

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
May 6, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Ash, Barry, Basilio, Birca, Burman, J. Contreras Castanon, Chavez, Christ, Clements, Crichlow, Curva, Deen, Duong, Earhart, Echeverria-Newberry, Ellwood, Engisch, Espy, Esslinger, Ezzell, Foisia, Gernhart, Gethers, Greco, Greenberg, Guo, Harper, Heredia, Hernandez-Magallon, Knapp, Komrosky, Lancaster, Landeros, Lawton, Lopez, Madrid, Mahmoud, Martinez, McFarlin-Stagg, McGuire, McKennon, McLaughlin, Meyer, Miho, Mrofka, Nava, Nguyen, Ott, Perea, Perez, Perez-Garcia, Ponce, Razo, Reyes, Richardson, Rowley, Shear, Stone, Straw, Wang, Wasson, White-Tremazi, Williams, Wood, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 11:33am.

II. Approval of Agenda with Flexibility

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

III. Approval of Minutes – April 1

A motion was made to approve the April 1, 2025 meeting minutes (Wood) and seconded (McFarlin-Stagg). The motion passed.

IV. Reports

a. President – Emily Woolery

President Woolery presented and distributed a written report (attached).

b. Vice President – Joshua Christ

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

c. Treasurer – Michelle Nava

Treasurer Michelle Nava distributed financial information on the fiscal year-to-date revenues, expenditures, and bank account balances.

- Revenues (dues income and dividends): \$65,144
- Expenditures: \$65,551
- PAC: \$49,024
- CD accounts (total): \$278,779
- Savings account: \$487

V. Negotiations – Herschel Greenberg

FANT and the District are nearing agreement on the extension of the adjunct office hours pilot through spring 2026. If agreement is reached, it will be the first Tentative Agreement of the 2024-25 negotiations cycle. The district has stated its desire to close the 2024-25 negotiations soon yet is refusing to come to agreement on proposals that have been on the table for several months. Progress in negotiations for the 2024-25 cycle continues to be slow, with the district not willing to agree to much of FANT's proposals. The district's counterproposals reflect its unwillingness to fairly and equitably compensate the faculty for our work or to negotiate the State monies available to the district to offer employee-affordable part-time health benefits.

VI. FA Election Results – Shari Wasson

FA Elections Committee Chair Shari Wasson announced the election results and distributed the [Teller's Report](#).

- President
 - Emily Woolery
- Secretary
 - Vicki Greco
- Full-time Directors
 - Catherine McKee
 - Eric Kaljumägi
 - A run-off election will occur between candidates Jenny Gernhart and Dave Mrofka, as no candidate received a majority vote for the third vacancy.
- Part-time Director
 - A run-off election will occur between candidates Ellen Straw and Marina McLaughlin, as no candidate received a majority vote.
- Service Center One Representatives
 - Joshua Christ
 - Dave Mrofka
 - Zina McFarlin-Stagg
 - Kenneth Lambright
- NEA Representative Assembly
 - Maya Alvarez-Galván
 - Joshua Christ
 - Eric Kaljumägi
 - Sandra Esslinger
 - Kelly Rivera
 - Jenny Gernhart

VII. Old Business – Action Items: There were no Old Business items to address.

VIII. New Business – Discussion Items

a. FACCC Membership 2025-26 – First Reading

The item was presented with information about the tenthly cost of a FACCC Contract Membership that would be paid by each individual FA Member and about the benefits to our Association as a Contract Member of FACCC. Full-time faculty members' cost is \$18.90/tenthly and part-time faculty members' cost is \$5.50/tenthly. The item will return for action at the next meeting.

b. FA Meeting Schedule 2025-26 – First Reading

The proposed 2025-26 meeting schedule item was introduced and will return for action at the next meeting.

c. 2026-27 Academic Calendar – First Reading

Four options for the 2026-27 Academic Calendar were presented. Calendar option

named 26-27 Typical Schedule was recommended by the FA Calendar Committee, and the Executive Board's recommendations are options named 26-27 Typical Schedule and 26-27 Early Start Fall. The item will return for action at the next meeting.

d. 2025-26 Budget Proposal – First Reading

The item was introduced and will return for action at the next meeting.

e. Unapologetically Reaffirming Our Commitment to DEISA+ and Academic Freedom: A Joint Resolution of the Mt. SAC Academic Senate and Faculty Association

