

Mt. San Antonio College Faculty Association  
Representative Council Meeting Minutes - Approved  
April 1, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Ano, Ash, Barry, Basilio, Birca, Bray-Ali, Burman, Chavez, Christ, Clements, Crichlow, Curva, Echeverria-Newberry, Earhart, Ellwood, Engisch, Espy, Esslinger, Ezzell, Foisia, Garcia, Gernhart, Gethers, Greco, Guo, Harper, Hernandez-Magallon, Hood, Kaljumägi, Knapp, Lancaster, Landeros, Lawton, Lopez, Madrid, Martinez, McFarlin-Stagg, McGuire, McKee, Mc Kennon, McLaughlin, Meyer, Miho, Mrofka, Nava, Nguyen, Ott, Perea, Perez, Perez-Garcia, Ponce, Raza, Reyes, Stone, Rowley, Shear, Stone, Straw, Wang, Wasson, Williams, Wood, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 11:36am.

II. Approval of Agenda with Flexibility

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

III. Approval of Minutes – March 4

A motion was made to approve the March 4, 2025 meeting minutes (Wood) and seconded (McFarlin-Stagg). The motion passed.

IV. Reports

a. President – Emily Woolery

President Emily Woolery presented and distributed the following report.

i. DEISA and Faculty Evaluation Pilot

AVPHR Tika Davé-Harris convened a meeting of the workgroup on DEISA and faculty evaluation on March 12. Workgroup members reviewed input from attendees at meetings that occurred in spring semester 2024. President Woolery is following up with HR about next steps.

- April 11, 2024 – DEISAA Faculty Performance Expectancies Pilot Orientation
- April 29, 2024 – Make-up Faculty Performance Expectancies Pilot Orientation
- May 7, 2024 – H.2 Forms Reading Party
- June 4, 2024 – Probationary Faculty Performance Expectancies Pilot Orientation

ii. Dual Enrollment

President Woolery and Vice President Christ attended a meeting regarding dual enrollment on March 18. The District is concerned about departments that do not offer classes in the dual enrollment program, particularly following new legislation (AB 359 – Holden) that permits schools to form dual enrollment partnerships with colleges outside their district. The meeting included Academic Senate leaders: President Anders, Co-Vice Presidents Doonan and Madrid; Student Services management: VPSS Castro, AVPSS Mauch, Dual Enrollment Associate Dean Henderson and Director Holt; and VPHR Song. An additional meeting is scheduled on April 2.

iii. Academic Calendar Workgroup – 2026-27 Calendar

Members of the FA Calendar Committee met with District colleagues on March 18 to review a draft academic calendar for 2026-27. Given mandated holidays and the District's desire to potentially utilize a "summer shift" with FTES, it appears only one calendar is reasonably possible.

Another topic was discussed with this workgroup – removing the winter intersession and increasing summer intersession terms. President Woolery suggested this discussion needs to occur with a group larger than the Academic

Calendar Workgroup. The Faculty Association and Academic Senate will explore a joint taskforce on this topic.

FA Calendar Committee members included Julie Bradley, Mike Hood, Dana Johnson, Sierra Powell, and Jeffrey Wakefield. Richard Genovese and Bruce Nixon were unable to attend this meeting. Other attendees included CSEA 262 President Gillett, VPI Fowler, Counseling Dean Dorame, Enrollment Management Dean Bradshaw, Instructional Services Analyst Isomura, and VPI Executive Assistant Martinez.

iv. Faculty Association Executive Board

The FA Executive Board met on March 11 and March 25. At these meetings, we:

- Selected awardees for the We Honor Ours (WHO) and Community Action Outreach Team (COAT) awards:
  - o CCA WHO Award – Marina McLaughlin, Adjunct Professor, English as a Second Language
  - o CTA Service Center One WHO Award – Patricia Maestro, Counselor
  - o CTA Service Center One COAT Award – Eric Alfaro, CTA Political Organizer
- Agreed to return costumes and props from Putting on the Hits by April 30
- Approved committee appointment:
  - o FA Survey Committee
    - Ivan Rios, English, Literature, and Creative Writing (2024-26)
- Approved a recommend position to Representative Council for the “Resolution in Support of the Proposition 30/55 School Funding Extension Initiative Planned for November 2026”
  - o Note: This item is on the Representative Council agenda today (April 1).

v. Conference and Travel

- CTA Equity and Human Rights Conference: Joshua Christ, Julissa Contreras Castanon, Maribel Gonzalez, and Cesia Paniagua attended the CTA Equity and Human Rights Conference in Santa Clara on March 7-9.
- NEA Higher Education Conference: Maya Alvarez-Galván, Joshua Christ, Jenny Gernhart, Judy Lawton, and Marina McLaughlin attended the NEA Higher Education Conference in Philadelphia on March 13-16. This conference included an organizing track.
- CTA Political Academy: Joshua Christ attended the CTA Political Academy in Costa Mesa on March 28-30.
- CTA Summer Institute: The FA Executive Board will consider supporting members in attending the CTA Summer Institute (CTA SI) in Los Angeles on July 16-20. Please contact Emily Woolery if you want to be considered for sponsored attendance at this institute.

vi. FA Committee Openings

The FA Seeks appointees to the following committees: Accreditation Steering Committee; FA Hospitality Committee; FA Survey Committee; Mt. SAC 2035 Task Force; and FA Manager Evaluation Task Force. Appointments will be recommended for approval by the FA Executive Board. Please contact Emily Woolery if you are interested in serving.

vii. Board of Trustees Meetings

The Board of Trustees had a study session on March 8 and a regular meeting on March 12.

