



Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
November 4, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Ano, Avila, Basilio, Benoe, Birca, Bray-Ali, Burman, Chavez, Christ, Clements, Crichtlow, Daland, Dowdle, Duong, Earhart, Engisch, Esslinger, Ezzell, Fullman, Gernhart, Gethers, Greco, Greenberg, Haines, Harper, Heredia, Hernandez, Hernandez-Magallo, Kaljumägi, Knapp, Komrosky, Lawton, Lopez, Madrid, Mahmoud, Martinez, McFarlin-Stagg, McKee, McKennon, McLaughlin, Meyer, Mrofka, Nava, Perez-Garcia, Ponce, Razo, Reyes, Rios-Alvarado, Rivas, Rojas, Romero, Rowley, Shear, Straw, Wang, Wasson, Weber, White-Tremazi, Wood, 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 (McFarlin-Stagg) and seconded (McKee). A motion was made to add two items, Adjunct Retirement and Conference Reimbursement through POD/Chrome River, under New Business (McKennon) and seconded (Straw). The motion was discussed. The motion failed: 21 in favor; 26 opposed. The agenda was approved with flexibility: 48 in favor; 0 opposed.

III. Approval of Minutes

A motion was made to approve the October 7, 2025 meeting minutes (McFarlin-Stagg) and seconded (Wood). The minutes were approved 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

Treasurer Michelle Nava presented and distributed a written [report](#) (attached).

Treasurer Nava has closed out the budget for last fiscal year and has submitted financial documents to the accountant. Michelle presented the current financial statement and pointed out conference reimbursement expenses to date.

V. Negotiations

Lead Negotiator Herschel Greenberg announced that the Year 3 of the 2022-2025 Faculty Contract should be available on the College's website this week.

VI. Election Results

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

- Full-time Director (completing 2024-2026 term)
 - Dave Mrofka
- FACCC Designated Representative (2025-2026)
 - Tony Rivas
- Adjunct At-Large Representatives (2025-2026)
 - Rami El Oweini

- P. Gayle Harris Watkins
- Anna Lee McKennon
- Zina McFarlin Stagg
- Ellen Straw
- Ashley Gaines

VII. Old Business – Action Items

a. FA Goals

A motion was made to approve 2025-26 goals of the Faculty Association for 2025-26 (Christ) and seconded (McFarlin-Stagg). The motion passed: 37 in favor; 2 opposed; 2 abstained.

VIII. New Business – Discussion Items

a. [Joint Resolution of the Mt. SAC Academic Senate and Faculty Association: In Support of Competitive Faculty Compensation and Adequate Staffing to Advance Student Success](#)

President Woolery introduced the item and presented the joint resolution to the Council. Biological Sciences Department Representative Beta Meyer submitted a proposed substitute resolution to be considered at the next meeting, with amendments authored by the Biological Sciences Department faculty and the original resolution's author, Kelly Rivera. Beta presented the changes being proposed in the substitute resolution and pointed out that the changes were highlighted. The council was provided written copies of the original and the substitute resolutions to take back to their respective departments/areas. The resolution will be considered at the Academic Senate meeting on November 13. The item will return for action at the December 2nd FA Representative Council meeting.

b. FA Bylaws

Vice President Joshua Christ presented the amendments to Bylaws after review and feedback from CTA. Proposed amendments are the following:

- Under VI. Policy-Making Body, B.6. State Council Representatives: Addition of letter b. Multiple Chapter Representative(s) – ex-officio, non-voting member unless otherwise elected to the Representative Council (CTA Bylaws, Article V, sections 2-4). This addition is being required by CTA to ensure that the state level representatives have opportunity to attend the local chapter's Representative Council meetings.
- Under VIII.F.6.: Appoint the Chairperson and members of the Bargaining Team by the end of the spring semester for the following bargaining term and strike-through "by the beginning of each school year".
- Under IX.A.: The Executive Board of this Association shall be composed of the following: 1. Elected, Voting Members selected at-large from the Active membership, in compliance with the “one-person, one-vote” rule, CTA Bylaws, Article VI, section 2.
- Under XIII. Nominations and Elections, letter A.5. [Duties of the Elections Committee include] Process initial challenges. "Process" replaces "Handles" per CTA.

