve Naluce Ito Rocha Santana's request for conference reimbursement for expenses of \$142.98 not reimbursed by CCA (McKee) and seconded (Gernhart). Discussion included information about Naluce Ito Rocha Santana not having sufficient advanced notice about the opportunity for conference attendance so was required to pay a higher hotel rate and was charged additional airfare fee for selecting a seat. The motion passed.

ii. Equity and Human Rights Conference

A motion was made to approve reimbursement of the Equity and Human Rights Conference attendance costs for the list of members presented by Emily (McKee) and seconded (Gernhart). Catherine McKee was added to the list. The conference is being held in Costa Mesa on March 13-15, 2026. The approved budget for the conference is \$4,000. Cost estimates were provided: \$195 per person for conference registration, \$175 + tax per night for hotel, hotel parking \$10-\$18 per day. Tania commented on the importance of conferences being widely advertised to all members in advance for all to have opportunity to express interest since cost reimbursements come out of

dues. Emily and others expressed agreement. Jenny asked about whether a selection process exists for reimbursement should interest level exceed the approved amount budgeted and expressed her opinion that such a process should prioritize part-time faculty. The motion passed.

The following members were approved:

1. Joshua Christ
2. Maya Alvarez-Galván (no hotel)
3. Cesia Paniagua
4. Marina McLaughlin
5. Ken Lambricht
6. Catherine McKee

iii. FACCC Advocacy & Policy Conference

A motion was made to approve reimbursement of costs not covered by our FACCC membership benefits for Joshua Christ, Eric Kaljumägi, and Emily Woolery to attend the FACCC Advocacy & Policy Conference (Kaljumägi) and seconded (Mrofka). The Association's FACCC Membership includes paid conference registration fees for up to five members and hotel costs for up to two members. The motion passed.

iv. CCA Winter Conference

A motion was made to approve up to 20 delegates for the 2026 CCA Winter Conference (McKee) and seconded (Esslinger). To date, 19 delegates have confirmed their intent to attend (listed below). The motion passed.

Confirmed delegates:

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

b. 2027-28 Academic Calendar

A motion was made to recommend Option A for approval to the Rep Council (Greco) and seconded (McKee). The motion aligned with the recommendation of the Calendar Committee, which communicated a slight preference for Option A over Option B and did not recommend Options C and D. While still ending spring semester late for many student summer internship opportunities, Option A ends the spring semester one week earlier than Option B, and it provides for the processing of spring semester grades prior to the start of summer intersession classes whereas Option B does not. The motion passed.

c. Prop. 55 Signature Gathering Taskforces – Recommendations

The Chair of both taskforces, Eric Kaljumägi, presented and distributed a written proposal of the recommendations. The two taskforces made the following three recommendations:

- Expand the Cup of Thanks event scheduled for March 2 to March 5 to the evening hours for a portion of the week.

- An all-day Welcome Back Event on March 17 with pop-up tent(s) and Founders Hall reserved for lunch and dinner meals. For breakfast donuts and coffee will be served at the pop-up tent(s). Lunch and dinner will be served in Founders Hall with a menu of corn, beef (BBQ), and cabbage (cole slaw). We can talk to members about Prop 55 Extension and importance of voting to pass it during elections, provide updated negotiations information and advertise the FA's new YouTube channel.
- Mail petitions to all members asking them to sign even if they have already done so. The mailer will include a small size form for them to return or an electronic equivalent (regardless of whether they sign) for a raffle. This will likely require two-ounce postage going out (\$1.07 if we can fold into a letter shape, \$1.90 if a large flat envelope is required) and one ounce returning (\$0.78 regular or \$1.63 large flat) if members are instructed to not return the cover letter. Including printing and envelopes the cost will be several dollars per member.

A motion was made to approve the recommendations (Kaljumägi) and seconded (Christ). Discussion occurred about alternatives to the mailing of petitions and letters to all members.

A motion was made to amend the mailer recommendation to keeping the two versions of letters being sent to members but sending petitions to only the members who have not yet signed (Christ) and seconded (McKee). The motion passed.

A motion was made to strike the specific foods listed for the March 17 Welcome Back Event's meals of lunch and dinner (Christ) and seconded (Gernhart). The motion passed.

A vote was taken on the amended recommendations. 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 addressed due to time constraints.
- b. Standing Rules – Proposed Revisions

On behalf of the Governance Committee, Vice President Christ distributed amended Standing Rules and highlighted two significant changes being recommended. In addition to the two changes highlighted, many practices of the Association have been added to the document. Joshua is holding two zoom sessions to discuss and gather feedback from executive board members. The zoom sessions are being held on Thursday, February 12, at 12:00pm-2:00pm and on Wednesday, February 18, at 10:00-1:00pm. Joshua asked that board members email feedback if they were not available to attend the zoom sessions.

