



Mt. San Antonio College Faculty Association  
Executive Board Meeting Minutes - Approved  
March 24, 2026 | 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 11:35am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (McKee) and seconded (Esslinger). The agenda was adopted with no objection.

III. Approval of Minutes

A motion was made to approve the March 10, 2026 meeting minutes (McKee) and seconded (Mrofka). The minutes were approved as written with no objection.

IV. Reports

a. President

President Woolery presented and distributed a written report ([attached](#)). The report included information on the following:

- [FA Info Sessions](#) were scheduled to review items being voted on at the April 7 Representative Council meeting.
- [Dual Enrollment MOUs](#)
- [CCA Conference](#) – Emily encouraged executive board members' attendance.
- [CTA Service Center One Council](#) meeting and fall conference information. There is interest in holding a joint meeting for community college and TK-12 leaders to address dual enrollment matters.
- Multiple statewide campaigns were shared at the [CTA Region III Virtual Presidents Meeting](#).
- Topics discussed at [CCA's leadership zoom meeting](#) on March 19
- Signatures gathered for the [Extension of Proposition 55](#)
- [Mt. SAC Multi-Factor Authentication](#)
- [Mt. SAC 2035 Innovation Mini Grants](#)
- [President's Advisory Council's March 11 meeting](#) during which Academic Senate President Tania Anders shared Senate Resolution 26-01 Protecting Faculty Authority.
- [March 11 Board of Trustees Meeting](#) during which counseling professors made public comment noting their vote of no confidence against Dr. Melba Castro, Vice President, Student Services. CSEA 262 spoke in support of the counseling faculty's vote of no confidence during public comment and during CSEA 262 report to the Board. [Professors who were newly granted tenure](#) were recognized at the meeting and were given a reception.

- President Woolery's [meeting attendance](#) since the last executive board meeting.
- b. Vice President: No report.
- c. Treasurer

Treasurer Michelle Nava presented and distributed the current financial statement [report \(attached\)](#).

A motion was made to recommend an increase of \$7000 to the 2025-26 budget line item "Governance", totaling \$11,000 (Nava) and seconded (Kaljumägi). The motion passed. The item will go to Representative Council for approval.

#### V. Closed Session

- a. Negotiations Report

The board had a brief discussion about the March 20, 2026 negotiations session. Lead Negotiator Herschel Greenberg reported that the negotiations update will be ready by tomorrow for member distribution.

- b. Grievance Report: No report.

#### VI. Old Business – Action Items

- a. Standing Rules – Proposed Revisions (continued)

Agenda flexibility was exercised to address the item out of order to ensure other business items with greater time sensitivity were addressed.

- i. Rule 2-3: Reimbursements

The board discussed a proposed revision that would allow for up to 70% of anticipated conference expenses to be paid in advance of the conference and travel for which the member has been approved by the executive board to receive reimbursement. The intent is that the advancing of conference funds would be for members who would experience financial hardship if using personal funds to cover the costs of attendance upfront. Much discussion occurred. Some board members voiced support for the provision to primarily be applicable to FA Members who are adjunct faculty, and some expressed support for the provision being applied to all FA Members regardless of financial need or full-time/part-time employment. The board agreed to refer the proposed amendment to the Governance Committee for clarity on intent and procedure.

The board adopted, without objection, a revision to Rule 2-3:B.6. to allow for the authorization of FA funds to pay for a substitute during a member's absence while attending a conference or other event for which the member has FA approval.

The next review will commence at Rule 2-3:C. Food Reimbursement.

- b. Consideration of Creating a Joint Task Force with the Academic Senate to Study the Academic Calendar Terms

At the March 10, 2026 meeting, a written proposal to form a task force to study the academic calendar terms was distributed and introduced. The proposed task force had a membership of five, with four members appointed by the Faculty Association and one member appointed by the Academic Senate, and was charged with 1.) developing sample calendars; 2.) hosting a forum to gain faculty viewpoints on sample calendars; 3.) working with Research and Institutional Effectiveness (RIE) to develop a campuswide survey; and

4.) providing recommendations to the Faculty Association and the Academic Senate.

A motion was made to recommend the creation of the proposed joint task force of the Faculty Association and the Academic Senate to study the academic calendar terms (Christ) and seconded (Alvarez-Galván). The proposed task force membership composition was discussed.

