



Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
March 3, 2026 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Avila, Benoe, Birca, Boehner-Staylor, Bray-Ali, Chavez, Christ, Clements, Crichlow, Daland, Duong, Ellwood, Engisch, Esslinger, Ezzell, Fero, Foisia, Garcia, Gernhart, Gethers, Greco, Greenberg, Heredia, Hernandez-Magallon, Hoffman, Iancului, Kaljumägi, Knapp, Komrosky, Lackey, Lawton, Lee Mc Kennon, Madrid, Mahmoud, Martinez, McFarlin-Stagg, McKee, McLaughlin, Meyer, Miho, Mrofka, Nava, Perez-Garcia, Ponce, Razo, Reyes, Rios-Alvarado, Rivas, Shear, Straw, Vazquez, Wang, Wasson, Weber, White-Tremazi, 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 (McKee) and seconded (McFarlin-Stagg). The agenda was approved with flexibility: 40 in favor; 0 opposed.

III. Approval of Minutes

A motion was made to approve the December 2, 2025 meeting minutes (Wood) and seconded (McKee). The minutes were approved as written: 39 in favor; 0 opposed.

IV. Reports

a. President

President Emily Woolery presented and distributed a written report ([attached](#)). Highlights are noted below.

- At Board of Trustees meetings following the fall semester and during winter intersession, faculty organized to give public comments on contract non-renewals; proposed reorganization of the Student Services Division; Cabinet's proposed changes to the replacement Library building, which includes the consolidation of the Library, ASAC, FCLT, MARCS, Speech and Sign Success Center, and Writing Center into one building; and the non-renewal of the Dean of Counseling. The trustees approved non-renewals of 15 administrators, six sabbatical leaves for 2026-27, revisions to management positions including the Associate Vice President of Administrative Services, and a three-year renewal to Chrome River.
- Nominations are being sought for We Honor Ours (WHO) and Community Outreach Action Team (COAT) Awards. Members are encouraged to make nominations via online nomination forms.
- President Woolery attended, with three other FA members, the FACCC Advocacy & Policy Conference. General sessions included "This Session Was Written by a Human: Protecting the Faculty Labor That Drives Student Success", "Fundamentals of Communicating Advocacy", "Funding Formula Advocacy Aligning and Accelerating: How Can Our System Create a Formula That Works", and "The Unified Faculty Model: Introduction and Discussion."

b. Vice President

Vice President Joshua Christ presented and distributed a written report ([attached](#)). Highlights are noted below.

- The Community College League of California's [Rethinking the Student-Centered Funding Formula Report](#) was distributed.
- [FACCC's Implementing the Unified Faculty Model in the California Community Colleges](#), a document with draft statutory language for a "one-tier" faculty model, was distributed. FACCC is seeking feedback on the proposed statutory language included in the document.
- The FA Governance Committee has proposed revised standing rules that the executive board is currently reviewing. Proposed amendments include the addition of a fifth officer position, representation at the department/area level of one per every 10 FA members with no cap and language specifying that representative positions for each department/area being representational of the full-time/part-time ratio, with all FA members of department/area voting for all representative spots and all serving to represent all FA members in the department/area. Director Eric Kaljumägi requested that a document be created showing what the proposed department/area representation would look like in practice.
- FACCC is assisting our Association with visits to local legislative offices and with scheduling a Sacramento lobby day on May 19. Members are requested to sign up on the shared google docs.
 - [Local Legislative Offices Lobbying Visits Sign-up Sheet](#)
 - [Sacramento Legislative Offices Lobbying Visits Sign-up Sheet](#)

c. Treasurer

Treasurer Michelle Nava presented and distributed the current [financial statement](#) ([attached](#)). Michelle reported that the Association received partial reimbursement of costs from CTA for all 10 CTA Organizing Academy attendees, resulting in an increase in available conference funds. Michelle will be requesting a budget increase of \$7,000 in anticipation of additional reassignment expenses during the summer, as has been the case during the previous three summers.

V. Negotiations

Lead Negotiator Herschel Greenberg announced that FANT is making brief video recordings to update members after negotiations sessions and are available on the Association's YouTube channel. Written negotiation updates will continue to be distributed as well. Over the winter term, FANT met with the district to negotiate on four dates. The FA and District teams will be meeting to negotiate weekly on Fridays during the spring semester.