- c. Committee Appointments

President Woolery introduced the following recommended committee appointments:

### Campus Committees:

- Exceptional Levels of Service to the College
  - Emily Woolery, 2025-28
- President's Advisory Council
  - Emily Woolery, 2025-28

### Representative Council Committee Chairs:

- Organizing Committee Chair
  - Maya Alvarez-Galván, Spring 2026
- Part-Time Faculty Issues Committee Chair
  - Judy Lawton, Spring 2026
- Racial and Social Justice Committee Chair
  - Marina McLaughlin, Spring 2026 - Spring 2027
- Survey Committee Chair
  - Dave Mrofka, Spring 2026

- 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. Spring Election Timeline: The item was not addressed due to time constraints.
- g. Purpose of the Faculty Association: The item was not addressed due to time constraints.
- h. March in March

The annual March in March is being held on March 12 this year in Sacramento. CCA will provide partial reimbursement of \$250 for travel costs for up to 25 members. The item will return for consideration of approving reimbursement from FA funds of approximately \$100 per person for travel costs.

- i. 2026-2027 Meeting Schedule: 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.

#### 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. March 17: FA Welcome Back Event - Prop 55 Ext. Signatures
- j. New FA YouTube Channel: <https://www.youtube.com/@MtSACFA>
- k. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655
- l. [FA Events Calendar](#) is available on the website
- m. BoT meeting dates: Feb. 18, Mar. 11, Apr. 8, May 13, June 24

#### X. Adjournment

President Woolery adjourned the meeting at 1:00pm

Respectfully submitted,  
Vicki Greco



## 1. Extension of Proposition 55

FA members have collected approximately 215 member signatures in support of putting the Prop. 55 extension on the ballot in 2026. An Executive Board task force has discussed plans to collect further signatures during spring semester. The deadline to collect signatures is March 31.

President Woolery held two drop-in coffee events on January 21 (Building 61) and 22 (Building 26). CTA staff member, Arleigh Kidd, joined the event. They spoke with at least 50 faculty members, gained 14 Prop. 55 signatures, and encouraged three faculty to become new members.

## 2. FA Planning Meetings

FA planning meetings were held in person on December 9 and January 27. Attendees reviewed strengths and weaknesses of the association and identified goals and action plans for spring semester. Attendees included FA Executive Board members, FA Negotiation Team members, attendees of the Skills to Win online training, and attendees of the CTA Organizing Academy. Discussion on the FA purpose will strengthen this ongoing planning work (new business item g).

## 3. Representative Council Training

Arleigh Kidd, CTA staff, provided an in-person training for department representatives on January 13. The presentation was helpful, but attendance was low. President Woolery recommends another session be offered during spring semester.

## 4. 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 (new business item b)
- Task Force on Housing Needs Survey (new business item e)

## 5. Board of Trustees

The Board of Trustees held meetings on December 17 and January 14. The trustees are scheduled to meet for a regular meeting on March 11 and a study session on March 14.

[December 17](#): The trustees accepted President Garcia's recommendations to non-renew the employment contracts of 15 administrators. President Garcia withdrew recommendations to nonrenew two additional administrator contracts. The trustees approved [six sabbaticals for 2026-27](#). The trustees received a report on the [2026 state and federal legislative priorities](#). Faculty organized to give public comments on non-renewals and proposed reorganization in multiple areas of Student Services.

[January 14](#): The trustees approved [management contracts effective July 1, 2026](#). Faculty and students provided public comment on Cabinet's proposed changes to the replacement Library building, which will now consolidate the Library, ASAC, FCLT, MARCS, Speech and Sign Success Center, and Writing Center into one

building. Faculty organized to give public comments on the non-renewal of the Dean of Counseling.

## 6. President's Advisory Council

President's Advisory Council (PAC) met on December 12, January 14, and January 28. PAC is scheduled to meet again on February 11.

December 12: PAC approved changes to the Climate Commitment and Environment Justice Committee Purpose and Function statement. PAC received updates from Accreditation Steering Committee, DEISA+ Council, Equal Employment Opportunity Plan Committee, and Institutional Effectiveness Committee.

January 14: PAC approved Accreditation Steering Committee's 2024-26 Goals and Progress report, AP 3110 Academic Department Reorganization, and institutionalization of a [Mt. SAC Land Acknowledgment](#). PAC had discussions of AP 3310 Records Retention and Destruction and AP 4060 Delineation of Functions Agreement. President Garcia has tasked the Institutional Effectiveness Committee with creating a task force to provide guidance to outside consultants to implement Mt. SAC 2035. Mt. SAC 2035 mini grants applications will be launched in February at FLEX Day.

January 28: PAC approved AP 3310 Records Retention and Destruction and AP 4060 Delineation of Functions Agreement. Information items included BP 5510 Off-Campus Student Organizations, Professional Development Council 2024-26 Progress Review, and the [forthcoming purchase of body worn cameras and tasers](#) for the college's sworn officers.