Agenda flexibility was exercised for the item to be addressed out of order and as the first discussion item. President Woolery presented and read the resolution titled Unapologetically Reaffirming Our Commitment to DEISSA+ and Academic Freedom: A Joint Resolution of the Mt. SAC Academic Senate and Faculty Association and with the following three resolves:

- Resolved, that the Mt. SAC Academic Senate and Faculty Association jointly affirm the indivisible nature of DEISA+ and academic freedom, upholding faculty rights to teach, conduct research, and participate in professional discourse free from threats of political mischief, censorship, suppression, or institutional retaliation;
- Resolved, that the Mt. SAC Academic Senate and Faculty Association jointly reject any external or internal attempts to restrict curriculum, undermine shared governance, or narrow the scope of faculty expertise and inquiry particularly those that target DEISA+ related efforts; and
- Resolved, that this resolution be communicated to the Mt. SAC President and CEO and the Mt. SAC Board of Trustees as a united expression of Mt. SAC faculty's defense of academic freedom, inclusive education, and professional integrity.

A motion was made to suspend the rules to act on the item today (Christ) and seconded (McFarlin-Stagg). The motion passed: 33 in favor; 8 opposed.

A motion was made to adopt the joint resolution, contingent on Academic Senate's approval (Christ) and seconded (McFarlin-Stagg). The motion passed: 37 in favor; 3 opposed; 5 abstained.

A motion was made to extend the meeting until 1:15pm (Alvarez-Galván) and seconded (Landeros). The motion passed. New Business items a. through d. were addressed.

IX. Other Reports

- a. Academic Senate No report.
- b. Adjunct Faculty Advisory Committee: A written [report](#) was distributed.
- c. CCA District M Director; No report.
- d. CTA State Council: No report.

X. Announcements

- a. Teacher Appreciation Luncheon: May 8 @ 11am-2pm in Founders Hall
- b. FACTS Workshop – Mental Health, Self-Care, and the Role of the Faculty Association: May 9 @ 3-4:30pm
- c. Executive Board Meeting: May 13 @ 11:30am-1pm

- d. Board of Trustees Mtg: May 14, Time TBA
- e. Membership Drive: May 15, May 21, May 27 @ 1-4pm in the FA Office (See flier in meeting folder)
- f. CTA Fight for Schools Protest: May 17 @ 11am in LA at SpaceX
- g. Tenure/Retirement Tea: May 20 @ 11:30am-2pm in Founders Hall
- h. FA Rep Council Meeting: June 3 @ 11:30am-1pm via Zoom
- i. Graduation Snack Table: June 13
- j. CTA Summer Institute: July 16-20, Westin Bonaventure
- k. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655

XI. Adjournment

The meeting adjourned at 1:18pm.

Respectfully submitted,
Vicki Greco



**President's Report
to the Representative Council
May 6, 2025**

1. CTA Fight for Schools – May 17

CTA is hosting Fight for Schools rallies across the state on May 17th. CTA is asking 20% of locals' membership join in these rallies. This goal means at least 200 Mt. SAC FA members would attend a rally. How can you help?

- Join your Mt. SAC FA colleagues at 11:00 AM at SpaceX – Crenshaw Blvd. and Jack Northrop Ave. Sign up now: <https://actionnetwork.org/events/day-of-action-fight-for-schools-la/>.
- Record a video and help boost turnout for May 17! Record and post your video here: <https://stories.cta.org/question/FES>.

Why is CTA hosting this rally? We will demand that federal elected officials protect and increase funding for public education, keep our schools safe from ICE raids, and commit to voting NO on closing the US Department of Education.

- To keep schools and colleges safe places for students to learn.
We are demanding that the federal "sensitive places" rule be restored. So many of our community college students are immigrants or part of immigrant, mixed status families. We're standing up to protect them and ensure a safe learning environment.
- To stand up against the dismantling of the federal Department of Education programs.
Among other things, the Department of Education oversees Pell Grants, federal student loans, work-study funding, and other forms of financial aid that community college students rely on. The Department enforces Title IX and other civil rights laws that protect students from discrimination and ensure access to a college education. The Department of Education also recognizes accrediting agencies like the ACCJC to ensure they meet certain standards. This recognition allows the colleges accredited by ACCJC to be eligible for federal financial aid.

