



Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
December 2, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Basilio, Benoe, Birca, Bray-Ali, Burman, Chavez, Christ, Churchill, Clements, Earhart, El Oweini, Esslinger, Ezzell, Foisia, Fullman, Garcia, Gernhart, Gethers, Greco, Greenberg, Harper, Harris Watkins, Heredia, Hernandez, Kaljumägi, Knapp, Komrosky, Lackey, Lawton, Madrid, Martinez, McFarlin-Stagg, McKee, McKennon, McLaughlin, Meyer, Nava, Perea, Perez, Perez-Garcia, Ponce, Razo, Reyes, Rios-Alvarado, Rivas, Rojas, Romero, Shear, Straw, Wang, Wasson, Weber, White-Tremazi, 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 (McKee) and seconded (McFarlin-Stagg). The agenda was adopted without objection.

III. Approval of Minutes

A motion was made to approve the November 4, 2025 meeting minutes (Wood) and seconded (McKee). The minutes were accepted as written without objection.

IV. Reports

a. President

President Emily Woolery presented and distributed a written report ([attached](#)). The Calendar Committee is reviewing the calendar options for 2027-28. The Rep Council should expect that calendars will come to the March meeting for a first reading and will be voted on at the meeting in April. CTA has asked local chapters to collect signatures from 85% of the members for the permanent extension of Proposition 55 to be on the 2026 ballot. Lead Organizer Maya Alvarez-Galván announced that signatures will be gathered during the Cup of Thanks event next week. CTA also has a paid signature gatherer on campus. Proposition 55 is set to expire in 2030, which would result in a 10% decrease in the district's budget and would severely impact the college. Discussion occurred about the Board of Trustees' approval to renew President Garcia's contract for 3 years, which includes an estimated 6% total compensation increase for the 2026-27 academic year.

b. Vice President

Vice President Joshua Christ presented and distributed a written report ([attached](#)). Faculty are experiencing that managers' urgencies are becoming a faculty burden. Joshua asked that faculty let him or Emily know if they are experiencing this burden. Winter intersession is not part of the 10-month contractual assignment. Teaching overload during winter intersession does not require holding office hours or checking of emails. Joshua suggested to put an outgoing email message of being out of office/off campus until the start of spring semester.

c. Treasurer

Treasurer Michelle Nava presented and distributed the current financial statement

[\(attached\)](#). The Association is currently under budget.

Michelle scheduled appointments with our external auditors on January 5 and 6 and will share the auditor's completed report with Council.

V. Negotiations

Lead Negotiator Herschel Greenberg reported that the Board of Trustees engaged in a 20-minute discussion about the renewal of President Garcia's contract. Trustee Gary Chow offered to be available to talk with the employee groups to hear the Trustees' justification for Dr. Garcia's raise. The council responded affirmatively to President Woolery's inquiry about inviting the Trustees to a Rep Council meeting to explain their justification. Herschel stated that negotiations begin January 16, 2026, that no specific end date is planned, and that the district has meeting dates that extend into the summer. Concern was expressed about negotiations extending into the summer months each year for the past several years.

VI. Old Business – Action 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

A motion was made to approve the *Joint Resolution of the Mt. SAC Academic Senate and Faculty Association: In Support of Competitive Faculty Compensation and Adequate Staffing to Advance Student Success* (McKee). The motion was seconded.

A motion was made to substitute the resolution with an amended version that was voted on and adopted by the Academic Senate last month (Meyer) and seconded (McFarlin-Stagg). Representative Beta Meyer read aloud the amended language and provided rationale. The motion to substitute passed: 40 in favor; 0 opposed.

A motion was made to approve the substitute resolution (McKee) and seconded (Meyer). The motion passed: 41 in favor; 0 opposed.

- b. FA Bylaws

A motion was made to approve the amended FA Bylaws (McFarlin-Stagg) and seconded (McKee). The amendments were made in response to feedback from CTA. The motion passed: 39 in favor; 0 opposed.

VII. New Business – Discussion Items

- a. Reconsider 2025-26 FA Meeting Schedule – Spring Rep Council Meeting Modality

A motion was made to suspend the rules to act on the item (McKee) and seconded (Greco). The motion passed: 35 in favor; 0 opposed.