Several other minor changes are included in the proposed changes, mostly consisting of corrections formatting typos.

c. [Resolution in Support of United Teachers of Richmond](#)

The resolution was introduced. A motion was made to suspend the rules to act on the item (Christ) and seconded (McKee). The motion passed: 35 in favor; 1 opposed; 2 abstained.

A motion was made to support the resolution (Meyer) and seconded (McFarlin-Stagg). The motion passed: 33 in favor; 5 opposed; 5 abstained. The Faculty Association resolved:

- To stand in solidarity with the United Teachers of Richmond, CTA/NEA Contract Campaign and commit to:
 - Publicizing the progress of UTR's campaign in all internal union communications
 - Taking group photos with our union signs showing support for UTR's educators and their campaign to win
 - Sign onto UTR's community support petition
 - Engagement with UTR on Facebook and Instagram
 - Donating to UTR's Member Assistance (Strike hardship) Fund
- Mt. San Antonio College Faculty Association's Executive Board will take responsibility for implementing this motion.

IX. Other Reports

- a. Academic Senate: Academic Senate Co-Vice President Raul Madrid reported that Senate leaders are attending the ASCCC Plenary this week. Concerns about resolutions should be communicated to Academic Senate Legislative Liaison Kelly Rivera. There is a resolution concerning Noncredit that may be of interest to people. The Senate is seeking interested faculty to serve on several hiring screening committees for management positions. The ranking for faculty hiring has been delayed. A FA Representative raised concern about several teens as young as 13 years enrolled in their class this semester. Raul confirmed that the district's AP on Special Admit students was revised to eliminate enrollment restriction based on age and stated that all courses remain college courses designed for adult learners regardless of enrolled students' ages and said no changes should be made to the course assignments and other course requirements.
- b. CCA District M Director: Changes will be made to CCA Bylaws. Faculty should reach out to Joshua if interested in knowing about the changes. CCA's winter conference is being held the last weekend in February.
- c. CTA State Council: CTA encourages a Yes vote on Proposition 50. The FA anticipates launching the Prop 55 Extension bill signature gathering later this month. CTA is asking that locals gather 85% of the membership's signatures.

X. Announcements

- a. FA Events: Save the Dates Flier
- b. FACTS Workshop – Column Crossover: Nov. 7 @ 4-5pm via Zoom
- c. Reading Room Discussion – *Atomic Habits*, with History Prof. Kim Earhart: Nov. 13 @ 4:00pm, Zoom link, Meeting ID: 838 0527 4695, Passcode: 814625
- d. STRS Virtual Workshop: Nov. 14 @ 4-5:30pm
- e. FA Exec. Board Meeting: Nov. 18 @ 11:30am-1pm
- f. Board of Trustees Meetings: Nov. 19, Dec. 17

- g. FACTS – Understanding PGI & PGH: Nov. 21 @ 4-5pm via Zoom
- h. FA Rep Council Meeting: Dec. 2 @ 11:30am-1pm via Zoom
- i. Cup of Thanks: Dec. 8-11 @ 8am-3pm
- j. CCA Winter Conference: Feb. 27 – Mar. 1 @ Hilton OC/Costa Mesa
- 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

XI. Adjournment

The meeting adjourned at 1:00pm.

Respectfully submitted,

Vicki Greco



President's Report to the Representative Council November 4, 2025

1. Faculty Association Executive Board

The Faculty Association (FA) Executive Board met on October 14 and 28. At these meetings, we:

- Agreed to recommend to the Representative Council the approval of a *Joint Resolution of the Mt. SAC Academic Senate and Faculty Association: In Support of Competitive Faculty Compensation and Adequate Staffing to Advance Student Success* ◦ This joint resolution is on the agenda today as a new business item.
- Agreed to recommend to the Representative Council the approval of amendments to the Faculty Association Bylaws.
 - The FA Bylaws are on the agenda today as a new business item.
- Prioritized negotiation topics based on the negotiation survey results with consideration of other factors, such as grievances.