2. CTA State Council Representative Elections

Check your personal email accounts for ballots for CTA State Council Representative elections. Mt. SAC FA is in District Q (HE-8). Voting opened on May 5 and will close on May 12.

- 2025 Spring Multiple State Council Representative Election
- 2025 Spring At-Large State Council Representatives and At-Large Alternates Election

3. DEISA and Faculty Evaluation Pilot

There are no new updates about this pilot.

4. Academic Calendar Workgroup – 2026-27 Calendar

The FA Calendar Committee drafted four calendar options. These options are on the agenda under discussion today (May 6th). Be prepared to vote on a calendar at the June 3rd Representative Council meeting.

5. Dual Enrollment

Meetings have been held on March 18, April 2, and April 21. Discussion included staffing dual enrollment classes in Fall Semester 2025 and ideas for long-term success.

6. Faculty Association Executive Board

The FA Executive Board met on April 8 and 29. At these meetings, we:

- Heard a presentation on the ACCJC follow up report by Faculty Accreditation Coordinator, Allie Fricker-Murashige
- Approved the 2025-2026 FA meeting schedule
 - Note: This item is on the Representative Council agenda today (May 6).
- Approved committee appointments
 - FA Hospitality Committee: Alexander Carrillo (2025-2028)
 - FA Survey Committee: Charis Louie (Spring 2025 and 2025-2028)
 - Mt. SAC 2035 Task Force: Emily Woolery (Spring 2025 and Fall 2025)
 - Salary & Leaves Committee: Ronda Shutt (Spring 2025 and 2025-2028)
- Approved the purchase release time in the amount of approximately \$1,732.22 for coverage of missed teaching dates during the NEA Representative Assembly (RA) in July 2025.
- Recommended to the Representative Council two calendar options.
 - Note: This item is on the Representative Council agenda today (May 6).
- Received a written report from the FA Elections Committee.

7. Conference and Travel

CCA Spring Conference: CCA President and Mt. SAC Professor, Eric Kaljumägi, presided over his final conference. Dr. Randa Wahbe was elected CCA President and Jonathan Ausubel was elected CCA Vice President. We congratulate Eric on his many years of leadership with CCA, and we look forward to Eric's return to Mt. SAC.

Congratulations to Marina McLaughlin, who was recognized with the Chapter We Honor Ours (WHO) Award and to Eric Kaljumägi, who was recognized with the State WHO Award.

The FA was represented by 20 delegates at this conference.

- | | |
|------------------------|-----------------------------|
| 1. Emily Woolery | 11. Marina McLaughlin |
| 2. Tim Engle | 12. Adrienne Williams |
| 3. Hector Martinez | 13. Michael Vazquez |
| 4. Judy Lawton | 14. David Mrofka |
| 5. Tracy Ramos | 15. Christopher Benoe |
| 6. Zina McFarlin-Stagg | 16. Maya Alvarez-Galvan |
| 7. Ken Lambright | 17. John Kuchta |
| 8. Michelle Nava | 18. P. Gayle Harris Watkins |
| 9. Paul O'Brien | 19. Ellen Straw |
| 10. Vicki Greco | 20. Anna McKennon |

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. CTA SI sessions are listed below. CTA is offering summer conference grants to BIPOC members, new members, and emerging leaders. They extended their deadline to May 7. Please contact Emily Woolery if you want to be considered for CTA- or FA-sponsored attendance at this institute.

- Organizing and Building Worksite Power to Win!
- Community School (Invitation Only)
- Communications
- Economic Justice
- Emerging Leaders
- Essential Bargaining Skills
- Advanced Bargaining
- Instruction and Professional Development (IPD)
- Member Benefits
- School Finance

8. FA Committee Openings

The FA Seeks appointees to a few committees. Appointments will be recommended for approval by the FA Executive Board on May 13. Please contact Emily Woolery if you are interested in serving.

Accreditation Steering Committee – 1 vacancy

- Meets on first Friday of the month, 10:30 am – 12:00 pm

FA Hospitality Committee – 1 vacancy (may have in person tasks)

- Plan Faculty Appreciation Events;
- Determine the chair within the committee; and
- Consist of five (5) members with three (3) year terms, with at least one member serving on the Executive Board.