The executive board brought forward a recommendation that Rep Council consider amending the meeting modality of spring semester meetings from virtual to hybrid format. A motion was made to approve a change in meeting modality from virtual to hybrid for spring 2026 semester (Meyer) and seconded (Alvarez-Galván). The Council had discussion, and a vote occurred. The motion failed: 16 in favor; 19 opposed.

- b. Donation to United Teachers of Richmond Member Assistance (Strike Hardship) Fund

A motion was made to suspend the rules to act on the item (Alvarez-Galván) and seconded (Nava). The motion passed: 18 in favor; 5 opposed.

Emily reminded the FA Representative Council of its approval of a resolution in support of UTR, which included a commitment to donate to UTR's Member Assistance (Strike Hardship) Fund. Recent social media posts indicate that UTR plans to go on strike this upcoming Thursday, December 4.

A motion was made to approve a donation of \$1,000 to the United Teachers of

Richmond (UTR) Member Assistance (Strike Hardship) Fund, if UTR goes on strike in the 2025-26 year (Alvarez-Galván) and seconded (Meyer). Meyer spoke in support of the donation should they strike, and Lawton pointed out that the 98% vote for strike authorization speaks to the severity of their poor conditions. The motion passed: 32 in favor; 5 opposed.

c. Spring Election Timeline – Information item

President Woolery shared the timeline for spring elections on behalf of the Elections Committee. Per CTA Election Guidelines, establishing the election timeline is the sole purview of the Elections Committee.

d. Prop. 55 Extension: The item was not addressed due to time constraints.

VIII. Other Reports

- a. Academic Senate: No report.
- b. CCA District M Director: No report.
- c. CTA State Council: No report.

IX. Announcements

- a. FA Events: Save the Dates Flier
- b. Cup of Thanks: Dec. 8-11 @ 8am-3pm
- c. FA Executive Board Meeting: Dec. 9
- d. BoT Meeting: Dec. 17
- e. CTA Organizing Academy: Jan. 16-18, Las Vegas
- f. CCA Winter Conference: Feb. 27 – Mar. 1 @ Hilton OC/Costa Mesa
- g. FA Rep Council Meeting: Mar. 3 @ 11:30am-1pm via Zoom
- h. CTA/NEA Retired Issues Conference: Mar. 12-13, Hilton OC/Costa Mesa
- i. Equity and Human Rights Conference: Mar. 13-15, Hilton OC/Costa Mesa
- j. FACTS: Early Retirement Reduced Workload/Article 19: April 3 @ 4pm via Zoom
- 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 FA’s website.

X. Adjournment

The meeting adjourned at 1:02pm.

Respectfully submitted,
Vicki Greco



President's Report to the FA Representative Council December 2, 2025

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. Survey results indicate a preference for holding commencement Friday, June 12 – morning was the first choice, followed by evening. Academic Senate leadership will share results with Academic Mutual Agreement Council. Survey results are included with this report.

FA Calendar Committee

VPI Fowler hosted an academic calendar workgroup meeting on November 7. Four calendar drafts for the 2027-28 academic year were reviewed. The Calendar Committee will forward recommendations to the FA Executive Board next week. It is expected that calendar drafts will be reviewed by the FA Representative Council in March and April 2026.

Extension of Proposition 55

CTA is working to get the extension of Prop. 55 on the ballot in 2026. It is doing an internal campaign and CTA has asked locals to collect signatures from members only. Additionally, CTA has hired paid signature gatherers.

FA leaders will collect signatures during finals week. President Woolery, Vice President Christ, and Organizer Alvarez-Galván have access to a CTA tracking tool to track member signatures.

CSEA colleagues are also gathering signatures in support of extending Proposition 55. President Woolery and Organizer Alvarez-Galván met with CSEA colleagues on November 21 to discuss ways to support each other as we collect signatures.

Board of Trustees

The Board of Trustees met on November 19. Topics were proposed for negotiation for the 202528 faculty contract. The trustees approved President Garcia's contract for July 1, 2026 - June 30, 2029, which included a compensation increase estimated at 6% in 2026-27.

President's Advisory Council

President's Advisory Council (PAC) met on November 12. Information updates were provided by the Budget Committee, Police & Campus Safety Advisory Committee, and Professional Development Council. Police & Campus Safety Advisory Committee recommended moving forward with the purchase of body worn cameras and conductive energy devices (tasers) for sworn officers.

