



Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
April 7, 2026 | 11:30am – 1:00pm via Zoom

Attendance: Anders, Ano, Basilio, Benoe, Birca, Bray-Ali, Burman, Chavez, Christ, Clements, Crichlow, Daland, Duong, Engisch, Esslinger, Ezzell, Fero, Foisia, Garcia, Gernhart, Gethers, Greco, Harper, Hernandez, Hernandez-Magallon, Hoffman, Iancului, Knapp, Komrosky, Kunkler, Lackey, Lawton, Lee Mc Kennon, Martinez, McFarlin-Stagg, McKee, McLaughlin, Meyer, Mrofka, Perez, Perez-Garcia, Ponce, Razo, Rios-Alvarado, Romero, Rowley, 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.

A moment of silence was observed in memory of John Brantingham, retired Professor of English, Literature, and Creative Writing.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Wood) and seconded (Mrofka). The motion passed: 38 in favor; 0 opposed.

III. Approval of Minutes

A motion was made to approve the March 3, 2026 meeting minutes (Wood) and seconded (Mrofka). The motion passed: 38 in favor; 0 opposed.

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

In Treasurer Michelle Nava's absence, President Woolery presented the current [financial statement](#) ([attached](#)).

The Executive Board has recommended an increase of \$7000 to the 2025-26 Governance budget to cover LHE expenses associated with the Association's organizational and operational structure. A motion was made to increase the 2025-26 budget line item "Governance" by \$7000, from \$4000 to \$11,000 (Christ) and seconded (McFarlin-Stagg). The motion passed: 23 in favor; 1 opposed.

V. Negotiations

In Lead Negotiator Herschel Greenberg's absence, Vice President Christ provided updates on negotiations in the Vice President's Report (see attached [report](#)).

VI. Spring Elections

Nominations for open positions opened at the March 3, 2026 Representative Council meeting. Elections Committee Chair Shari Wasson took additional nominations from the floor. The following slate of nominees was presented:

- Officers
 - Vice President – 2026-2028
 - Joshua Christ
 - Treasurer – 2026-2028
 - Michelle Nava
- Directors – 2026-2028
 - Full-time (3)
 - Dave Mrofka
 - Sandra Esslinger
 - Shireetha Gethers
 - Maya Alvarez-Galván
 - Part-time (1)
 - Judy Lawton
 - Ellen Straw
 - Zina McFarlin-Stagg
 - Richard Hu
 - P. Gayle Watkins*
 - Felix Jollevet*
 - Herschel Greenberg*
- At-Large Adjunct Representatives – 2026-2027
 - Six (6) positions
 - Ellen Straw
 - Anna McKennon
 - Zina McFarlin-Stagg
 - P. Gayle Watkins
 - Ivan Rios
 - Nelida Perez
 - Felix Jollevet
 - Grace Kim
 - Jill Vandepas*
- FACCC Governor for Contract – 2026-2027
 - One (1) position
 - Emily Woolery
- Service Center One Council – 2026-2027
 - Chapter Voting Representatives (2)
 - Kenneth Lambright
 - Zina McFarlin-Stagg
- NEA Representative Assembly – 2027 (July 1-4 in Indianapolis, IN)
 - Number of delegates to be announced

- Eric Kaljumagi
- Shireetha Gethers
- Dave Mrofka
- Joshua Christ
- Marina McLaughlin
- P. Gayle Watkins
- Zina McFarlin-Stagg
- Richard Hu

*Nominees were not present to accept the nomination. The Elections Committee will confirm each nominee's acceptance.

A motion was made to close nominations (McFarlin-Stagg) and seconded (Rowley). The motion passed: 40 in favor; 0 opposed.

Candidate statements of 150 words maximum are due to Barry Andrews by noon on April 13th. Voting will open on April 20th and close on April 30, 2026. Election results will be announced at the May 5 Representative Council meeting.