VI. Spring Elections – Open Nominations

A motion was made to open nominations (McFarlin-Stagg) and seconded (Mrofka). The motion passed: 40 in favor; 0 opposed. Elections Chair Shari Wasson presented the updated timeline with the current positions open for nominations. Positions open for nominations are in accordance with the current bylaws and standing rules of the FA.

The following nominations were made on the floor:

- Vice President (Term 2026-2028)
 - Joshua Christ
- Treasurer (Term 2026-2028): No nominations.
- Full-time Directors (3) (Term 2026-2028)
 - Dave Mrofka
 - Sandra Esslinger
 - Shireetha Gethers
- Director (1) (Term 2026-2028)
 - Ellen Straw
 - Judy Lawton
 - Anna McKennon
 - Zina McFarlin-Stagg
 - Hector Martinez – not present; S. Wasson will confirm acceptance
- Adjunct At-Large (6) (Term 2026-2027)
 - Hector Martinez – not present; S. Wasson will confirm acceptance
 - Ashley Haines – not present; S. Wasson will confirm acceptance
 - Rami El Oweini – not present; S. Wasson will confirm acceptance
 - Gayle Harris Watkins – not present; S. Wasson will confirm acceptance
 - Ivan Rios – not present; S. Wasson will confirm acceptance
 - Zina McFarlin-Stagg
 - Anna McKennon
 - Nelida Perez – not present; S. Wasson will confirm acceptance
 - Felix Jollevet – not present; S. Wasson will confirm acceptance
 - Grace Kim – not present; S. Wasson will confirm acceptance
- FACCC Governor for Contract (Term 2026-2027): No nominations.
- Service Center One Council Chapter Voting Reps (2) (Term 2026-27): No nominations.
- NEA Representative Assembly 2027 – July 1-4 Indianapolis, IN: The number of delegates is to be announced, and the budget is to be determined.
 - Eric Kaljumägi
 - Shireetha Gethers
 - Dave Mrofka
 - Joshua Christ
 - Marina McLaughlin

Nominations remain open until April 7, 2026.

A motion was made to extend the meeting to 1:15pm (McKee) and seconded (Esslinger). The motion passed.

VII. Old Business: None.

VIII. New Business – Discussion Items

a. 2027-28 Academic Calendar

President Woolery introduced the item and asked that council members share and discuss the 2027-28 academic calendar proposals with FA members in their areas. The item will return for action at the next meeting.

b. Renewal of FACCC Membership

A motion was made to suspend the rules to act on the item. The motion was seconded. The motion passed, with 74% in favor.

A motion was made to continue our contract FACCC membership in 2026-27 (Meyer) and seconded (McKee). Discussion occurred. The meeting time exhausted, so a vote was not taken. The item will return for action at the next meeting.

IX. Guest – Trustee Gary Chow

At 12:57pm, Trustee Chow was formally introduced to the council and questions were invited from the council. Representative Beta Meyer asked for the criteria used in the Board of Trustees' decision to give President Garcia a 6% raise. Trustee Chow responded that the trustees were not focused on a specific percentage but, rather, they tried to get a fair market value, which was determined to be between \$400,000-\$410,000. They also looked at cumulative raises over President Garcia's employment time, which is 14.67%. During the same time period, the employee salary increases were about 21.8%. Based on this data, Trustee Chow stated that he views it to be a fair raise. Vice President Christ asked if the faculty could expect that Dr. Garcia will not get another increase in the coming year. Trustee Chow responded in the affirmative. Director Eric Kaljumägi asked for clarification on how the 6% raise was allocated, as STRS has established limits on creditable compensation to \$350,000 pension for those entering the retirement system after 1996. Trustee Chow reported that some of the percentage went to base salary, dues stipend, auto stipend, doctoral stipend, and a tax shelter annuity. Trustee Chow indicated that the Board is aware that some college positions, such as Vice Presidents, are nearing that figure so would not be supporting salary increases for such positions. Academic Senate President Tania Anders raised another issue about the elimination of positions of which some returned as new positions. The Sustainability Director was one of those positions returned as new and, although the job description was the same as the previous position, it was classified at a level with an approximate decrease of \$20,000 in annual salary. Trustee Chow replied that the Board relies on Human Resources' determination of classification and grade level when approving new positions. Trustee Chow asked that a public session comment be made about the concern at a Board of Trustees meeting.

