

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
June 3, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Ash, Barry, Basilio, Benoe, Birca, Bray-Ali, Burman, S. Chavez, Christ, Clements, J. Contreras Castanon, Curva, Deen, Duong, Earhart, Echeverria-Newberry, Ellwood, Engisch, Esslinger, Ezzell, Foisia, Gernhart, Gethers, Greco, Greenberg, Guo, Harper, Heredia, Hoffman, Hood, Kaljumägi, Lancaster, Landeros, Lawton, Lopez, Madrid, Mahmoud, Martinez, McFarlin-Stagg, McGuire, McKee, McKennon, McLaughlin, Meyer, Miho, Mrofka, Mullane, Nava, Nguyen, Ott, Perea, Perez, Ponce, Razo, Rowley, Shear, Straw, Wasson, Williams, Wood, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 11:34am.

II. Approval of Agenda with Flexibility

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

III. Approval of Minutes – May 6

A motion was made to approve the May 6, 2025 meeting minutes (Harper) and seconded (Wood). The motion passed.

IV. Reports

a. President

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

b. Vice President

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

c. Treasurer

Treasurer Michelle Nava presented the current fiscal year's income received and expenditures to date, and the total balances in the PAC and CD accounts.

- Revenues (dues income and dividends): \$75,918
- Expenditures: \$76,178
- PAC: \$49,024
- CD accounts (total): \$278,779
- Savings account: \$487

V. Negotiations

President Woolery and Co-Lead Negotiator Herschel Greenberg shared information and distributed an email that was sent to adjunct faculty about a virtual informational meeting on the state's adjunct health care reimbursement program. The meeting is scheduled for this week on Wednesday, June 4, at 7:00pm.

Vice President Christ shared information about the status of negotiations in the Vice President's Report (see attached).

VI. FA Run-Off Election Results

Elections Committee Chair Shari Wasson shared the run-off election results for full-time and part-time Director positions and presented the Teller's Report.

- Part-time Director: Marina McLaughlin (2025-27)
- Full-time Director: Jenny Gernhart (2025-27)

VII. Old Business – Action Items

a. FACCC Membership 2025-26

A motion was made to approve the FA becoming a paid FACCC Contract Member (McFarlin-Stagg) and seconded (McKee). Each FA Member would pay tenths, with full-time faculty paying \$18.90 and part-time faculty paying \$5.50. Discussion occurred. The vote was taken, and the motion passed. However, there were several representatives who were unable to cast votes due to Kahoot technical difficulties. The vote was conducted a second time, and the motion passed: 34 in favor; 14 opposed; 6 abstained.

b. FA Meeting Schedule 2025-26

A motion was made to approve the meeting schedule for 2025-26 (McKee) and seconded (McFarlin-Stagg). The motion passed: 44 in favor; 0 opposed.

c. 2026-27 Academic Calendar

A motion was made to approve the proposed 2026-27 Academic Calendar titled “Typical Schedule” (Birca) and seconded (Ash). Discussion occurred, with representatives from Natural Sciences and Culinary Arts voicing concerns about the insufficient time to order, receive, and prepare the necessary materials and products for science laboratory and culinary courses. FA Calendar Committee Member Mike Hood shared that the committee discussed the calendar option that has Winter Intersession beginning on January 11 and the spring semester ending on June 17; however, the Winter Intersession would then have two Monday holidays, and the Juneteenth holiday would fall at the end of Spring Semester’s finals week when Commencement is typically scheduled. The motion passed: 39 in favor; 9 opposed; 3 abstained.

d. 2025-26 Budget Proposal

A motion was made to approve the 2025-26 budget proposal (McFarlin-Stagg) and seconded (Mrofka). Treasurer Michelle Nava presented the proposed budget for 2025-26. A motion was made to substitute the current motion with an amended proposed budget to include the FACCC Contract Membership dues for 2025-26, with the approximate estimation of \$100,000, being paid from FA budget reserves (Meyer) and seconded (Landeros). The motion to substitute passed: 30 in favor; 16 opposed; 6 abstained.