## 7. Meeting Attendance

12/10: FACCC meeting with Senator Susan Rubio  
12/10: HR student complaint meeting to represent member  
12/11: Academic Senate Executive Board meeting  
12/11, 12/18, 1/8, 1/15, 1/29, 2/5: FA and HR weekly meeting  
12/12, 12/16, 1/6, 1/13, 1/20, 1/30: FANT prep meeting  
12/15: Exceptional Levels of Service Committee  
12/15, 1/2: FA and OI bimonthly meeting  
12/16, 1/12: Constituent agenda review meeting  
12/18: FA Governance Committee meeting  
1/6, 1/15: Meeting with member regarding assignment  
1/7: Service Center One General Business Meeting #2  
1/9: FA and ILT monthly meeting  
1/9: Meeting with member and division deans  
1/9: CCA organizing training  
1/12: FA and College President monthly meeting  
1/15: CCA President's Zoom  
1/22: CCA Policy Committee meeting  
2/2: Grievance meeting to represent member  
2/3: Catastrophic leave committee meeting  
2/3: Interactive process meeting to represent member  
2/4, 2/6: FANT small group prep meeting  
2/9: Meeting with members about FA committees  
2/9: Meeting with Senate leaders about RSI and SPOT

Respectfully submitted,



Emily Woolery

Faculty Association President



## 1. Grievances Update

- Sabbatical Grievance - This grievance has been filed and is at level 1, with a response due by February 20th. The grievant was denied the ability to take a sabbatical because their dean and vice president did not support the faculty member being on leave for a year. The faculty member was not given the opportunity to amend the application, nor told it was incomplete, and regardless of the Salary and Leaves committee ranking the application as #4, out of 7, President's cabinet decided to leave the sabbatical off of the ranked list that was sent to the Board of Trustees. This grievance feels very black and white as a violation, but I anticipate it being dragged out up to and through Arbitration.
- Improper Assignment of Classes within SCE - This grievance attests that classes have been improperly assigned to adjuncts with less seniority in SCE, when both adjuncts in question do not have rehire rights.
- Multiple Grievances regarding elimination of Fall Evaluation records - Where the timelines and procedures for the evaluation were not followed, the grievances seek to expunge the evaluation record from the faculty file.

## 2. Negotiations Updates

- The FA Negotiations team has met 3 times with the District team.
- Negotiation sessions began on January 16th, and continue to meet about once weekly. The holiday this week and next has thrown a bit of a delay into our next meeting time.
- We have one TA so far, on Article 2 (Terms of Agreement), and seek further TA's on important working conditions and faculty purview / control issues. At this time the FANT has not brought up major financial asks, knowing that the district does not typically bargain in any sort of good faith on these until the May Revised Budget comes out.
- Please be on the lookout for weekly updates, including the video updates, and encourage others to watch and subscribe to the new FA Youtube page.

## 3. Committee Updates

- We seek to have all committees formed and functioning for Spring Semester.

## 4. Some Notes

This has been, and continues to be, a trying time for many faculty. We see fear in our family, our neighbors, our students and even our colleagues... We are exhausted, collectively from all of the extra that is continuously asked of us, to be not only teachers, but a safety net, and a mentor, and a friend, and an ally... and now we start to fight that actively on our work front as well. With each meeting, our administration works to undermine our professionalism and remove the areas of control we have over our autonomy of work as a professor on this campus. In our last PAC meeting, we were not consulted or asked advice, we were simply told that campus police will be using tasers, pepper spray, and wearing body worn cameras from now on. It was their policy, and we don't have the ability to influence or vote on it. These things used to be in an Administrative Policy less than one year ago. That was struck through, and now it's in a police handbook policy. They will do the same thing with Rifles, and I'd expect that to be upcoming this Spring semester. With the body worn camera footage, it was stated that they will keep the footage, we will not have access to the footage, and if they

determine, from that footage that they can find reason to discipline classified or faculty members, they will use the footage to do so, even if no law was broken. I would expect that this college's administration will continue to trample on our rights as faculty, and erode our shared governance structures. If i were to predict things that we'll see in the next year, it would include instituting a paid parking pass for all employees of campus, unilaterally changing the past practice of free charging for electric vehicles on campus, continuing to erode the annual funds available for faculty professional development which are not enshrined in the contract, and feeling emboldened by following every decision with a tailored legal opinion, assuming that the faculty will not fight it and discern the difference between the law and a legal opinion.

We can fight this back, but it will take one on one conversations and encouraging our colleagues to have empathy for each other. There is not one unifying issue on our campus that every faculty will care about, but there is also not one faculty on our campus who does not have some legitimate issue with how this college is operating. If I care about your issues, and you care about mine, we can effectively take back control of our very small cog in this very large dystopia we have the misfortune of experiencing.

#### **5. Other Meeting Attendance**

- FA / HR Weekly Meetings
- FA / OI Bimonthly Meetings
- FA / SCE Monthly Meetings
  
- Board of Trustees Constituent Agenda Review Meetings
- Salary and Leaves Committee (December)
- FACCC Political Action Committee Meeting
- CCA Board Meeting(s)
- CCA One-Tier Taskforce Meeting
- CCA Legislation and Advocacy Meeting
- Grievance Representation(s)
- AP 3050 Representation(s)
- CTA State Council (Jan)
- CTA Organizing Conference (Jan)
- FA Governance Committee

Respectfully Submitted,  
Joshua Christ  
Faculty Association Vice President