A motion was made to amend the proposed task force composition so that Academic Senate appointments equal the number of Faculty Association appointments (Nava) and seconded (McKee). Discussion included a point being made that, because the academic calendar being explicitly under the EERA and is subject to collective bargaining, and the Executive Board takes direction from the Representative Council of the Faculty Association, the composition of the task force should be primarily FA appointments. Academic Senate Vice President Raul Madrid spoke in support of an equal number of FA and Senate appointments. The motion failed: 3 in favor; 7 opposed.

A vote was taken on the original motion. The motion passed.

c. Purpose of the Faculty Association

A motion was made to form a work group of three to five executive board members to explore and make recommendations on the Association's purpose (Alvarez-Galván) and seconded (Greco). The motion passed.

A motion was made to extend the meeting by 10 minutes ( Kaljumägi) and seconded (Alvarez-Galván). The motion passed.

d. 2026-2027 Meeting Schedule

A motion was made to recommend the 2026-2027 FA Meeting Schedule (Kaljumägi) and seconded (Alvarez-Galván). The motion passed.

e. CCA Spring Conference Delegates

A motion was made to approve the proposed 16 delegates and to approve an additional four delegates to be determined at President Woolery's discretion (Kaljumägi) and seconded (McKee). The motion passed. Emily Woolery, Richard Hu, Tracy Ramos, Grace Kim, Kenneth Lambright, Hector Martinez, Judy Lawton, Loni Nguyen, David Mrofka, Julissa Contreras Castanon, Maya Staylor, Marina McLaughlin, Chihping Chang, Vicki Greco, Anna Lee McKennon, and Sandra Esslinger were approved.

## VII. New Business – Discussion Items

a. Office Staff Assignment and Pay: The item was postponed pending completion of an employee evaluation.

b. Resolution in Support of the Little Lake Education Association

A time-sensitive request was made by CTA for local chapters to support the Little Lake Education Association as they prepare for a potential strike through adopting the [Resolution in Support of the Little Lake Education Association](#). The resolution contains the following resolved clauses:

*THEREFORE, BE IT RESOLVED that the Mt.SAC Faculty Association wholeheartedly commits to solidarity actions in support of the Little Lake Education Association as they continue to organize and prepare for a potential strike. Mt.SAC Faculty Association commits to:*

- *Publicizing the progress of LLEA's campaign in internal communications.*
- *Taking group photos with our union signs showing support for LLEA and their contract fight to win stability for their students, schools, and communities.*
- *Engagement with LLEA on Facebook and Instagram.*

- *Being ready to support a school site, join a picket line, attend a rally, and/or other escalating calls to action.*

*THEREFORE, BE IT FURTHER RESOLVED that the Mt.SAC Faculty Association stands in unity with the courageous members of the Little Lake Education Association in their righteous fight for a contract that prioritizes bringing stability to Little Lake students, schools and the community.*

A motion was made to suspend the rules to act on the item at today's meeting (Nava) and seconded (Alvarez-Galván). The motion passed.

A motion was made to approve the Resolution in Support of the Little Lake Education Association (Alvarez-Galván) and seconded (Nava). It was clarified that Little Lake Education Association's location is Santa Fe Springs. The motion passed.

c. Committee Appointments

A motion was made to approve the proposed FA committee appointments (Alvarez-Galván) and seconded (Kaljumägi). The motion passed.

The following committee appointments were made:

- Insurance Committee Chair
  - Sandy Esslinger
  - Term: Spring 2026
- Part-Time Faculty Issues Committee
  - Anna McKennon
  - Marina McLaughlin
  - Ellen Straw
  - Gayle Harris Watkins

VIII. Other Reports: None.

IX. Announcements

- FACTS: Early Retirement Reduced Workload/Article 19: April 3 @ 4pm via Zoom
- FA Rep Council Meeting: April 7 @ 11:30am-1pm
- FA Executive Board Meeting: April 14 @ 11:30am-1:00pm
- General Membership Meeting: April 21, Bldg. 410, Meridian A/B
- Teacher Appreciation Lunch: May 5 @ 11am-2pm in Founders Hall
- Retirement/Tenure Tea: May 19 @ 11am-2pm in Founders Hall
- Commencement: June 12 @ Hilmer Lodge Stadium, ceremony begins @ 5:30pm
- FA YouTube Channel: <https://www.youtube.com/@MtSACFA>
- Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655
- [FA Events Calendar](#) is available on the website
- BoT meeting dates: Apr. 8, May 13, June 24
- Spring Events Schedule – distributed in the meeting folder

X. Adjournment

The meeting adjourned at 1:11pm.