A motion was made to extend the meeting until 1:15pm (Greco) and seconded (Alvarez-Galván). The motion passed.

A motion was made to substitute the amended budget proposal with an amended amount of 50%, up to an approximate amount of \$50,000, of the FACCC Contract Membership dues to be paid from the FA reserves (Lawton) and seconded (McGuire). The motion to substitute failed: 17 in favor; 20 opposed; 3 abstained.

The motion to approve the amended proposed budget for 2025-26 failed: 17 in favor; 22 opposed; 3 abstained.

VIII. New Business – Discussion Items

a. 2025-26 Dues Structure

A motion was made to suspend the rules to act on the item today (Alvarez-Galván) and seconded (Kaljumägi). The motion passed: 37 in favor; 3 opposed.

A motion was made to approve the local dues for 2025-26 with no increase from the current year’s dues (Alvarez-Galván) and seconded (McFarlin-Stagg). The motion passed: 39 in favor; 2 opposed.

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. SPEAK-UP @ local city council meetings (see flier for sign-up info)
- b. FA Board Brigade, attend BoT meetings (see flier for sign-up info)
- c. Executive Board Meeting: June 10 @ 11:30am-1pm
- d. Graduation Snack Table: June 13
- e. BoT Meetings: June 25, July 9, Aug. 13 Time TBA
- f. NEA Representative Assembly: July 2-6, Portland, OR
- g. CTA Summer Institute: July 16-20, Westin Bonaventure
- h. 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
June 3, 2025**

1. Faculty Association Executive Board

The FA Executive Board met on May 13 and 27. At these meetings, we:

- Approved sending up to seven (7) members to the 2025 CTA Summer Institute.
- Approved contributing \$100 from the FA Student Awards budget line to each of the twenty (20) Students of Distinction recipients, totaling \$2,000.
- Received a written report on the run-off elections from the FA Elections Committee.
- Recommended a grievance move forwarded to arbitration.
- Approved the draft auditor's report.
- Decided to maintain 2025-26 FA local dues at \$180 annual for full-time faculty and \$74 annual for adjunct members.
 - Note: It is expected that dues will increase for CTA and NEA. Increases will be approved at the June meeting of the CTA State Council and will be reported at the September Representative Council meeting.
- Had a first reading of proposed changes to the FA Standing Rules.
 - Note: Revised FA Standing Rules will be shared with the Representative Council in fall 2025.

Stephen Lancaster, David Mrofka, and Loni Nguyen will be leaving their positions FA Full-time Director. Their contributions to the Executive Board in support of faculty is greatly appreciated.

2. FA Committee Openings

The FA has openings for the campus and FA committees. Appointments are for three years, 2025-28, and adjunct and full-time members may express interest. Committee appointments are not compensated. Please notify President Woolery if you have interest.

- Accreditation Steering Committee
- Employee Wellness Committee – expertise in nutrition
- Exceptional Service to the College
- OPEB Trust Administrative Committee – appointment for one year (2025-2026)

- FA Budget Committee
- FA Calendar Committee – 2 vacancies
- FA Elections Committee
- FA Governance Committee
- FA Hospitality Committee – may require on-campus events

3. Class Cancellation Protocols

The district is piloting class cancellation protocols in credit instruction in Fall 2025. The protocols were drafted by the College President and Vice President Instruction. FA President Woolery and FA Vice President Christ reviewed and provided input. The protocols are a result of a Level 3 grievance filed in June 2024. We expect to meet in Fall 2025 to review the protocols prior to Winter 2026 and Spring 2026. The protocols are attached to this report.

4. Board of Trustees

The Board of Trustees met on May 14. FA Vice President Christ gave an information report on the Proposition 55 Extension and FA Co-lead Negotiator Greenberg presented on Part-Time Faculty Health Insurance. The trustees approved the hiring of Jose "Joe" Dominguez as the Vice President of Administrative Services effective July 1, 2025. Retired/retiring full-time faculty were acknowledged.