- March 8: The trustees heard reports on student success, capital projects, regular and substantive interaction (RSI), external communications plan, and Mt. SAC 2035.
- March 12: The trustees approved a 6.075% raise for President Martha Garcia effective July 1, 2024. The approved just 6 of 12 ranked sabbatical leave applications for 2025-26.

viii. Committee Attendance

- Budget Committee: Budget Committee met on March 26. Committee members received brief updates on the 2023-24 and 2024-25 SCFF. Additionally, committee members reviewed sample rubrics that include DEISA+ in resource allocation decision-making.
- President's Advisory Council (PAC): PAC met on March 5. AP 3500 – Campus Safety was tabled. The March 19 PAC meeting was canceled. PAC is scheduled to meet on April 2. Agenda items include final reading of the following Administrative Procedures (AP): AP 3500 – Campus Safety,
- AP 3501 – Campus Security and Access (NEW), and AP 6700 – Campus Events and Use of Campus Facilities.

ix. Contract Questions

Members have asked questions about these topics.

- Class cancellation (Article 10)
- Department chair remuneration (Article 10 and Appendix B)
- Department chair elections (Article 10)
- Adjunct faculty rehire rights (Article 10)
- RSI review (Article 13 and side letter)
  - o Access to canvas shell(s)
  - o RSI review stipend
- Banked leave (Article 16)
- Course outline of record and academic freedom (Article 18)
- Management right of assignment (Article 26)
- Department reorganization (AP 3110)
- Representation in HR complaint process
- AI detection software

x. Other Meeting Attendance: President Woolery provided a list of meetings and other events in attendance during the past month.

b. Vice President – Joshua Christ

Vice President Joshua Christ presented and distributed the following report.

i. Grievances and Other Representation:

- A level 3 grievance meeting was held on 3.24.25. More on this grievance in closed session.
- The district has offered to meet with the FA and SCE members to discuss department formation for two departments in SCE... an ESL and a STV department. This is an attempt to resolve the pending Arbitration from a previous grievance relating to department chair work being done out of classification by other unit groups.

ii. Negotiations Update:

- The FA and District continue to meet on a weekly basis, Fridays from 9:00am - 11:00am, and the FANT continues to meet weekly on Tuesday's from 3:30 - 5:30 and Fridays from 11:00am - 1:00pm.
- The FA and District have had discussions on the following contract topics:
  - o Workgroup on Noncredit Equivalent Loads

- o Workgroup on Chair / Coordinator responsibilities / compensation
    - o Demand to Bargain - Change in Working Conditions due to Districts New Legal Opinion on the Brown Act.
  - Since our last Exec Board meeting, the FA has presented the district with proposals concerning the following topics:
    - o Appendix A.6 - DEISA Professional Growth Incentives (Equitable for Full and Part Time)
    - o Appendix A.8.c - Earned Doctorate ongoing stipend for PT
    - o Article 10.B.6 - Adjunct Office Hours Pilot Program (they responded on 14th, we responded back on 21st)
    - o Article 8.F - Adjunct Health Care Benefits
  - We expect some movement on the following topics in the coming weeks, as the district hopes to have a conclusion to these reopener negotiations by May 1, 2025:
    - o o Article 7.A - Pass Through COLA (They said NO on 3/28/25)
    - o o Article 7.A - Raise based on increased responsibility and added complexity of work completed (They said NO on 3/28/25)
    - o o Appendix C / Article 7.B - Pay Parity for Part Time Employees (NO Response yet... They've had it for 2 full months)
    - o o Fraudulent Student Side Letter / MOU (They said they'll follow the contract for rescheduling classes, but it is not their fault that so many classes were cancelled at the last minute due to fraudulent enrollment, and those that lost classes won't have any recourse for lost wages / hours... 3/28/25)
- iii. Governance Committee Update:
- After guidance at the 2.25.25 executive board meeting, the Governance committee met outside of regular time on Sunday 3/2/25 from 10:00am - 3:00pm to further infuse and codify Part-Time roles into the proposed FA governance structure. The committee will be recommending the following, as part of the Standing Rules:
    - o All FA committees have at least one dedicated seat for Part Time. Committees of 5 or greater membership this PT representation will be increased to 2 members
    - o Additional duties for Executive Board Members, such as chairing one of the FA standing committees
    - o Possible expansion of Executive Board size, with dedicated seats for Full Time and Part Time, as well as "At Large" seats that would be open to either FT or PT
    - o Modifying all committee appointments to be recommended by president, and confirmed by the executive board
- iv. Salary and Leaves Update:
- S&L continues to approve PGI and Column Crossover requests on an every other week basis. If you believe you have earned the credit to qualify, please reach out.
  - Of the 12 recommended Sabbatical Applications to the Board of Trustees, 6 were advocated for by Dr. Garcia and funded by the Board.
    - o All 12 applicants have been notified of Board action to approve or not approve funding for their sabbatical applications
    - o The 6 sabbatical applicants not approved have been offered the opportunity to return their application to the pool for

consideration next year.