VII. Old Business

a. 2027-28 Academic Calendar

A motion was made to approve the 2027-28 Academic Calendar Option A (McKee) and seconded (McFarlin-Stagg). Discussion occurred. Biological Sciences Department Representative Meyer expressed the department's concern about the intersession again starting immediately following the winter break due to the difficulties in having perishable laboratory materials ready for instruction. Academic Calendar Option B was preferred by the biological sciences faculty, although none of the options were ideal for some of their laboratory courses. Discussion included the pros and cons between Calendar Options A and B as identified and submitted by the Calendar Committee ([document attached](#)). A vote was taken, and the motion passed: 26 in favor; 14 opposed.

b. Renewal of FACCC Membership

A motion was made to continue the Association's FACCC membership for 2026-27 (Gernhart) and seconded (McFarlin-Stagg). Director Gernhart expressed the importance of FACCC's statewide advocacy for our professional interests. Comments were made about a lack of understanding about the role of FACCC and the reasons for membership. A suggestion was made to publicize more clearly how FACCC membership benefits the Association members. President Woolery stated that every year, prior to March 31, we can vote to discontinue our membership. The motion passed: 35 in favor; 12 opposed.

c. Increase to 2025-26 Budget Line Item "Governance": The item was addressed out of order, under the Treasurer's Report.

VIII. New Business – Discussion Items

a. Joint Task Force with the Academic Senate to Study the Academic Calendar Terms

On March 24, the Executive Board voted to recommend approval to form a joint task force with the Academic Senate to study the academic calendar terms. A written proposal to form a joint task force was distributed and introduced (see [attached](#)).

b. 2026-2027 Meeting Schedule

A proposed schedule for the 2026-27 Faculty Association meetings and select special events was presented and distributed. The Council will act on the item at the next meeting.

IX. Other Reports

- a. Academic Senate: No report.
- b. CCA District M Director: The District M seat is up for election at the CCA Spring Conference. Joshua Christ will not be running for a third term. Those interested in running were invited to contact Joshua for more information about the position's duties.
- c. CTA State Council: No report.

X. Announcements

- a. FACTS Workshop - How to Read Your Paycheck: April 10, FT fac. @ 3-4pm; PT fac. @ 4-5pm
- b. FA Executive Board Meeting: April 14 @ 11:30am-1:00pm
- c. FACTS Workshop – Healthcare & Medicare: Apr 17 @ 4-5pm
- d. General Membership Meeting: April 21, Bldg. 410, Meridian A/B
- e. CCA Spring Conference: April 24-26 @ Irvine Marriott
- f. FA Rep Council Meeting: May 5 @ 11:30am-1pm
- g. Teacher Appreciation Luncheon: May 5 @ 11am-2pm in Founders Hall
- h. Retirement/Tenure Tea: May 19 @ 11am-2pm in Founders Hall
- i. Cup of Thanks: Finals Week
- j. Commencement: June 12 @ Hilmer Lodge Stadium, ceremony begins @ 5:30pm
- k. FA YouTube Channel: <https://www.youtube.com/@MtSACFA>
- l. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655
- m. The FA Events Calendar is available on the website.
- n. The Spring Events Schedule was distributed.
- o. BoT Meeting Dates: April 8, May 13, June 24

XI. Adjournment

The meeting adjourned at 1:03pm.

Respectfully submitted,
Vicki Greco



President's Report to the Representative Council April 7, 2026

FA Info Sessions

President Woolery scheduled two information sessions, on March 10 and 11, to review material for upcoming votes at the April 7 Representative Council, including votes on the 2027-28 academic calendar and the FA's FACCC contract membership. Seven faculty attended the sessions.

Dual Enrollment MOUs

A Memorandum of Understanding (MOU) on a Collaborative Instruction Model for Dual Enrollment at Ganesh High School was reached for 2025-26. Dual Enrollment managers reported positive responses to this model from Mt. SAC faculty, high school teachers, students, and high school district management that are participating in the model. They indicated that other schools are interested in a collaborative instruction model. Faculty Association and Academic Senate leadership met with district representatives on March 9 to begin discussion of this MOU, which is set to expire this semester. Another meeting is scheduled for April 1.