- Barbara Mezaki, Professor, American Language, 36 years of service
- Clark Maloney, Professor, Physical Education, Men's Basketball, 12 years of service
- Douglas Hughey, Professor, Child Development, 25 years of service
- Edwin Estes, Professor, Business Administration, 17 years of service
- Jondea Orr, Professor, Nursing, 37 years of service
- Kathleen Cannon, Professor, History, 20 years of service
- Karol Ritz, Professor, Dance, 28 years of service
- Lisa Amos, Professor, Family Consumer Sciences, 22 years of service
- Lynette Hight, Professor, English, 53 years of service
- Matthew Munro, Professor, Mathematics, 26 years of service
- Samuel Wolde-Yohannes, Professor, Philosophy, 36 years of service
- Scott Guth, Professor, Mathematics, 35 years of service
- Silver Calzada Jr., Professor, Counseling, 27 years of service
- Tamara Kam, Professor, English, 24 years of service

5. Committee Attendance

Academic Calendar Workgroup: The Vice President of Instruction held an Academic Calendar Workgroup meeting on May 19. Multiple future calendars were discussed:

- 2026-27: The FA Representative Council will vote on the 2026-27 calendar on June 3.
- 2027-28: The District still desires to have the summer shift option in 2027-28. Multiple calendar versions were considered.
- 2028-29: CSEA President Gillett stated they had not yet negotiated holidays. Discussion of a 2028-29 calendar will continue in the fall semester.

Budget Committee: Budget Committee met on May 28. Acting Vice President Administrative Services provided a brief review of the May Revision to the Governor's 2025 California Budget. She reported the budget is good overall for higher education. The California Budget includes a

2.30% COLA and enrollment growth of 2.35%. Note: President Woolery attends this committee as an Academic Senate appointee.

President's Advisory Council (PAC): President's Advisory Council met on May 7. PAC agreed to a new meeting time effective July 2025: 2nd and 4th Wednesdays from 9:45 – 11:10 AM. A workgroup was formed to develop the 2025-2028 Student Equity Plan. Membership includes 9 managers, 3 faculty, 1 classified staff, and 1 confidential. PAC received reports from Accreditation Steering Committee, Budget Committee, Climate Commitment and Environmental Justice Committee, Information Technology Advisory Committee, and Institutional Effectiveness Committee.

Information Technology Advisory Committee will be reviewing administrative procedures, but a timeline is not set.

- AP 3310 Records Retention and Destruction
- AP 3720 Use of Technology and Information Resources and Employee Acceptable Use Agreement
- AP 3721 Information Security

6. CCA Grants

Loni Nguyen received a CCA Reassigned Time Grant to work on a chat bot project. Loni will receive 3 LHE reassignment in fall semester for this grant.

CCA offers various [grants](#) to fund chapter work or activities. Individual members can submit applications. Grant applications require a statement of support from the local president, so please notify President Woolery before submitting any application.

7. CTA Fight for Schools – May 17

CTA hosted Fight for Schools rallies across the state on May 17. Mt. SAC faculty attendees included Maya Alvarez-Galvan, Joshua Christ, Eric Kaljumägi, Judy Lawton, Dianne Rowley, Emily Woolery, and Zina McFarlin-Stagg.

8. CTA State Council Representative Elections

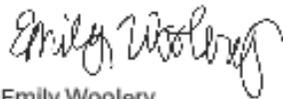
Joshua Christ and Eric Kaljumägi were elected as District Q (HE-8) State Council Representatives. Some Mt. SAC faculty received write-in votes for the District Q HE At-Large State Council Alternate. At-Large seats are intended for racial/ethnic minorities, and the Mt. SAC faculty did not meet the criteria.

9. CTA Presidents Lobby Day

President Woolery attended the CTA Presidents Lobby Day in Sacramento on May 21 – 22. CTA provided training before groups of local presidents visited with elected representatives.