9. Board of Trustees Meeting

The Board of Trustees met on [April 16](#). At this meeting the trustees received a presentation about the [Adjunct Faculty Health Benefits State Funded Program](#). Herschel Greenberg, Co-Lead Negotiator, had requested to co-present this information to the trustees, but the district chose to hear from management only. As a result, discussion on adjunct faculty health benefits was framed as an impossible expense. The trustees also discussed their board self-evaluation.

The trustees are scheduled to meet again on May 14. Please contact Maya Alvarez-Galván if you wish to attend upcoming meetings as part of the Board Brigade.

10. Committee Attendance

Budget Committee: Budget Committee met on April 23. Committee members received brief updates on emergency funding requests, ACCJC financial report, purchasing deadlines, and gift of public funds. Note: President Woolery attends this committee as an Academic Senate appointee.

President's Advisory Council (PAC): PAC met on April 2 and April 16.

- [April 2](#): AP 3500 – Campus Safety was approved with three members voting no and two members abstaining. (With five members not voting, this AP was passed by just seven PAC members. President Garcia refused to table it despite safety forums being scheduled on April 9 and May 6.) AP 3501 – Campus Security and Access was approved with two members voting no and one member abstaining. Two APs were tabled: AP 6700 – Campus Events and Use of Campus Facilities and AP 7160 – Professional Development.
- [April 16](#): PAC reviewed committee goals and progress reports for the DEISA+ Council and Professional Development Council. Reports were also provided by multiple committees. PAC is exploring a new meeting time so that CSEA 651 members can attend.

11. Contract Questions

Members have asked questions about these topics. President Woolery shares these topics to inform members of some issues being faced across campus. The list is not exhaustive. Please reach out to President Woolery and/or Vice President Christ if you are also experiencing challenges in these areas.

- Hiring process
- Faculty schedules in counseling areas
- Student complaint process

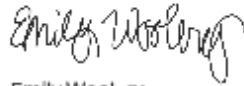
- Department chair elections
- Special evaluation process
- Reduced workload for retirement
- Health and welfare benefits

12. Other Meeting Attendance

- 4/1: Meeting with member
- 4/2: Meeting with Instruction Leadership Team
- 4/2: RSI Collaborative meeting
- 4/3: Meeting with Academic Senate leadership
- 4/3: Meeting with member
- 4/8: Monthly meeting with PT directors
- 4/9: President's Forum
- 4/10: Meeting with member
- 4/10: Weekly meeting with FA and Human Resources Vice Presidents
- 4/10: Voluntary department chair meeting
- 4/11: Meeting with dean
- 4/14: Monthly meeting with FA and College President
- 4/14: Constituent agenda review meeting
- 4/15: Meeting with member
- 4/16: Monthly meeting with FA and SCE Vice Presidents
- 4/17: Meeting with member
- 4/17: Academic Senate meeting
- 4/17: Weekly meeting with FA and Human Resources Vice Presidents
- 4/17: CCA Policy Committee Meeting
- 4/18: Meeting with member
- 4/21: Meeting with FA and Instruction Vice Presidents
- 4/21: Meeting with FACCC leadership about 50% audit
- 4/22: FA State of the Union
- 4/23: Meeting about accommodation
- 4/23: Meeting with Information Technology
- 4/23: CCA Leadership meeting
- 4/23: Meeting with members
- 4/24: Reduced Workload Program (2 sessions)
- 4/24: Phone call with member
- 4/24: Academic Senate meeting
- 4/24: Weekly meeting with FA and Human Resources Vice Presidents
- 4/24: Meeting about department reorganization
- 4/25: Mt. SAC 2035 Taskforce meeting
- 4/25: Meeting with member
- 4/28: Negotiation workgroup meeting
- 4/30: FA and Instruction Office lunch
- 4/30: RSI Collaborative meeting

- 4/30: FACCC Webinar on 50% Law Audit
- 5/1: Academic Senate Executive Board meeting
- 5/1: Grievance meetings (3 meetings)
- 5/2: Meeting with CTA organizer
- 5/2: Accreditation feedback forum
- 5/5: Phone meeting with member
- 5/5: Meeting about health and safety concerns
- 5/5: Meeting with FA and Instruction Vice Presidents

Respectfully Submitted,

A handwritten signature in black ink, appearing to read "Emily Woolery". The signature is fluid and cursive, with the first name "Emily" being more prominent than the last name "Woolery".