An MOU for the Dual Enrollment Liaison was also agreed to for 2025-26. Expectations of workload and compensation are currently under discussion between the FA and District.

Community College Association (CCA) 2026 Spring Conference

Mt. SAC FA can send 20 delegates to the 2026 CCA Spring Conference on April 24-26. Delegates include: Julissa Contreras Castanon, Chihping Chang, Elisa Claros, Sandra Esslinger, Megan Fero, Richard Hu, Grace Kim, Kenneth Lambright, Judy Lawton, Emmie Lin, Hector Martinez, Anna McKennon, Marina McLaughlin, Dave Mrofka, Loni Nguyen, Tracy Ramos, Maya Staylor, Ellen Straw, and Emily Woolery.

CCA Leadership Zoom

CCA held its leadership zoom on March 19. Discussion topics included the 50% law, hiring coaches as professional experts instead of faculty, and the proposal to use a CCA innovation grant to hold a meeting with community colleges and TK-12 locals for discussion of dual enrollment.

CTA Service Center One Council Meeting

CTA Service Center One Council held a general business meeting on March 10. At this meeting, CCA members agreed to request a CCA innovation grant to hold a joint meeting about dual enrollment with community college and TK-12 local leaders. CCA attendees included Jonathan Ausubel, Jesús

Gutierrez, Eric Kaljumägi, Gerhard Peters, David Rentz, and Emily Woolery.

Service Center One is holding a SC1 Fall Conference in Pasadena on September 26, 2026. More information will be shared. Save the date!

CTA Region III Virtual Presidents Meeting

The Region III Presidents Meeting was held virtually on March 18. Information was shared about multiple statewide campaigns: We Can't Wait contract campaign; Superintendent of Public Education election—CTA has endorsed Richard Barrera; fully funded and stable schools; layoffs, cuts, and closures; and Proposition 55.

CTA Extension of Proposition 55

As of March 23, we have collected 277 signatures in support of the Proposition 55 campaign. Signatures were collected at events (Cup of Thanks and Faculty Welcome) and signed ballots were returned via US mail.

FACCC Board of Governors Election

The FACCC Board of Governors election runs from April 6 – May 6. Ballots were sent to FA members' personal email addresses. If it did not appear in your inbox, check your junk or spam folders, too.

Mt. SAC Multi-Factor Authentication

Mt. SAC Information Technology Department (IT) seeks to increase faculty use of multi-factor authentication (MFA). They report that faculty accounts are often compromised. MFA is not mandatory, but IT offers it to all employees, especially if an account becomes compromised. Two options are available – using Microsoft Authenticator on a smartphone or being issued a FIDO key.

Mt. SAC 2035 Innovation Mini Grants

Mt. SAC is offering five one-time mini grants up to \$5,000 to employees conducting projects in alignment with Mt. SAC 2035. Information sessions were scheduled for March 22 and April 15. The application deadline is April 30.

President's Advisory Council

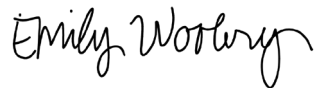
President's Advisory Council (PAC) met on [March 11](#). President Garcia pulled AP 3720 Use of Technology and Information Resources and Employee Acceptable Use Agreement for additional review. PAC heard updates from Accreditation Steering Committee, Information Technology Advisory Committee, and Mt. SAC 2035 implementation. Academic Senate President Anders shared Academic Senate Resolution [2026-01 Protecting Faculty Authority](#). PAC's next meeting is scheduled on April 8.

Board of Trustees

The Board of Trustees (BOT) met on [March 11](#). In public comment, Counseling faculty noted a vote of no confidence against Dr. Melba Castro, Vice President, Student Services. A reception was held for professors that were newly granted tenure. Congratulations to our faculty and their departments/areas.