X. Other Reports

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

XI. Announcements

- a. Cup of Thanks: This week, March 2-5 @ 8am-3pm
- b. FA Executive Board Meeting: March 10 @ 11:30am-1pm
- c. BoT Meeting: March 11, Time TBA
- d. March in March: March 12 in Sacramento
- e. CTA/NEA Retired Issues Conference: Mar. 12-13, Hilton OC/Costa Mesa
- f. Equity and Human Rights Conference: Mar. 13-15, Hilton OC/Costa Mesa
- g. March 17: FA Welcome Back Event - Prop 55 Ext. Signatures
- h. FACTS: Early Retirement Reduced Workload/Article 19: April 3 @ 4pm via Zoom
- i. FA Rep Council Meeting: April 7 @ 11:30am-1pm via Zoom
- j. General Membership Meeting (on campus): April 21 @ 11:30am-1pm in Bldg. 410, Meridian A/B

- k. Teacher Appreciation Lunch: May 5 @ 11am-2pm in Founders Hall
- l. Retirement/Tenure Tea: May 19
- m. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655
- n. [FA Events Calendar](#) is available on the website.
- o. FA YouTube Channel: <https://www.youtube.com/@MtSACFA>

XII. Adjournment

The meeting adjourned at 1:18pm.

Respectfully submitted,
Vicki Greco



President's Report to the Representative Council March 3, 2026

Welcome Back!

We hope you enjoyed time off over the winter break and intersession. We look forward to engaging with you again this spring semester.

Proposition 55 Extension

The funding for our colleges, including funding for our salaries and pensions, is at risk of falling by 10%-15%! In 2016, voters passed Proposition 55 to support K-14 schools. However, that proposition has an expiration date of 2030. Collectively, Proposition 55 provides about \$14 billion in income, of which \$1 billion goes to community colleges. It is estimated that Mt. SAC most recently received just over \$29 million from this measure. This money is generated by increased income taxes on California's wealthiest people. In 2025, only couples with taxable income over \$742,958 (\$371,480 for an individual) were affected by Proposition 55's provisions. If it is not renewed, that money goes away. It is estimated that Mt. SAC most recently received just over \$29 million from this measure.

FA members have collected approximately 215 member signatures in support of putting Proposition 55 extension on the ballot in 2026. Events are being planned this month, including evening hours for Coffee with the FA and March 17 faculty appreciation events. Additionally, petitions were mailed to approximately 800 members that have not yet signed. The deadline to collect signatures is March 31.

Academic Calendar 2027-28

The FA Calendar Committee provided four drafts of an academic calendar for 2027-28 and recommends option A. The FA Executive Board also recommends option A. This item is on the agenda today as a discussion item. Representatives are asked to discuss calendar options with their departments and be prepared to vote on a calendar at the April Representative Council meeting.

WHO and COAT Awards – Nominations Sought

Through the California Teachers Association (CTA) and Community College Association, the FA can honor two members with the WHO awards. We Honor Ours (WHO) awards recognize members that have made significant contributions to the work of the union. The FA honors both adjunct and fulltime members with this award.

- Nomination for 2026 WHO Award: <https://tinyurl.com/2026WHO>.

Through CTA, the FA can honor one community member with the COAT Award. The COAT

(Community Outreach Action Team) award allows the FA to recognize someone that understands and supports the work of faculty.

- Nomination for 2026 COAT Award: <https://tinyurl.com/2026COAT>.

Nominations for both awards are requested by March 6. The FA Executive Board will select the WHO and COAT award winners.

FA Planning Meetings

FA planning meetings were held in person on December 9 and January 27. Attendees reviewed strengths and weaknesses of the association and identified goals and action plans for spring semester. Attendees included FA Executive Board members, FA Negotiation Team members, attendees of the Skills to Win online training, and attendees of the CTA Organizing Academy. Discussion on the FA purpose will strengthen this ongoing planning work.