- 5/13: Monthly meeting with PT Directors
- 5/13: FANT preparation meeting
- 5/14: Phone call with member
- 5/15: Academic Senate Executive Board meeting
- 5/15: Representation at HR discrimination investigation
- 5/15: Weekly meeting with VPHR and AVPHR
- 5/16: FANT preparation meeting
- 5/17: CTA Fight for Schools
- 5/19: Meeting with member
- 5/19: Representation at HR discrimination investigation
- 5/19: Meeting with member
- 5/20: FA Info Session on FACCC (two sessions)
- 5/21: Tenure and Retirement Tea
- 5/20: FANT preparation meeting
- 5/23: FANT preparation meeting
- 5/27: 5/7: Meeting with FA / Academic Senate Leadership
- 5/27: FANT preparation meeting
- 5/28: Phone call with member
- 5/28: CTA Service Center One Council meeting
- 5/29: Meeting with CCA regarding reassignment grant
- 5/29: Academic Senate Executive Board meeting
- 5/29: Weekly meeting with FA and VPHR
- 5/30: FANT preparation meeting
- 5/30: Monthly meeting with FA and SCE
- 6/2: Meeting with member
- 6/2: Representation at meeting with deans

Respectfully Submitted,



Emily Woolery
Faculty Association President



Vice President's Report to the Representative Council
June 3rd, 2025

Grievances and Other Representation:

- 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. This grievance has been elevated to level 4.
- The district's level 4 response on a grievance initiated in October regarding scheduling of an adjunct faculty member was not accepted. The Executive Board has elected to elevate this grievance to Arbitration, with the option of mediation prior, if agreed to by the district.
- 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.
- Requests for Faculty representation are increasing, as faculty assert their contract rights. With the upcoming formal formation of a grievance team, I will look to schedule trainings in collaboration with Robin Devitt, to increase the number of trained representatives among faculty ranks. **ONLY** trained reps can serve as FA reps to other faculty and uphold their Weingarten rights.

Negotiations Update:

- The FA and District have not met for negotiations since May 9th, due to conflicting schedules and changes at the executive management levels (new VPAS incoming). It is a troubling pattern, that gives the FANT concern about being able to wrap negotiations in a timely manner.
- Where specific proposals are at in the process:
 - ○Non-English Language Instruction & Support Services - **No Agreement**, dropped until future negotiations, **Where the FA is very interested in negotiating this item as it relates to all faculty, and not a subsection, such as noncredit or specific disciplines only.**
 - Noncredit Equivalent Loads workgroup - **still meeting**, not close to agreement and the last 2 meeting times have been cancelled by the district for unstated reasons.
 - Workgroup on Chair / Coordinator responsibilities / compensation - **Still meeting**, agreement in some premises, but no meetings in past 6 weeks, and progress has seemed to halt.
 - 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 training (2 hours).
 - Appendix A.8.c - Earned Doctorate ongoing stipend for PT - **District has responded** with a 3.5% increase for adjunct who have earned their Doctorate, equity would be \$8.05, representing an increase of between 6.5% and 8%.
 - Article 10.B.6 - Adjunct Office Hours Pilot Program - **Tentative Agreement to extend pilot**, there are no major financial implications in this proposal.

- Article 8.F - Adjunct Health Care Benefits - District continues to say NO, there remains no movement on this article at all.
- Article 7.A - Pass Through COLA - Some movement for potential 3 year pass through, the district still insists there is language that cancels the pass through COLA "if the district faces financial constraints." (We know this to be the districts constant spoken reality, so we reject this language on its face)
- 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 at our next negotiations.

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:

- Has conducted sabbatical orientations, and now continues to approve PGI/PGH/Column Crossover requests.
- Will not meet over summer, but co-chairs will continue to meet and move PGI/PGH/Column Crossover requests through.

Other Meeting Attendance:

- FA/HR Weekly Meetings
- FA/OI Bimonthly Meetings
- FA / AS Leads Bi-Monthly Meeting;
- Salary & Leaves Committee Bi-Monthly;
- CCA One-Tier Taskforce
- FACCC May Budget Revise Webinar
- FACCC Board Meeting

Respectfully Submitted,
Joshua Christ, Faculty Association VP