- Victoria Abatay, Nursing
- Jorge Eduardo Basilio, Mathematics and Computer Sciences
- Jenna Bird, Kinesiology, Athletics, and Dance
- Catherine Campos, Mental Health
- Sable Cantus, Computer Information Systems
- Krislam Chin, Commercial and Entertainment Arts
- L.E. Foisia, Basic Skills, School of Continuing Education
- Lauren Greenberg, Sign Language and Interpreting
- Jessica Jun, Nursing
- Tom Mitchell, ACCESS
- Cesia Paniagua, Agricultural Sciences
- Irene Robles, Sign Language and Interpreting
- Robert Stubbe, Computer Information Systems

Respectfully submitted,



Emily Woolery
Faculty Association President



Vice President's Report to the Rep Council April 7, 2026

Ode to a Semester Half Over

Good Morning Rep Council! Welcome to Week 7 of Spring semester, which is going by insanely fast, and simultaneously not fast enough. I want to remind you all of some deadlines, activities, and opportunities ahead of us in the next month, as we rumble through to summer recess. I'll do my best to highlight these in chronological order:

- April 8th - 4:15pm - Board of Trustees meeting to show them that we stand together on equal pay for equal work and budget transparency. Wear your green shirt, FA leadership will arrive early if you want to make a sign. We'll get there about 3:45pm
- April 10th - FACTS Workshop "How to Read Your Paycheck!" Full time workshop is at 3pm, and the Part time workshop is at 4pm.
- April 10th - Time TBD - FACTS Workshop - "What Pay Parity means for Noncredit"
- April 17th - 4:00pm - FACTS Workshop - "Healthcare and Medicare"
- April 17th - H.11 (full time) forms are due by end of business
- H.6 (Full Time Self Evaluations) forms are due for FT faculty in year 3 of their evaluation cycle
- Chair Peer Evaluation forms are due to division offices by end of business
- April 21st - 11:30am - Faculty Association General Membership Meeting; come learn about what is happening on the campus from the FA perspective, and give general direction to FA leaders about what you would like to see from your Association as we navigate Mt.SAC 2026.
- April 24th - 26 - CCA Conference in Irvine; contact Emily if you would like to be a delegate. Conference Registration is open, and free, for any members who would like to go as a non-delegate. This conference DOES count towards the original PGI, and can be used for 16 total hours by going through the Chico State Credit program.
- May 1st - 8:30am - 2:15pm - Retirements and Benefits Conference, hosted by FACCC and MSACFA; join us in the pod loft for a day of trainings specifically geared towards your situation as a part time faculty member, an early / mid career full time faculty member, or a (full time or part time) faculty member closer to retirement. We'll have PERS, CTA Member Benefits, and MtSAC Benefit managers there to lead sessions and answer questions throughout the day.

We're about half way through this semester, and we're getting through it together. As always, if there are concerns or urgent matters, please reach out to an Association Director or Officer, so we can provide guidance or assistance in resolving the concern.

Negotiations Update

Offered in Dr. Greenberg's absence (he is at a conference today, and unavailable to update Rep Council). The district has replaced their lead negotiator (Sokha Song) with a team of Co-Lead negotiators (Tami Pearson and Karelyn Hoover). Sokha Song has been given administrative leave through the end of his current contract (June 30th). It is striking to me (Joshua, speaking for myself)

that the co-lead negotiators appointed happen to be two of the most often grieved managers on this campus. That being said, our negotiations continue, and last Friday, April 3rd, the FANT was provided a budget presentation / update from VPAS Joe Dominguez and Interim AVPAS Rosa Royce. The budget is opaque, difficult to follow, and obfuscates where and how the district is actually spending its funds. When presented with numerous questions about the budget, the most frequent answer provided could be paraphrased as, "I'll have to look into that and get back to you." For a budget that was presented and approved in September of last year, it is concerning how these questions could not be answered on the spot. The point of a community college budget is that it remains understandable to the broader community, represented by the trustees. This lack of transparency reminded me greatly of the time during negotiations last summer when FANT pointed out a simple calculation in the numbers, and was responded to by the district financial specialist with a response that indicated they needed permission to answer that question because the answer wouldn't fit the district's financial narrative. After the budget presentation, the FANT presented one package proposal, titled Pay Parity to the district. This presentation took almost an hour, and the district had a few questions, but reserved the right to ask more questions after digesting the package between sessions. The FANT Pay Parity Package proposed the following:

- A clearly defined number of hours per LHE for each working group on campus.
- New salary tables in Appendix C which would align step and column for step and column with the full time salary tables
- Specific definitions of assigned time and unassigned time, and how much is allocated for each employee group on campus
- Clear and unambiguous language which would relieve the district of continuing / ongoing legal liability for unpaid hours of evaluated time for nonexempt employees (part time). This language would be effective July 1, 2025, and would have no impact on legal liability the district could face for wage violations before July 1, 2025.

This is the primary push for FANT at the Board of Trustees meeting on April 8th. We need as many faculty with us as possible to ensure that a fair wage is a fair wage for all. Equal Pay for Equal Work has resounded around the country for centuries, ringing true with the suffragette movement through the civil rights movement(s), and now we say it here, still, for our broken higher education system.

Grievance Committee Update

The grievance committee has met twice since our last rep council and in each meeting has worked to identify potential grievances they have heard. We are working with faculty to get these filed on behalf of the faculty, association, and contract.

In support of the above pay parity package, the grievance committee is also seeking faculty who believe they have been underpaid for the work they were expected to complete... in many cases this looks like part time credit faculty who are expected to do work outside of the classroom, are evaluated on that work, but are only paid for the time inside of the classroom. A grievance campaign will help to build our power and show the district that the time of abusive wages and working conditions is over.

The Grievance committee also hosted a grievance rep training on March 27th, led by Robin Devitt. This training was successful and we have about 10 members who are now trained through the grievance process, to assist other members in identifying and the process for filing or serving as a conciliator on a grievance.

FACCC Update

1. FACCC Elections are live, and I encourage you all to vote for the leadership (executive board and officers) of FACCC for the next 2 years. I personally am supporting Leslie Banta for Vice President, as a person who has shown her support to all colleges, and all faculty, and has made real inroads with Sacramento relationships.

CCA Board Director for District M

The District M seat is up for election at the Spring Conference. One colleague has already declared their intent to run for the seat, but if others are also wanting to serve in this capacity / opportunity, I would encourage them to reach out and ask about what service as a CCA board director looks like. I am opting to not re-run for my third and final term on the CCA Board and hoping that others will take up the director position and represent the interests of MSACFA across the state.

Respectfully Submitted,
Joshua Christ
Faculty Association VP

Treasurer's Report to the Representative Council April 7, 2026

Proposed vs. Actual FA Budget 2025-2026

General Account	As of		
	Actual YTD 2025-2026	Budgeted 2025-2026	
REVENUES			
Dues Income	\$67,940	\$107,740	
Dividends	\$1,719	\$5,400	
Total Revenues	\$69,659	\$113,140	
EXPENSES			
CONFERENCES			
Region 3 Leadership	\$2,115	\$2,400	\$285
LGBTQ+ Issues	\$2,615	\$3,600	\$985
CTA Issues	\$7,264	\$6,000	\$3,136 (\$4,400 received from CTA grant)
FACCC A&P	\$1,464	\$4,000	
CTA New Educator (South)	\$0	\$0	\$1,600
CTA/NEA Retired	\$343	\$650	
CTA Equity & Human Rights	\$3,418	\$4,000	
CTA Good Teaching (South)	\$0	\$0	\$ 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	\$5,105
Total Conference Expenses	\$19,720	\$55,150	
MEMBERSHIP DEVELOPMENT			
Membership Promotional	\$4,089	\$15,000	
Social Activities	\$10,599	\$22,000	
Member Awards & Gifts	\$474	\$2,000	
Adjunct Activities	\$1,862	\$4,000	
Total Member Development Expenses	\$17,023	\$43,000	
MEMBERSHIP ADVOCACY			
Negotiations	\$1,707	\$12,000	
Governance	\$1,154	\$4,000	- Increase to \$11,000 Eboard approved recommendation on 3/24; need Rep Council to approve on 4/7
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%)	\$6,378	\$12,000	
Adjunct Stipends		\$16,000	
PGI/H Position		\$0	
Total Reassigned Time & Stipend	\$6,378	\$28,000	
OPERATIONS/ADMINISTRATION			
W. Comp Insurance	-\$75	\$1,000	
Accounting Services	\$4,100	\$5,000	
Payroll Services	\$1,304	\$2,500	
Auditing Services	\$4,750	\$5,000	
Office Staff Payroll	\$11,234	\$20,000	
Office Equipment		\$3,000	
Office Supplies	\$184	\$2,000	