Representative Council Training

Arleigh Kidd, CTA staff, provided in-person training for department representatives on January 13. The presentation was helpful, but attendance was low. President Woolery recommends another session be offered during spring semester.

FA Organizing

The FA Executive Board approved seven LHE for reassigned time for Maya Alvarez-Galván to continue work toward organizing.

FA Presentations

President Woolery presented on behalf of the Faculty Association at Adjunct Faculty Orientations (February 17), Department Chair Training (February 18), and Spring 2026 Flex Day (February 20).

CTA Organizing Academy

Eleven members attended the CTA Organizing Academy on January 16 – 18. President Woolery attended sessions on Team Sharing, Team Planning, “Organizing to Win: Site-Based Organizing Campaigns,” and “Driving the Narrative: Effective Campaign Messaging.” Attendees included: Maya Alvarez-Galván, Joshua Christ, Vicki Greco, Herschel Greenberg, Eric Kaljumägi, Judy Lawton, Patricia Maestro, Zina McFarlin-Stagg, Marina McLaughlin, Michelle Nava, and Emily Woolery.

FACCC Advocacy & Policy Conference

Four members attended the FACCC Advocacy & Policy Conference on February 22 – 23: Joshua Christ, Eric Kaljumägi, and Eric Pena, and Emily Woolery. President Woolery attended sessions on “Funding Formula Advocacy Aligning and Accelerating: How Can Our System Create a Formula That Works” and “The Unified Faculty Model: Introduction and Discussion”. A keynote presentation was

given by Assemblymember Patrick Ahrens, and general sessions included “This Session Was Written by a Human: Protecting the Faculty Labor That Drives Student Success” and “Fundamentals of Communicating Advocacy.”

Community College Association (CCA) 2026 Winter Conference

Twenty members attended the CCA 2026 Winter Conference on February 27 – 28. President Woolery attended sessions on “Dual Enrollment or Dual Enrollment,” “Artificial Intelligence and Bargaining Considerations,” “Reviewing Changes to the CCA Bylaws and Standing Rules,” and “The One-Tier Model: A General Overview.” Three Mt. SAC faculty are enrolled in CCA’s California Leadership Academy: Zina McFarlin-Stagg, Dave Mrofka, and Tracy Ramos.

Delegates included: Joshua Christ, Megan Fero, Richard Hu, Eric Kaljumägi, Grace Kim, Kenneth Lambricht, Judy Lawton, Hector Martinez, Zina McFarlin-Stagg, Anna McKennon, Marina McLaughlin, Dave Mrofka, Loni Nguyen, Rita Page, Tracy Ramos, Franklin Robinson, Maya Staylor, Michael Vazquez, Gayle Watkins, and Emily Woolery.

Board of Trustees

The Board of Trustees held meetings on December 17, January 14, and February 18. The trustees are scheduled to meet for a regular meeting on March 11 and a study session on March 14.

[December 17](#): The trustees accepted President Garcia’s recommendations to non-renew the employment contracts of 15 administrators. President Garcia withdrew recommendations to nonrenew two additional administrator contracts. The trustees approved [six sabbaticals for 2026-27](#).

The trustees received a report on the [2026 state and federal legislative priorities](#). Faculty organized to give public comments on non-renewals and proposed reorganization in multiple areas of Student Services.

[January 14](#): The trustees approved [management contracts effective July 1, 2026](#). Faculty and students provided public comment on Cabinet’s proposed changes to the replacement Library building, which will now consolidate the Library, ASAC, FCLT, MARCS, Speech and Sign Success Center, and Writing Center into one building. Faculty organized to give public comments on the non-renewal of the Dean of Counseling.

[February 18](#): The trustees approved revisions to management positions, including the Associate Vice President, Administrative Services. Contracts were renewed for probationary faculty, including granting of tenure. They approved a three-year renewal to Chrome River.

President’s Advisory Council

President’s Advisory Council (PAC) met on December 12, January 14, and January 28. PAC is scheduled to meet again on February 11.

[December 12](#): PAC approved changes to the Climate Commitment and Environment Justice

Committee Purpose and Function statement. PAC received updates from Accreditation Steering Committee, DEISA+ Council, Equal Employment Opportunity Plan Committee, and Institutional Effectiveness Committee.

