



Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
May 5, 2026 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Avila, Basilio, Benoe, Birca, Bray-Ali, Burman, Chavez, Christ, Clements, Crichlow, Daland, Duong, Ellwood, Esslinger, Ezzell, Fero, Gethers, Greco, Greenberg, Harper, Heredia, Hernandez, Hernandez-Magallon, Hoffman, Iancului, Kaljumägi, Knapp, Lawton, Lee Mc Kennon, Madrid, Mahmoud, Martinez, McFarlin-Stagg, McKee, McLaughlin, Meyer, Miho, Mrofka, Nava, Perez-Garcia, Ponce, Razo, Reyes, Rios-Alvarado, Rivas, Romero, Rowley, Shear, Wang, Wasson, Weber, White-Tremazi, Woolery

I. Call to order

President Emily called the meeting to order at 11:38am.

II. Approval of agenda with flexibility

A motion was made to approve the agenda with flexibility (McFarlin-Stagg) and seconded (Mrofka). The motion passed: 34 in favor; 0 opposed.

III. Approval of minutes

A motion was made to approve the April 7, 2026 meeting minutes (McFarlin-Stagg) and seconded (Mrofka). The motion passed: 33 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

Treasurer Michelle Nava distributed the most recent financial statement ([attached](#)) and reported that spending remains under budget. The final external [audit report](#) conducted by Smith Marion was shared and distributed.

V. Negotiations report

Lead Negotiator Herschel Greenberg reported that FANT signed a second Tentative Agreement (TA) on the Floating Flex certification requirement. The TA follows the current practice of addressing late certifications on a case-by-case basis. Herschel also reported that it was brought to his attention during one of the information sessions on the parity proposal that language in the proposal has an unintended consequence of increasing the weekly scheduled work hours for full-time counseling, library, and instructional specialist professors. FANT has repaired the proposal to eliminate those unintended consequences and will bring the repaired proposal back to the district. In response to Library Representative Eva Rios-Alvarado's statement that full-time library professors want assurance that their work hours will not be adversely affected by the proposal, Herschel assured that the proposal's intent is to create conditions of pay parity between full- and part-time faculty and will not result in an increase to

the number of scheduled hours for the full-time faculty. Future negotiations meetings are scheduled for May 15, May 29, and a possible meeting on May 20.

VI. Spring elections results

Elections Committee Chair Shari Wasson announced the election results and presented the official teller's [report](#). The election results are as follows:

- President
 - Michelle Nava (2026-2028)
- Vice President
 - Joshua Christ (2026-2028)
- Full-time Directors (3 vacancies): Run-off election may be required due to four candidates receiving the minimum number of votes needed to win. The Elections Committee is checking with CTA.
- Part-time Director: Run-off election required due to no candidate receiving the minimum number of votes needed to win.
- Adjunct At-Large Representatives
 - Ellen Straw* (2026-2027)
 - Grace Kim (2026-2027)
 - Anna McKennon (2026-2027)
 - P. Gayle Watkins (2026-2027)
 - Nelida Perez (2026-2027)
 - Felix Jollevet* (2026-2027)

*The winner of part-time director run-off election will be determined ineligible for this seat.
- Service Center One Representatives
 - Kenneth Lambright (2026-2027)
 - Zina McFarlin-Stagg (2026-2027)
- FACCC Governor for Contract Representative
 - Emily Woolery (2026-2027)
- NEA Representative Assembly, July 2027
 - Eric Kaljumägi
 - Joshua Christ
 - Shireetha Gethers
 - Marina McLaughlin
 - Dave Mrofka
 - P. Gayle Watkins

VII. Old business – action items

a. Task force with the Academic Senate to study the academic calendar terms

A motion was made to create a joint task force with the Academic Senate to study the academic calendar terms (McFarlin-Stagg) and seconded (Rios-Alvarado). Academic Senate President Tania Anders asked that the task force not be considered joint with the Academic Senate because the proposed membership is unequal, with only one member to be an Academic Senate appointment and four members to be appointed by the Faculty Association. FA representatives McFarlin-Stagg and Rios-Alvarado were agreeable to striking “joint” from their motion.