Respectfully submitted,  
Vicki Greco



## President's Report to the FA Executive Board March 24, 2026

### FA Info Sessions

President Woolery scheduled two information sessions, on March 10 and 11, to review material for upcoming votes at the April 7 Representative Council, including votes on the 2027-28 academic calendar and the FA's FACCC contract membership. Seven faculty attended the sessions.

### Dual Enrollment MOUs

A Memorandum of Understanding (MOU) on a Collaborative Instruction Model for Dual Enrollment at Ganesha High School was reached for 2025-26. Dual Enrollment managers reported positive responses to this model from Mt. SAC faculty, high school teachers, students, and high school district management that are participating in the model. They indicated that other schools are interested in a collaborative instruction model. Faculty Association and Academic Senate leadership met with district representatives on March 9 to begin discussion of this MOU, which is set to expire this semester. Another meeting is scheduled for April 1.

An MOU for the Dual Enrollment Liaison was also agreed to for 2025-26. Expectations of workload and compensation are currently under discussion between the FA and District.

### CCA Spring Conference

Fourteen members have expressed interest in serving as delegates at the 2026 CCA Spring Conference, including Vicki Greco, Judy Lawton, Marina McLaughlin, and Dave Mrofka. Joshua Christ attends as the CCA District M Director and Eric Kaljumägi can attend as a CTA State Council delegate. The FA often has 20 seats, and President Woolery encourages all executive board members to serve as delegates. The conference is scheduled on April 24-26 at the Irvine Marriott.

### CTA Service Center One Council Meeting

CTA Service Center One Council held a general business meeting on March 10. At this meeting, CCA members agreed to request a CCA innovation grant to hold a joint meeting about dual enrollment with community college and TK-12 local leaders. CCA attendees included Jonathan Ausubel, Jesús Gutierrez, Eric Kaljumägi, Gerhard Peters, David Rentz, and Emily Woolery.

Service Center One is holding a SC1 Fall Conference in Pasadena on September 26, 2026. More information will be shared. Save the date!

## CTA Region III Virtual Presidents Meeting

The Region III Presidents Meeting was held virtually on March 18. Information was shared about multiple statewide campaigns: We Can't Wait contract campaign; Superintendent of Public Education election—CTA has endorsed Richard Barrera; fully funded and stable schools; layoffs, cuts, and closures; and Proposition 55.

## CCA Leadership Zoom

CCA held its leadership zoom on March 19. Discussion topics included the 50% law, hiring coaches as professional experts instead of faculty, and the proposal to use a CCA innovation grant to hold a meeting with community colleges and TK-12 locals for discussion of dual enrollment.

## Extension of Proposition 55

As of March 23, we have collected 277 signatures in support of the Proposition 55 campaign. Signatures were collected at events (Cup of Thanks and Faculty Welcome) and signed ballots were returned via US mail.

## Mt. SAC Multi-Factor Authentication

Mt. SAC Information Technology Department (IT) seeks to increase faculty use of multi-factor authentication (MFA). They report that faculty accounts are often compromised. MFA is not mandatory, but IT offers it to all employees, especially if an account becomes compromised. Two options are available – using Microsoft Authenticator on a smartphone or being issued a FIDO key.

## Mt. SAC 2035 Innovation Mini Grants

Mt. SAC is offering five one-time mini grants up to \$5,000 to employees conducting projects in alignment with Mt. SAC 2035. Information sessions were scheduled for March 22 and April 15. The application deadline is April 30.

## President's Advisory Council

President's Advisory Council (PAC) met on [March 11](#). President Garcia pulled AP 3720 Use of Technology and Information Resources and Employee Acceptable Use Agreement for additional review. PAC heard updates from Accreditation Steering Committee, Information Technology Advisory Committee, and Mt. SAC 2035 implementation. Academic Senate President Anders shared Academic Senate Resolution [2026-01 Protecting Faculty Authority](#).

## Board of Trustees

The Board of Trustees (BOT) met on [March 11](#). In public comment, Counseling faculty noted a vote of no confidence against Dr. Melba Castro, Vice President, Student Services. A reception was held

for professors that were newly granted tenure. Congratulations to our faculty and their departments/areas.