Payroll Taxes	\$1,294	\$6,000
Postage	\$276	\$2,000
Printing	\$726	\$2,500
Telephone/Internet		\$500
Transportation/Travel		\$200
Total Operations/Administration	\$23,792	\$49,700
OTHER FUNDS		
Student Awards		\$2,500
Total Other Funds	\$0	\$2,500
Total Expenses	\$69,773	\$226,200
Balance	-\$114	-\$113,060
PAC, CDs, and Savings		
Total Amount in Chaffey PAC		\$63,274
		\$63,274
Chaffey - 12 month CD (61)	5/2/2026	\$65,830
Chaffey - 24 month CD (62)	5/2/2027	\$65,398
Chaffey - 12 month CD (63)	2/21/2026	\$50,164
FFCU - 12 month CD	6/24/2026	\$106,295
Total Amount in CDs		\$285,968
Total Amount in FFCU Savings		\$487
Total in PAC, CDs, and Savings		\$349,729

2027-28 Academic Calendar
Submitted by FA Calendar Committee
December 9, 2025

The FA Calendar Committee reviewed four draft calendars of the 2027-28 Academic Calendar. They identified the following pros and cons to each option. Committee members, Mike Hood and Jeff Wakefield, offered to attend the Executive Board meeting to share their recommendation(s) and respond to questions.

Option A:

Pros:

- Have a full week between end of Spring and beginning of Summer
- End Spring earlier to match better with other schools
- Ending Spring earlier helps students doing Summer research and internships

Cons:

- Two Monday holidays in Spring is difficult for Monday-only classes, especially labs
- Starting right after January 1 makes it difficult for lab setup, especially in biology

Option B:

Pros:

- Starting right after January 1 makes it difficult for lab setup, especially in biology
- 1 Monday and 1 Friday holiday

Cons:

- Summer starts 2 days after Spring grades
- Does not match well with other universities
- Later end for Spring is difficult for internships and research

Option C:

- Eliminated – causes more problems without any big advantages

Option D: Has a spring break

Pros:

- Spring break

Cons:

- Other districts have a variety of spring break times, so can't match all other local schools
- Starting right after January 1 makes it difficult for lab setup, especially in biology
- Two Monday holidays in Spring is difficult for Monday-only classes, especially labs
- Later end for Spring is difficult for internships and research
- Only upcoming year where a Spring break will work, so causes problems for planning future calendars

Submitted by:

Mike Hood (he/him) on behalf of the Calendar Committee

Joint Task Force with the Academic Senate to Study the Academic Calendar Terms

Recommended by Executive Board on March 24, 2026

April 7, 2026

- 1) To form a task force of five (5) members to study academic calendar terms with:
 - Four (4) members appointed by the Faculty Association
 - One (1) member appointed by the Academic Senate

- 2) To charge the task force with:
 - Developing sample calendars;
 - Hosting a forum to gain faculty viewpoints on sample calendars;
 - Working with Research and Institutional Effectiveness (RIE) to develop a campuswide survey;
and
 - Providing recommendations to the Faculty Association and Academic Senate.

Background Information:

In discussion about the academic calendar with campus members, including faculty and staff and the College President, Office of Instruction, and Office of Student Services, interest has been expressed in a new academic calendar. Discussion topics have included adding a spring break and shortening or removing winter intersession. Because a new calendar would impact all campus groups, a campuswide survey was recommended.