Discussion: Clarification was sought on the charge of the task force. President Woolery stated that, unlike the FA Calendar Committee whose function is to recommend calendar options for each academic year based on the College’s academic terms of two 16-week semesters, one winter intersession, and one summer intersession, the task force will make recommendations on changes, if any, to the college calendar and its academic terms. The task force is being proposed in response to discussion at some meetings with administrators, faculty, and classified staff about possible interest in adding a spring break and shortening or removing winter intersession.

The charge of the proposed task force is the following:

- Developing sample calendars;
- Hosting a forum to gain faculty viewpoints on sample calendars;
- Working with Research and Institutional Effectiveness (RIE) to develop campuswide survey; and
- Providing recommendations to the Faculty Association

The motion passed: 35 in favor; 4 opposed.

b. 2026-2027 FA meeting schedule

A motion was made to approve the 2026-2027 Faculty Association meeting schedule (Kaljumägi) and seconded (Meyer). The motion passed without objection.

VIII. New business – discussion items

a. 2026-27 FA budget proposal

The proposed budget for 2026-2027 was distributed and will return for action at the next meeting.

b. Donation to Little Lake Education Association Strike Fund

At its last meeting, the Executive Board voted in support of donating \$500 to the Little Lake Education Association’s strike fund. The item will return for action at the next meeting.

IX. Other reports

- a. Academic Senate: No report.
- b. CCA District M Director: Richard Hu (Communications) won the election for CCA District M Director.
- c. CTA State Council: No report.

X. Announcements

- a. The Teacher Appreciation Luncheon is today from 11am-2pm in Founders Hall Dining and Living Room areas.
- b. The next FA Executive Board meeting is May 12 at 11:30am-1:00pm.
- c. The Retirement/Tenure Tea is on May 19 from 11am-2pm in Founders Hall.
- d. The next FA Rep Council meeting is June 2 at 11:30am-1pm.
- e. Cup of Thanks event will be held during the week of final exams.
- f. Commencement is on June 12 at the Hilmer Lodge Stadium. FA will host a snack table on the field. The ceremony begins at 5:30pm.
- g. Subscribe to the FA YouTube Channel: <https://www.youtube.com/@MtSACFA>
- h. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655
- i. The [FA Events Calendar](#) is available on the website
- j. The [Spring Events Schedule](#) was distributed.
- k. The Board of Trustees Spring semester meeting dates are May 13 and June 24.

XI. Adjournment

The meeting adjourned at 1:05pm.

Respectfully submitted,

Vicki Greco



Academic Senate Taskforce - RSI Closing the Loop

Herschel Greenberg and Emily Woolery attended Academic Senate Taskforce – RSI Closing the Loop meetings on March 30, April 13, and April 20. The taskforce convened to review and re-evaluate recommendations made in 2024 by the Academic Senate Taskforce – Accreditation and RSI. In addition to Regular and Substantive Interaction (RSI), the taskforce reviewed current practices with Skills and Pedagogy for Online Teaching certification and recertification. The RSI Closing the Loop Taskforce Recommendation was a discussion item at the Academic Senate Executive Board meeting on April 23.

FA General Membership Meeting

We held the General Membership Meeting in hybrid format on April 21. Approximately twenty members attended the meeting. We collected input from attendees throughout the session. Their input is attached to this report. Input from our representatives is also desired. Please respond to this brief survey by May 22: [FA Rep Council Survey - Spring 2026](#).

Student Awards

The FA Executive Board approved providing \$100 financial awards to Student of Distinction Recipients. There are twenty recipients. Providing student awards is a longstanding FA practice, and a budget line of \$2,500 for Student Awards was previously approved by the FA Representative Council. The Student Life Office will distribute the awards to the recipients.