[January 14](#): PAC approved Accreditation Steering Committee's 2024-26 Goals and Progress report, AP 3110 Academic Department Reorganization, and institutionalization of a [Mt. SAC Land Acknowledgment](#). PAC had discussions of AP 3310 Records Retention and Destruction and AP 4060 Delineation of Functions Agreement. President Garcia has tasked the Institutional Effectiveness Committee with creating a task force to provide guidance to outside consultants to implement Mt. SAC 2035. Mt. SAC 2035 mini grants applications will be launched in February at FLEX Day.

[January 28](#): PAC approved AP 3310 Records Retention and Destruction and AP 4060 Delineation of Functions Agreement. Information items included BP 5510 Off-Campus Student Organizations, Professional Development Council 2024-26 Progress Review, and the [forthcoming purchase of body worn cameras and tasers](#) for the college's sworn officers.

[February 11](#): PAC heard a first reading of AP 3721 - Information Security.

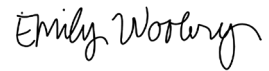
[February 25](#): PAC approved the second reading of AP 3721 – Information Security with modifications related to required training for employees.

Meeting Attendance

12/10: FACCC meeting with Senator Susan Rubio
12/10: HR student complaint meeting to represent member
12/11: Academic Senate Executive Board meeting
12/11, 12/18, 1/8, 1/15, 1/29, 2/5, 2/26: FA and HR weekly meeting
12/12, 12/16, 1/6, 1/13, 1/20, 1/30: FANT prep meeting
12/15: Exceptional Levels of Service Committee
12/15, 1/2: FA and OI bimonthly meeting
12/16, 1/12: Constituent agenda review meeting
12/18: FA Governance Committee meeting
1/6, 1/15: Meeting with member regarding assignment
1/7: Service Center One General Business Meeting #2
1/9: FA and ILT monthly meeting
1/9: Meeting with member and division deans
1/9: CCA organizing training
1/12, 2/17: FA and College President monthly meeting
1/15: CCA President's Zoom
1/22, 2/11: CCA Policy Committee meeting
2/2: Grievance meeting to represent member
2/3: Catastrophic leave committee meeting
2/3: Interactive process meeting to represent member
2/4, 2/6: FANT small group prep meeting
2/9: Meeting with members about FA committees
2/9: Meeting with Senate leaders about RSI and SPOT
2/10: Meeting with member about leave options

2/10, 2/26: Meeting with member about CCA conference attendance
2/12: FA Standing Rules Discussion
2/19: Representation of faculty member
2/26: Meeting with member about leave options
2/27: RSI Celebration

Respectfully submitted,

A handwritten signature in black ink that reads "Emily Woolery". The script is cursive and fluid, with the first letters of each word being capitalized and prominent.

Emily Woolery
Faculty Association President



Vice President's Report to the Rep Council

March 3, 2026

Welcome to Spring Semester

It has been three months since we last met as a Representative Council, and I hope that each of you has had the opportunity in that time to relax, recover from and reflect on all of the efforts faculty undertake in the name of our students and their success. In the time since our December meeting, a lot has occurred on campus, in our communities, our country and world.

At Mt.SAC, we saw Dr. Garcia attempt to unilaterally restructure how student services operates, while deciding to not renew 17 managers across campus. The Board of Trustees, after a couple hours of public comment, rebuffed two of the nonrenewals, and accepted the other 15. The BoT also rejected the reorganization plan, which was devised without faculty participation. Most striking to me, was that Dr. Garcia attributed the plan to the Vice President of Student Services, instead of presenting the plan as her own, or at least taking accountability for approving the plan, as presented and approved at Cabinet. Something to consider as faculty are asked about how they are held accountable to various instances around campus.

Additionally, in January, Faculty within the Library found out that a new and revised Library building plan would be coming to the Board shortly, and this new plan had little to no input from faculty or students, and did not resemble any of the previous "new library" plans that had been developed through the open and transparent planning processes that used to exist on this campus. This new plan would consolidate all of the tutoring centers into the library area, and to ensure the new plan met the state matching funds plan that was already submitted, included in the "Library assignable square footage" (which is intended for books, workshop rooms, and general library services) areas such as restrooms, foyer space, and front lobby space. This is a subversion and insult to all of the hard work many faculty have done over many years to devise a plan that will work for students, in an effort to save money and consolidate tutoring resources, a distinctly financial, not student centered, decision.