2. Temporary Reassigned Time for Exceptional Levels of Service to the College

Four requests for temporary reassigned time for exceptional levels of service were submitted in Spring 2025. Requests were submitted for work to be done in Fall 25/Winter 26. Regrettably, the committee was not convened at that time. The committee met on October 20 to review these applications. All four requests were recommended for approval and recommended the applicants be offered flexible timelines in completing their project: Fall 25/Winter 26, Winter 26/Spring 26, or Spring 26/Summer 26. The Office of Instruction will notify the applicants. The next deadline to submit applications is December 1 for work to be done in Winter/Spring.

3. Commencement 2026 – Joint Survey

Academic Senate and Faculty Association leadership collaborated on a survey about faculty preferences for the date and time of the 2026 Commencement ceremony. The survey was requested by the District. Commencement attendance is contract requirement for full-time faculty, so this survey was sent to full-time faculty only. The deadline to respond to the survey is November 7.

4. Adjunct Faculty Celebration

We held the Adjunct Faculty Celebration in Founders Hall on October 21. We had approximately 90 attendees, including 70 faculty and 20 managers. Dr. Randa Wahbe, Community College Association President, attended and provided brief remarks.

5. Pay Increases and Retroactive Payments

Payroll shared an expected timeline for pay increases and retroactive payments negotiated in the 2024-25 negotiation process.

10/31/25

All salaries for full-time faculty will be updated to the new rates

11/10/25

All pay rates for adjunct faculty will be updated to the new rates
COLA retro for FY 25-26 will be issued to full-time faculty

11/14/25

COLA and column 4 retros for FY 25-26 will be issued to adjunct faculty -
Note: column 4 is for adjunct professors that have doctorate degrees

11/26/25

Column 4 retros for FY 24-25 will be issued to adjunct faculty
- Note: column 4 is for adjunct professors that have doctorate degrees

6. Support for Bachelor of Science in Nursing (BSN) Degrees at California Community Colleges

At the October 7 meeting, the Representative Council approved sending a letter of support for the Bachelor of Science in Nursing (BSN) Degrees at California Community Colleges to Governor Gavin Newsom. President Woolery sent a letter, which is attached to this report. Governor Newsom vetoed [AB 1400](#).

7. CCA Conferences – 2025 and 2026

Please consider joining us at a CCA conference in 2026. The CCA Winter Conference is scheduled February 27 – March 1, 2026 in Costa Mesa. The CCA Spring Conference is scheduled April 24 – 26, 2026 in Irvine. If you are interested in attending, please contact Emily Woolery.

8. President's Advisory Council

President's Advisory Council (PAC) met on October 8 and 22. PAC is scheduled to meet next on November 12.

October 8: The master draft of the 2025-28 Student Equity Plan was reviewed. Updates were provided by Accreditation Steering Committee, Budget Committee, Information Technology Advisory Committee, and Institutional Effectiveness Committee.

October 22: PAC received updates from three committees: Climate Commitment and Environmental Justice Committee, Institutional Effectiveness Committee, and Police and Campus Safety Committee.

9. Contract Questions

Members raised questions about these topics.

- Salary increases (Article 7, Appendix A, Appendix C) ○ Note: Human Resources and Payroll have updated salary schedules effective July 1, 2025 and added an archive of past salary schedules. See their website at: <https://www.mtsac.edu/hr/salary-schedule.html>.
- Adjunct professor rehire rights (Article 10)
- Accommodations and leaves (Article 16)
- Adjunct professor evaluation (Article 18)
- Adjunct counselor step and column placement (Appendix C)
- FA membership

10. Meeting Attendance

- 10/1: Instruction Leadership Team meeting
- 10/3: Joint Planning Summit
- 10/9, 10/16, 10/23: Academic Senate meeting
- 10/9, 10/16, 10/23, 10/30: FA and HR weekly meeting
- 10/9, 10/16, 10/23, 10/30: Skills to Win Training
- 10/10: Representation of member with dean
- 10/11: Monthly meeting with college president
- 10/16: FA Governance Committee meeting