- S&L met on 3.24.25 and considered the application packet and process for the 2026/2027 sabbatical cycle (applications due in November 2025).
  - o Discussion on what it means to secure the recommendation of a chair and administrator during the application process.

v. Other Meeting Attendance: Vice President Christ provided a list of meetings and other events in attendance during the past month.

c. Treasurer – Michelle Nava

Treasurer Michelle Nava reported that she is wrapping up the filing of taxes and distributed the most recent [financial statement](#).

V. Negotiations: The negotiations report was provided during the vice president's report.

VI. Guest – Robin Devitt, CTA

Robin Devitt presented on Proposition 55 tax extension, which is set to sunset in 2030. If not extended, Mt. SAC is subject to lose nearly 30 million dollars annually. CTA is gearing up for signature gathering in Fall 2025 so that it can make the 2026 ballot.

VII. FA Elections

Elections Chair Shari Wasson presented the nomination slate and asked if there were additional nominations. Beta Meyer was nominated for President; however, Beta declined. No other nominations were made. A motion was made to close nominations (Christ) and seconded (Landeros). The motion passed: 42 in favor; 1 oppose. The Elections Committee will send an email to all nominees with instructions advising them of election rules regarding campaigning. Electronic voting will take place April 8 through April 17.

VIII. Old Business – Action Items

a. Budget Increase for Organizing

A motion was made to approve the proposal to increase the current Promotional Materials budget from \$10,000 to \$13,000 (McKee) and seconded (Esslinger). This year's expenses include over 200 FA logo polo shirts of a nicer quality than previous t-shirts. Planned purchases include restocking of Weingarten Rights cards, graduation stoles, car decals, golf cart decals, and stickers. The motion passed: 47 in favor; 1 opposed.

b. Bylaws

A motion was made to approve the proposed FA Bylaws (Alvarez-Galván) and seconded (McKee). Vice President Christ reviewed changes required by CTA and another change recommended by the Governance Committee of including term limits for the officer positions in accordance with CTA's term limits. The motion passed: 44 in favor; 2 opposed.

IX. New Business – Discussion Items

A motion was made to suspend the rules to act on New Business items a. and b. at today's meeting (Christ) and seconded (McFarlin-Stagg). The motion passed: 96% in favor.

a. Resolution in Support of the Proposition 30/55 School Funding Extension Initiative

A motion was made to support the Resolution in Support of the Proposition 30/55 School Funding Extension Initiative (Kaljumägi) and seconded (McKee). The motion passed.

b. Request for Endorsement of Candidacy for SSSCC President - César Tlatoāni Alvarado (guest)

César Tlatoāni Alvarado spoke to the Council about his candidacy for Student Senate for California Community College (SSCC) Presidential Office and distributed campaign materials. A motion was made and seconded that the Faculty Association endorse César Tlatoāni Alvarado for the role of SSSCC President. Vice President Christ spoke in favor of the motion. The motion passed: 39 in favor; 4 opposed.

c. Member Petition

Lead Organizer Maya Alvarez-Galván asked that the representatives encourage their department members to sign the petition being distributed affirming their support for the FA bargaining team.

X. Other Reports

- a. Academic Senate: No report.
- b. Adjunct Faculty Advisory Committee: No report.
- c. CCA District M Director: No report.
- d. CTA State Council: No report.

XI. Announcements

- a. Executive Board Meeting: April 8 @ 11:30am-1:00pm
- b. President Garcia's Forum: Campus Safety, College Budget, Q&A on April 9 @2:30pm-4:30pm in Bldg. 13-1700
- c. Board of Trustees Mtgs: April 16 & May 14, Time TBA
- d. FA Rep Council Meeting: May 6 & June 3 @ 11:30am-1:00pm via Zoom
- e. STRS Workshop for People Close to Retirement (5-10 years): April 11 @ 4:00pm-6:00pm (virtual)
- f. FA General Membership Meeting: April 22 @ 11:30am-1pm on campus in Bldg. 410, Meridian
- g. CCA Spring Conference: April 25-27, Irvine Marriott
- h. Teacher Appreciation Luncheon: May 8
- i. Tenure/Retirement Tea: May 20, Location TBA
- j. Graduation Snack Table: June 13

XII. Adjournment

The meeting adjourned at 1:11pm.

Respectfully submitted,  
Vicki Greco