On a more statewide level, I can report that there is a draft paper from the CCLC (The League), finally denouncing the Student Centered Funding Formula as ineffective. I've trying to learn the "more bees with honey" philosophy, so I will say this as positively as possible, "I am glad the league has come around to learn and prepare for publishing an idea that faculty within the state have known for almost a decade." Also shared with us, is language that FACCC intends to perfect, and then run as legislation next year to eliminate our current, inequitable, two-tier faculty system. I encourage each and every Rep here today to read and comment on the language, and share the language with ALL of the faculty of your department. This is a distinct move towards unifying all faculty together, and eliminating the designation of Full Time and Part Time faculty, in favor of a unified faculty model. And finally, at CCA this past weekend, the CCA Council perfected, and then passed CTA policy language supporting a one-tier or unified faculty model, where all faculty are considered, compensated, and treated equitable in all aspects of their jobs.

The stark dichotomy of our college moving backwards, into authoritarian regime style control, as our statewide partners (and adversaries) move towards a more socially just world is striking. We need to do better as a campus, to serve our community the way they deserve, and you will see FA taking the lead on this initiative. Public Education is funded by dollars and cents, but should not serve the economy, the stock market, the personal

portfolios, or the banking systems holding onto the reserves... it should serve the community through service, uplifting critical thought and dialogue, and advocacy and embrace of our differences in culture, background, and worldview. Without strong public education and vigorous public debate, we cannot hope to change the world for better.

Negotiations Update

Dr. Herschel Greenberg, Chair of the FA Bargaining Team, will give a full update and field brief questions about negotiations during his report out. From my role(s), as Vice President for FA / CCA Director M / State Council Delegate / FACCC Regional Governor, I am making efforts to bring a wide lens into our bargaining proposals, keeping FA survey priorities centered, but understanding those priorities through the lenses of current and proposed legislation & regulation, statewide organizational policies, and current events (such as the \$18 million dollar settlement in the LBCC PT lawsuit). When the district says we are healing centered, what they really mean is healing centered for the students. The FANT will continue to bring the ideas of a healing centered, justice oriented campus into our proposals, and allow the district to continue demonstrating, as they frequently do, that their commitment to fixing inequity extends only so long as they don't need to reach for their wallets.

Governance Committee Update

The Governance Committee has submitted revised and renewed standing rules to the MSACFA Executive Board that codifies some of the principle and policies that our organization has honored and operated within, but were never formalized within our rules structure. Additionally, at the request of some Rep Council members, and some other Executive Board members, Governance has suggested changes to the representational structure of both the Rep Council and the Executive Board, to better exemplify FA commitment to having all voices represented in the room. A summary of the changes follows, but all of the standing rules will be presented to Rep Council for review, once approved (or modified) by the Executive Board:

- 1) The Executive Board is currently composed of 6 FT directors and 2 PT directors, as well as 4 officers and some ex-officio members. As proposed, the new Executive Board Composition would be 4 FT directors, 4 PT directors, and 2 directors elected at large, which could be from either Full-Time or Part-Time faculty. Also proposed is an idea to add a 5th officer, for Representation, Inclusion, and Equity, whose primary responsibility as an officer would be to gather voices and direction from the traditionally marginalized and underrepresented communities of faculty, and amplify those voices in all organizational meetings.
- 2) The Representative Council currently has 1 Representative per 10 members of a department, up to a maximum of 3 total Representatives per department for those departments with over 25 members. The proposed change to this rule is that all departments would be able to elect 1 Representative per 10 members of a department, with no cap on the total reps a department may have, but the representation of a department would be proportional along FT/PT lines to the composition of the Department. For instance, a department with 32 FT faculty, and 46 PT faculty would get 3 FT reps, 4 PT reps, and 1 rep that could be either FT or PT, for a total of 8 reps for 78 members.

Governance continues to take suggestions and modify our governing documents for clarity and ease of access / use, while complying with CTA regulations. I encourage anyone with ideas about changes or different practices they would like to see reflected in our governing documents to reach out to me, as

Vice President and Chair of the governance committee, so these suggestions can be considered.