- 10/17: Catastrophic Leave Committee meeting
- 10/17: Arts & Business Division merger meeting
- 10/17: Negotiation celebratory dinner
- 10/20: Meeting with HSS deans
- 10/20, 11/03: FA and OI bi-monthly meeting
- 10/21: Prep meeting for ACCJC Follow-Up Report Team Interview
- 10/22: FA and Academic Senate Leadership meeting
- 10/22: Meeting with member about evaluation
- 10/23: Debrief meeting for ACCJC Follow-Up Report Team Interview
- 10/29: Representation at meeting for accommodations and leaves

Respectfully Submitted,



Emily Woolery
Faculty Association President

Vice President's Report to the Representative Council
November 4th, 2025

Important News / Updates:

- Go Vote. It is election day today, and it is your protected right to vote, and have your vote recorded as part of the democratic decisions we make each election cycle. If you are voting in person, and need time during today to vote, please let your immediate manager know, and cc either Emily or myself in that communication. I have attached the flyer sent by Harry Nakaoki on October 29th, so you have access to the legal protections for time to vote, provided by the State of California.

Negotiations Update:

- The 2025/2026 Survey is complete, thank you to all who participated. The FA Executive Board has provided guidance, based on the survey results, to the FA Negotiations team for which articles we should ask to be sunshined at the November Board of Trustees meeting.
- When articles are sunshined at a Board of Trustees meeting, there is a special public comment period for all issues relating to the sunshined topics. This is an opportunity for the public to communicate with board members on what is important in each article that is on the sunshine list. FA cannot instruct you to comment, or not comment, on any of these articles, and we wouldn't try to, but if you would like to let us know the nature of your comments, we will be happy to connect you with others who may be making similar comments so you may organize your statements.

Governance Committee Update:

- CTA has sent the Bylaws back to us with some edits. Governance has made recommended changes to the Bylaws and submitted them to the FA Executive Board. Subsequently, the FA Executive Board has considered these changes, and now forwards these recommendations to the full Rep Council. You will see them on today's agenda for a first reading, and they will come back in December for a second / final reading.
- You may remember that we approved some Bylaws changes in Spring semester, and you would be correct. Each year CTA updates their template Bylaws, which is what we align / comply with, and the changes we see this year are a few minor updates that occurred between when we approved them as a Rep Council, and when CTA approved them for 5 year compliance. Ideally, we can adopt these new standards in December, and we will be set for CTA compliance for 5 years.
- The Governance Committee meets from 4pm - 5pm on the 1st and 3rd Thursday each month. We have two openings currently, and are looking to fill this committee as we continue the work of updating the standing rules. Please reach out to Emily with your interest, so she may recommend appointments to the Executive Board at the Nov. 18th meeting.

Grievance Committee Update:

- A time was identified for the Grievance committee to meet on a regular basis, twice per month for an hour each meeting. The committee's first meeting will occur in the third week of November, and at that meeting a Grievance Rep / Union Rep training will be scheduled, open to all Rep Council members who wish to potentially serve as representative to a unit member in meetings with management.

Other Contract / Working Condition Questions:

- DEISA PGI - FPDC has developed a rubric for determining if a workshop, conference, class, etc meets the needs of our DEISA initiative. If the workshop checks off at least one of the boxes in the rubric, it would be considered qualifying for the DEISA+ PGI, which would mean that it wouldn't (or would no longer) count towards the first PGI initiative. There may be some exceptions on a case by case basis, if this applies to you or someone you know, have them reach out to me at joshua.m.christ@gmail.com
- Outlining the process for Faculty (because there are many questions):
 - FIRST - If you offer, or have taken a POD offered professional development (meaning you signed up through POD, attended, and received credit on your POD transcript), you **DO NOT HAVE TO DO ANYTHING**. All POD offered workshops are being considered through the FPDC developed rubric, and all hours earned by faculty through these workshops will be automatically applied toward their DEISA+ PGI initiative.
 - SECOND - If you attended an outside conference, class, workshop, symposia, etc., you will want to submit the (original) PGI form seeking for this outside workshop to count towards DEISA+ PGI, listing these DEISA conference, class, workshop, etc.. and attaching any and all material describing the sessions, schedule and trainers that would have been included in the conference / class / workshop materials. Put a label on your PGI approval form that says "For DEISA+ PGI Consideration," and submit that to salaryandleaves@mtsac.edu
 - THIRD - Salary and Leaves will submit the conference to FPDC without your personal information for consideration, and if approved as DEISA+ PGI eligible, will add that conference / workshop / etc.. to the list of approved workshops.
 - FOURTH - Once Approved by FPDC, Salary and Leaves will consider the form submitted for the number of applicable hours towards DEISA+ PGI, and notify the faculty member of the number of approved hours.
 - FIFTH - Once a faculty member has completed the full 96 hours towards the DEISA+ PGI, the faculty member should submit the "Request for PGI" form, and list the hours they have completed / approved.

- If you have any questions about the process, please direct them to me, and I will either be able to help you find the answer or direct you towards the person who has the answer.

Other Meetings / Conferences / Day to Day:

- CCA Fall Conference w/ 20 Mt.SAC delegates - 10/10/25-10/12/25
- CTA State Council - 10/17/25-10/19/25
- Adjunct Celebration - 10/21/25
- Faculty Organized meeting to hear opinions on the proposed Arts / Business Merger - 10/17/25 (this merger was defeated and notified on 10/21/25)
- Academic Senate Executive Board - 10/23
- Academic Senate - 10/16/25
- Weekly meeting between FA/HR - 10/23
- Organizing 4 Power, 2nd session - 10/16 (missed the 3rd session unfortunately)
- LGBTQ+ Issues Conference (with 10 others from Mt.SAC) - 10/24/25 - 10/26/25
- Meeting with HSS Dean and Assc Dean about scheduling concerns - 10/20/25
- Numerous PGI / Column Crossover Meeting since 10/07/25

Respectfully Submitted,
Joshua Christ, Faculty Association VP

Treasurer's Report to the Representative Council

November 4, 2025

Proposed vs. Actual FA Budget 2025-2026

General Account	As of		
	<u>11/4/2025</u>	<u>Actual YTD 2025-2026</u>	<u>Budgeted 2025-2026</u>
REVENUES			
Dues Income	\$10,590	\$107,740	
Dividends	\$0	\$5,400	
Total Revenues	\$10,590	\$113,140	
EXPENSES			
CONFERENCES			
Region 3 Leadership	\$2,303	\$2,400	\$97
LGBTQ+ Issues	\$1,933	\$3,600	
CTA Issues	\$6,000		
FACC A&P	\$4,000		
CTA New Educator (South)	\$1,600		
CTA/NEA Retired	\$650		
CTA Equity & Human Rights	\$4,000		
CTA Good Teaching (South)	\$1,600		
NEA Higher Education	\$6,000		
CTA Summer Institute	\$7,500		
NEA Rep Assembly	\$21,000		
Conferences	\$2,313	\$0	
Total Conference Expenses	\$6,550	\$58,350	
MEMBERSHIP DEVELOPMENT			
Membership Promotional	\$146	\$15,000	
Social Activities	\$1,687	\$22,000	
Member Awards & Gifts	\$75	\$2,000	
Adjunct Activities	\$1,634	\$4,000	
Total Member Development Expenses	\$3,542	\$43,000	
MEMBERSHIP ADVOCACY			
Negotiations	\$652	\$12,000	
Governance	\$4,000		
Grievance/Arbitration	\$20,000		
Grievance Training	\$1,250		
Legal	\$10,000		
Dues & Membership	\$600	\$600	
Total Member Advocacy	\$1,252	\$47,850	
REASSIGNED TIME & STIPEND			
President (100%)	\$1,823	\$12,000	
Adjunct Stipends	\$16,000		
PGI/H Position	\$0		
Total Reassigned Time & Stipend	\$1,823	\$28,000	