Academic Senate and Faculty Association Leadership Meeting

Academic Senate and Faculty Association leaders meet twice per month. At meetings held on November 5 and 19 meeting, we discussed:

- RSI review – ongoing processes per Article 13
- Appendix E – timeline for approval of new and modified positions
- Academic Calendar – proposed forum and survey related to the academic calendar
- Dual enrollment – forthcoming negotiations of this issue
- Faculty professional development – use of rollover funds per Appendix A.7
- Class size – committee processes and inequities

Contract Questions

Members raised questions about various contract issues, such as:

- Medical benefits (Article 8)
- Faculty assignments – adjunct and full-time (Article 10)
- Remote assignments for counselors and librarians (Article 10)
- Work load (Article 10)
- Adjunct faculty evaluation (Article 18)
- Adjunct retirement
- Adjunct hiring

Meeting Attendance

- 11/5: Meeting with Instruction Leadership Team

- 11/5: Meeting with HR and SCE leadership
- 11/5: President's Forum
- 11/5, 11/12: RSI Review Collaborative Meeting
- 11/6: Meeting with member and deans regarding student accommodations
- 11/6: Academic Calendar Workgroup Meeting
- 11/6, 11/13: UCB Labor Center Skills to Win Workshop
- 11/7, 11/14, 11/18, 11/21, 11/25: FANT meeting
- 11/7: Meeting with member and deans regarding assignments
- 11/7: Meeting with member
- 11/10, 11/12: Meeting with HR and Student Services leadership
- 11/10: Monthly meeting with College President
- 11/10, 11/13, 11/20: Academic Senate meetings
- 11/11: Meeting with members regarding evaluation processes
- 11/13: Meeting with members regarding classroom support needed
- 11/13: Monthly meeting with HR leadership
- 11/14: Meeting with member about evaluation process
- 11/14: Meeting with member and deans about class support needed
- 11/14: Meeting with HR leadership regarding special evaluation processes
- 11/17, 12/1: FA Grievance Committee meeting
- 11/17: Meeting with adjunct professor regarding retirement processes
- 11/17: Monthly constituent agenda review meeting
- 11/18: CCA Policy Committee Meeting
- 11/19: Meeting regarding ACCJC accreditation and distance learning
- 11/20: Meeting about survey for adjunct professor office hours pilot
- 11/20: Department chair voluntary meeting
- 11/21: Meeting with CSEA leaders about Prop. 55 signature gathering
- 11/21: FACTS workshop on PGI and PGH
- 11/24: Meeting with SAC Media editor
- 11/24: Meeting with FA Calendar Committee
- 12/1: Bimonthly meeting with Office of Instruction

Respectfully Submitted,



Emily Woolery
Faculty Association President

Vice President's Report to the Executive Board

November 4th, 2025

Important News / Updates:

- As we navigate through the final few weeks of the Fall semester, I'd like to remind and encourage everyone to please reach out to myself, Emily, or any of your FA Executive Board if you are having struggles / troubles with directives from managers or if you believe your contractual rights are being violated. Frequently, as deadlines loom across campus, faculty are given late / short notice on tasks that are deemed important or critical.
- I'd also like to remind all faculty that the last day of Fall Semester is Sunday, December 14th, and grades are due on / before Tuesday, December 16th. Once your classes have concluded, grades have been turned in, and the clock strikes midnight (ok so this is a little facetious) on Monday, December 15th, you are not beholden to check your email, or other campus reliant tasks until the Spring semester begins on February 23rd. ALL faculty, regardless of FT / PT status, are only compensated for their time in the classroom during the intersessions, and are not compensated for office hours, checking emails, committee / curriculum work, etc... unless they are receiving some type of reassignment **that they have agreed to ahead of time**. I hope you all have the opportunity to rest, recover, and enjoy your time away, in a way that makes you happiest.

Negotiations Update:

- The FANT continues to meet each Tuesday and Friday to prepare articles for negotiations, which will officially begin on January 16th, 2026.
- If you, or a colleague, have an issue that is either emerging, or you deem necessary to immediately bargain, we ask that you please reach out to the lead negotiator, Herschel Greenberg, to make him aware of the situation. Feel free to CC Emily or myself on this communication, especially if you are seeking immediate remedy ahead of bargaining.