Grievance Committee Update

There are 4 active grievances currently being worked through the various levels of our grievance process. Some of these have to do with proper evaluation reports and timelines, some have to do with how classes are assigned or removed from faculty, and one has to do with sabbatical application processes. These grievances are confidential, so there is limited information that can be shared until the grievance procedure is completed.

There was one grievance that has been completed in the winter intersession, which was resolved at level 1 in favor of the faculty. The grievance had to do with a poor evaluation of a faculty member, who attested that the timeline of the evaluation was not followed. This faculty was successful in having the evaluation expunged from their record, and replaced with a "2 - meets the standard" evaluation, which is the default when timelines or procedures are not followed.

FACCC Regional Governor for Area C

In my role as the FACCC Regional Governor for Area C, I have attended 2 FACCC Board of Governor meetings since our last Rep Council in December, as well as the Advocacy and Policy conference, and "All Committee Day" in Sacramento at the end of February. Through our FACCC Advocacy, we are connected to legislation, and one of the legislative priorities this year, which I spoke at the hearing for in Assembly Higher Ed, is Assembly member Patel's bill 1171. This bill would create the option for PT faculty to utilize the \$200 million dollar reimbursable pool of funds, so long as they teach 40% load in the system, by purchasing health care from the statewide marketplace, and getting reimbursed from their local for that insurance. The bill is currently facing some troubling amendments from the CCLC, but I will continue to watch as this bill progresses and advise / advocate as necessary for the best PT Healthcare outcomes we can get from the piece of legislation.

As I alluded to before, there is also draft language and rationale for a bill that FACCC intends to write and sponsor through the legislature next year. I am sharing the link to the language here, and encouraging each of you to share it with your departments, and comment on ways you believe the bill could be problematic, or could be made better. Every so often the author will save the comments and clear the document, so that it does not become too difficult for faculty to read, and continue commenting on.

<https://docs.google.com/document/d/1x4H6-hvWRbFuwp-i0XvSqbT-L0DkgQMiwZn0FA8Y5Q8/edit?usp=sharing>

As a member of the Communications Committee, I have been asked to write two blog posts, which will be published in the next month, and I will link to those when available. The topics of the two posts are, "Community College FTES apportionment, and how it is different, and less equitable, than other CA public education," and "Prop 98 Rebalancing; Community Colleges serve 20% of the students, but receive 10.8% of the funding." If anyone has a particular interest in assisting or contributing to these 600-1500 word blog posts, I would be open to collaboration. I do have set deadlines, so please reach out early.

FACCC is working with me to schedule some major events this Spring, and I will share all of the details once I have them. For now, what I can share is the following:

1. MSACFA will be hosting the “Mt.SAC Benefits and Retirement Conference” on May 1st, and it will open registration at about 8:30am and end at approximately 2:30pm. This conference is sponsored by FACCC, who will be bringing to campus multiple STRS trainers to have specific conversations with groups of faculty. There will be three distinct tracks for MSACFA members to learn about retirement information and benefits pertinent to them. The tracks will be, “Part Time Faculty,” “New and Mid Career Full Time Faculty,” and “Faculty Close to Retirement.”
2. MSACFA PAC (with FACCC) will be organizing local legislative visits (or visits to the legislators' district offices). These visits will occur during the Spring recess of the legislature, between March 26th and April 6th. We do not have all of the visits scheduled yet, and we have a preference to send faculty on these visits who also live in the district of the legislator they are visiting... so for this reason, I ask that **ANYONE** interested in participating with these local visits please contact me with your interest as soon as possible, and / or sign up at this link: https://docs.google.com/document/d/10QD_gMffhnZnI5BJJ3FugkZiXgNEFnYNt9tobzAcZ7s/edit?usp=sharing
3. MSACFA as a Contract District of FACCC is being invited to have a local issues lobbying day in Sacramento on May 19th, 2026. This would be a day trip up to Sacramento and back, and we are seeking approximately 10 members to go and talk about some of the struggles and successes we are having as a Mt.SAC community. There will be talking points so that anyone can participate, but faculty who have a personal story or experience to share tend to be more persuasive as we speak to our legislative representatives. This date was chosen because it is just after the May revise of the budget will have been released, so that will be a topic of lobbying, as well as current and future legislative priorities (like removing some of the restrictions from AB 1705), and there will be a Board of Governors meeting that we may be able to attend part of, pending when different appointments are set for. Funding for reimbursement of this Sacramento Lobby Day is still pending approval through appropriate processes, but we are seeking who would be interested, assuming that reimbursement is available. Please reach out to me to express this interest.