### Professors granted tenure:

- Victoria Abatay, Nursing
- Jorge Eduardo Basilio, Mathematics and Computer Sciences
- Jenna Bird, Kinesiology, Athletics, and Dance
- Catherine Campos, Mental Health
- Sable Cantus, Computer Information Systems
- Krislam Chin, Commercial and Entertainment Arts
- L.E. Foisia, Basic Skills, School of Continuing Education
- Lauren Greenberg, Sign Language and Interpreting
- Jessica Jun, Nursing
- Tom Mitchell, ACCESS
- Cesia Paniagua, Agricultural Sciences
- Irene Robles, Sign Language and Interpreting
- Robert Stubbe, Computer Information Systems

### Meeting Attendance

3/11: Meeting with member  
3/12, 3/19: Academic Senate meeting  
3/13: Meetings with members  
3/13: FANT Prep meeting  
3/16: Meeting with member  
3/18: FA/Academic Senate leadership meeting  
3/18: Meetings with members  
3/18: CTA Region III Presidents Virtual Meeting  
3/19: Meeting with member  
3/19: Academic Senate Academy featuring FACCC  
3/23: Meeting with member  
3/23: FA/OI monthly meeting  
3/24: Meeting with member

Respectfully submitted,



Emily Woolery  
Faculty Association President



# Treasurer's Report to the Executive Board March 24, 2026

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

General Account	As of 3/24/2026 Actual YTD 2025-2026	Budgeted 2025-2026	
<b>REVENUES</b>			
Dues Income	\$67,940	\$107,740	
Dividends	\$1,719	\$5,400	
<b>Total Revenues</b>	<u>\$69,659</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	\$6,315	\$6,000	\$4,085 (\$4,400 received from CTA grant)
FACCC A&P	\$1,464	\$4,000	
CTA-New Educator (South)	\$0	\$1,600	\$1,600
CTA/NEA Retired		\$650	
CTA Equity & Human Rights	\$3,180	\$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)	<u>\$2,501</u>	<u>\$0</u>	\$4,454
<b>Total Conference Expenses</b>	<u>\$18,190</u>	<u>\$58,350</u>	
<b>MEMBERSHIP DEVELOPMENT</b>			
Membership Promotional	\$4,089	\$15,000	
Social Activities	\$6,889	\$22,000	
Member Awards & Gifts	\$474	\$2,000	
Adjunct Activities	\$1,862	\$4,000	
<b>Total Member Development Expenses</b>	<u>\$13,313</u>	<u>\$43,000</u>	
<b>MEMBERSHIP ADVOCACY</b>			
Negotiations	\$1,707	\$12,000	
Governance	\$1,154	\$4,000	Increase by \$7,000: \$9,000 for Organizing LHE + \$2,000 for summer LHE
Grievance/Arbitration		\$20,000	
Grievance Training		\$1,250	
Legal		\$10,000	
Dues & Membership		\$600	
<b>Total Member Advocacy</b>	<u>\$2,861</u>	<u>\$47,850</u>	
<b>REASSIGNED TIME &amp; STIPEND</b>			
President (100%)	\$6,378	\$12,000	
Adjunct Stipends		\$16,000	
PGI/H Position		\$0	
<b>Total Reassigned Time &amp; Stipend</b>	<u>\$6,378</u>	<u>\$28,000</u>	
<b>OPERATIONS/ADMINISTRATION</b>			
W. Comp Insurance	-\$75	\$1,000	
Accounting Services	\$4,750	\$5,000	
Payroll Services	\$1,304	\$2,500	
Auditing Services	\$4,100	\$5,000	
Office Staff Payroll	\$10,422	\$20,000	
Office Equipment		\$3,000	
Office Supplies	\$184	\$2,000	
Payroll Taxes	\$1,294	\$6,000	
Postage	\$276	\$2,000	
Printing	\$726	\$2,500	
Telephone/Internet		\$500	
Transportation/Travel		\$200	
<b>Total Operations/Administration</b>	<u>\$22,981</u>	<u>\$49,700</u>	
<b>OTHER FUNDS</b>			
Student Awards		\$2,500	
<b>Total Other Funds</b>	<u>\$0</u>	<u>\$2,500</u>	
<b>Total Expenses</b>	<u>\$63,722</u>	<u>\$229,400</u>	

<b>Balance</b>	\$5,937	-\$116,260
<b>PAC, CDs, and Savings</b>		
Total Amount in Chaffey PAC		\$63,274
		<b>\$63,274</b>
Chaffey - 12 month CD (61)	5/2/2026	\$65,830
Chaffey - 24 month CD (62)	5/2/2027	\$65,398
Chaffey - 12 month CD (63)	2/21/2026	\$50,164
FFCU - 12 month CD	6/24/2026	\$106,295
Total Amount in CDs		<b>\$285,968</b>
Total Amount in FFCU Savings		<b>\$487</b>
Total in PAC, CDs, and Savings		<b>\$349,729</b>