Governance Committee Update:

- The Bylaws discussed at our November meeting are now up for consideration today. If there are any amendments being proposed, please email or use chat to communicate them, so they can be reflected in the motion made on the floor.

Grievance Committee Update:

- The Grievance Committee has met twice this Fall, on November 17th, as well as December 1st, with a third meeting planned for December 15th. We have identified two grievances that will be filed prior to the end of the Fall semester, and another contractual issue that is not a clearly defined grievance, but an area that needs to be addressed within contract negotiations.

- If you or a colleague have a problem that you believe may raise to the level of a grievance, please reach out to me at joshua.m.christ@gmail.com, or anyone on the grievance committee, who will be able to present the item at our next committee meeting for consideration and moving forward. The Grievance committee members are:
 - Ellen Straw
 - Loni Nguyen
 - Mike Marsella
 - Tamra Horton

Thank you all for a great Fall Semester 2025, I'll leave you with a quote from Frederick Douglass to consider as we break and reflect on the time that has been and the time that will be, "**Power concedes nothing without a demand. It never did and it never will.**"

Warm Holiday Wishes and Happy New Year,

Joshua Christ, Faculty Association VP

Treasurer's Report, December 2, 2025: Proposed vs. Actual FA Budget 2025-2026

General Account	As of 12/1/2025 Actual YTD 2025-2026	Budgeted 2025-2026	
REVENUES			
Dues Income	\$21,180	\$107,740	
Dividends	\$0	\$5,400	
Total Revenues	\$21,180	\$113,140	
EXPENSES			
CONFERENCES			
Region 3 Leadership	\$2,115	\$2,400	\$285
LGBTQ+ Issues	\$2,615	\$3,600	\$985
CTA Issues		\$6,000	
FACCC 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 (SGSCC, CTA Leadership, 4 Ethnic)	\$2,501	\$0	-\$1,231
Total Conference Expenses	\$7,231	\$58,350	
MEMBERSHIP DEVELOPMENT			
Membership Promotional	\$146	\$15,000	
Social Activities	\$2,085	\$22,000	
Member Awards & Gifts		\$2,000	
Adjunct Activities		\$4,000	
Total Member Development Expenses	\$2,231	\$43,000	
MEMBERSHIP ADVOCACY			
Negotiations	\$652	\$12,000	
Governance	\$1,125	\$4,000	
Grievance/Arbitration		\$20,000	
Grievance Training		\$1,250	
Legal		\$10,000	
Dues & Membership	\$0	\$600	
Total Member Advocacy	\$1,777	\$47,850	
REASSIGNED TIME & STIPEND			
President (100%)	\$2,735	\$12,000	
Adjunct Stipends	\$1,862	\$16,000	
PGI/H Position		\$0	
Total Reassigned Time & Stipend	\$4,596	\$28,000	

OPERATIONS/ADMINISTRATION

W. Comp Insurance	- \$75	\$1,000
Accounting Services		\$5,000
Payroll Services	\$544	\$2,500
Auditing Services		\$5,000
Office Staff Payroll	\$4,002	\$20,000
Office Equipment		\$3,000
Office Supplies	\$63	\$2,000
Payroll Taxes	\$1,294	\$6,000
Postage	\$276	\$2,000
Printing	\$289	\$2,500
Telephone/Internet		\$500
Transportation/Travel		\$200
Total Operations/Administration	<u>\$6,393</u>	<u>\$49,700</u>

OTHER FUNDS

Student Awards	\$75	\$2,500
Total Other Funds	<u>\$75</u>	<u>\$2,500</u>

Total Expenses	<u>\$22,302</u>	<u>\$229,400</u>
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Balance	- \$1,122	- \$116,260
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PAC, CDs, and Savings

Total Amount in Chaffey PAC		\$63,274
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Chaffey - 12 month CD (61)	5/2/2026	\$65,197
Chaffey - 24 month CD (62)	5/2/2027	\$64,794
Chaffey - 12 month CD (63)	2/21/2026	\$49,682
FFCU - 12 month CD	6/24/2026	\$106,295
Total Amount in CDs		\$285,968

Total Amount in FFCU Savings		\$487
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Total in PAC, CDs, and Savings		\$349,729
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