Emily Woolery
Faculty Association President



Grievances and Other Representation:

- The district and FA have met with ESL Full Time Faculty to discuss forming a department. There will be a similar meeting for Short Term Vocational. Faculty still have many questions about how chair reassignment will work because classroom hours and load are different in SCE. We are tracking down answers, but will fight to ensure that chair expectancies in all areas are treated similarly, and have similar implications on release from teaching time.
- The office of instruction has created a class cancellation policy they plan to pilot and will release tomorrow with the beginning of Fall 2025 registration. The FA will monitor the use and effectiveness of this "pilot" and will continue to provide input, guidance and negotiate the impacts of such a policy as we learn more.
- With direction from Executive Board, the FA has filed an association level grievance (Level 3) against the district with regard to Article 16.M. We have had the initial meeting on this grievance and await the districts response.
- We have conducted the level 4 grievance meeting on a grievance initiated in October regarding scheduling of an adjunct faculty member. We await Dr. Garcia's response within the next week or so.
- As you can see, the grievances we are filing are raising to higher levels of process. It is always the intent of Emily and myself to try and resolve grievances at the lowest possible level, without formal process if able, but we will follow the process to ensure that our hard won contract is enforced. Please remind your fellow faculty that if they observe or know about contract violations, either one time or ongoing, to bring FA into the loop so that we can ensure the district adheres to their agreements.

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. We have added meetings to our calendars beyond the district's initial projection that we would be wrapped up by May 1st.
- Where specific proposals are at in the process:
 - Non-English Language Instruction & Support Services - No Agreement, dropped until future negotiations
 - Noncredit Equivalent Loads workgroup - still meeting, not close to agreement
 - Workgroup on Chair / Coordinator responsibilities / compensation - Still meeting, agreement in some premises, potential recommendation by end of Spring
 - Demand to Bargain - Change in Working Conditions due to Districts New Legal Opinion on the Brown Act - No movement
 - Appendix A.6 - DEISA Professional Growth Incentives (Equitable for Full and Part Time) - Proposals exchanged, District Rejecting ongoing but offering paying Non-instructional hourly for mandated annual trainings.
 - Appendix A.8.c - Earned Doctorate ongoing stipend for PT - District has not responded since initial proposal in February
 - Article 10.B.6 - Adjunct Office Hours Pilot Program - Tentative Agreement to extend pilot

Vice President's Report to the Representative Council
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- Article 8.F - Adjunct Health Care Benefits - District continues to say NO
- Article 7.A - Pass Through COLA - Some movement for potential 3 year pass through
- Article 7.A - Raise based on increased responsibility and added complexity of work completed - District says NO, faculty extra workload is "voluntary" and "part of natural evolution of their jobs"
- Appendix C / Article 7.B - Pay Parity for Part Time Employees - District said "No, but maybe next year", we responded with a workgroup with conditions
- Article 16 - District gave a proposal for new sabbatical due date of September 1st - We are considering the implications, and will respond

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:
 - 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.
 - Additional duties for Executive Board Members, such as chairing one of the FA standing committees
 - Possible expansion of Executive Board size, with dedicated seats for Full Time & Part Time, as well as "At Large" seats that would be open to either FT or PT
 - Modifying all committee appointments to be recommended by president, and confirmed by the executive board.

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.
- The committee discussed the implications for ranking / scoring applications on an accelerated timeline with a September 1st due date. This was determined to not be feasible for the upcoming year.
- S&L will have sabbatical application workshops on May 28th at 9:00am and May 29th at 4:00pm. If you are interested in exploring this benefit, I encourage you to sign up or reach out.

Other Meeting Attendance:

- FA/HR Weekly Meetings
- FA/OI Bimonthly Meetings
- FA Budget Committee Meeting; 4.18.25
- FA / AS Leads Bi-Monthly Meeting;
- Walnut City Council Meeting - Public Comment on 4.23.25
- Salary & Leaves Committee Bi-Monthly;
- CTA State Council; 4.4.25-4.6.25

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- CCA One-Tier Taskforce
- CCA June Planning Taskforce
- CCA Board Meeting 4.25.25
- CCA Spring Conference 4.25.25 - 4.27.25
- FACCC 50% Law Audit Webinar
- FACCC Board Meeting

Respectfully Submitted,
Joshua Christ, Faculty Association VP