CCA Board Director for District M

CCA hosted its Winter Conference this past weekend. Mt.SAC had good attendance, filling 18 of its 20 delegate spaces. At the conference, the council elected a new Vice President for CCA, Dr. Kashara Moore from Long Beach City College Chi, as well as a new Director E (Wendy Brill-Wynkoop) and PT Director North (Judith Kreft).

On Sunday, the CCA Council approved CTA Policy Handbook language supporting a one-tier faculty model, in anticipation of legislation next year. This policy would allow us to take a support, and possibly a co-sponsor position on the bill, if and when it is published.

Upcoming Events

- NEA Higher Education Conference and the NCHE Business Meeting
 - This Thursday through Sunday in Phoenix, AZ
- CTA Equity & Human Rights Conference
 - March 13 - 15, in Costa Mesa

- Welcome Back with the FA Event on March 17th
- USITT (a personal / discipline specific conference for Technical Theater)
 - March 18 - 22, in Long Beach
- CTA State Council
 - March 27-29, in Downtown Los Angeles

Respectfully Submitted,
Joshua Christ
Faculty Association VP

Treasurer's Report to Rep Council

March 3, 2026

An [Excel format](#) is available in the shared meeting folder.

Proposed vs. Actual FA Budget 2025-2026

General Account	As of 3/3/2026 Actual YTD 2025-2026	Budgeted 2025-2026	
REVENUES			
Dues Income	\$42,360	\$107,740	
Dividends	\$1,719	\$5,400	
Total Revenues	\$44,079	\$113,140	
EXPENSES			
CONFERENCES			
Region 3 Leadership	\$2,115	\$2,400	\$285
LQBTQ+ Issues	\$2,615	\$3,600	\$985
CTA Issues	\$9,362	\$10,400	\$1,038 (\$4,400 received from CTA grant)
FACCC A&P		\$4,000	
CTA-New Educator-(South)	\$0	\$1,600	\$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	\$1,407
Total Conference Expenses	\$16,593	\$62,750	
MEMBERSHIP DEVELOPMENT			
Membership Promotional	\$4,089	\$15,000	
Social Activities	\$4,691	\$22,000	
Member Awards & Gifts	\$474	\$2,000	
Adjunct Activities	\$3,496	\$4,000	
Total Member Development Expenses	\$12,749	\$43,000	
MEMBERSHIP ADVOCACY			
Negotiations	\$1,707	\$12,000	
Governance	\$1,154	\$4,000	Increase by \$7,000: \$9,000 for Organizing LHE + \$2,000 for summer LHE
Grievance/Arbitration		\$20,000	
Grievance Training		\$1,250	
Legal		\$10,000	
Dues & Membership		\$600	
Total Member Advocacy	\$2,861	\$47,850	
REASSIGNED TIME & STIPEND			
President (100%)	\$5,467	\$12,000	
Adjunct Stipends		\$16,000	
PGI/H Position		\$0	
Total Reassigned Time & Stipend	\$5,467	\$28,000	
OPERATIONS/ADMINISTRATION			
W. Comp Insurance	-\$75	\$1,000	
Accounting Services	\$4,100	\$5,000	
Payroll Services	\$1,118	\$2,500	
Auditing Services	\$2,500	\$5,000	
Office Staff Payroll	\$9,781	\$20,000	
Office Equipment		\$3,000	
Office Supplies	\$184	\$2,000	
Payroll Taxes	\$1,294	\$6,000	
Postage	\$276	\$2,000	
Printing	\$610	\$2,500	
Telephone/Internet		\$500	
Transportation/Travel		\$200	
Total Operations/Administration	\$19,788	\$49,700	
OTHER FUNDS			
Student Awards		\$2,500	
Total Other Funds	\$0	\$2,500	
Total Expenses	\$57,458	\$233,800	