CCA Webinar: Applying for Unemployment – May 5 at 5:00pm - 6:00pm

CCA is happy to present another CCA Webinar: Applying for Unemployment on Tuesday, May 5th from 5 to 6 pm. All part-time/adjunct faculty in the California community colleges are potentially eligible for California EDD Unemployment Benefits.

This event will be done, once again, with CTA Primary Contact Staff Marianne Reynolds and Robin Devitt and outgoing CCA Secretary John Sullivan.

The presentation slides will be sent to all registered participants following the webinar. There will be a question-and-answer period following the webinar. The session will not be recorded.

Pre-registration is required and can be done by clicking on the link below:
<https://us02web.zoom.us/meeting/register/Sum1KHIXRiKAogDQJlvFBw>.

CCA Presidents Zoom

The CCA Presidents Zoom was held on April 16, and discussion focused on the future of a Higher Ed CTA Board seat (i.e., District Q). In addition to CCA locals, District Q represents the voices of CTA Aspiring Educators. CCA leaders are organizing to maintain District Q, with plans to communicate with delegates at regional service centers and attendance at the next CTA State Council meeting.

2026 CCA Spring Conference

Mt. SAC FA sent 20 delegates to the 2026 CCA Spring Conference at the Irvine Marriott on April 24-26. Delegates included Andrew Chang, Julissa Contreras Castanon, Sandra Esslinger, Vicki Greco, Richard Hu, Grace Kim, Kenneth Lambright, Judy Lawton, Emmie Lin, Hector Martinez, Zina McFarlin-Stagg, Anna McKennon, Marina McLaughlin, Dave Mrofka, Loni Nguyen, Tracy Ramos, Maya Staylor, Ellen Straw, Gayle Harris Watkins, and Emily Woolery. Additionally, Joshua Christ and Eric Kaljumägi attended due to their CCA and/or CTA roles. Maya Alvarez-Galván attended sessions and the WHO Award celebration, and Teresa Landeros attended the WHO Award celebration.

Mt. SAC FA recognized Sandy Esslinger with the WHO Award. Richard Hu was elected to the CCA Board as the Director District M.

2026 CCA Fall Conference

The CCA Fall Conference is scheduled on October 9-12, 2026 at the Grand Hyatt San Francisco. It is expected Mt. SAC will have 20 delegates. Want to be considered for this conference? Please share your interest using this form: [CCA Fall Conference 2026 – Delegate Interest Form](#).

CTA Extension of Proposition 55

Mt. SAC FA collected 278 signatures in support of the Proposition 55 campaign. This signature campaign was a structure test for CTA locals. The goal was to collect 85% of members' signatures, and Mt. SAC collected approximately 28%.

More than 1.6 million signatures were collected overall, which means the *California Children's Education and Health Care Protection Act of 2026*, also known as the extension of Proposition 55, qualified for the November 2026 ballot.

CTA Service Center One Council Presidents' Release Day

CTA Service Center One Council (SC1) held the Presidents' Release Day on April 23, and we piloted a training co-presented by Studio Uprise and CTA Racial Equity Affairs Committee. We practiced activities related to different ways we identify, noting that identities can compound advantages and disadvantages. Maya Alvarez-Galván, Marina McLaughlin, and Emily Woolery attended the event.

FACCC Legislative Visits

The Faculty Association for California Community Colleges (FACCC) has arranged visits with two

legislators:

- Assemblymember Al Muratsuchi - Sam Atherton, Joshua Christ, and Emily Woolery visited on April 10.
- Assemblymember Mike Fong - Richard Hu and Emily Woolery are scheduled to visit with Assemblymember Mike Fong on May 8.

FACCC prepares talking points, including local and statewide issues, such as community college funding and reserves, impact of AB 1705, and part-time health care and parity.

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.

Board of Trustees Meeting

The Board of Trustees met on [April 8](#). The revised job classification description for Chief Technology Officer was approved with a salary reduction and a newly created pay range, EM-3. The trustees approved a transfer of \$1.8 million from operating expenses to academic salaries. They stated the transfer is necessary to cover earned doctorate degrees for adjunct professors effective July 1, 2024, and 3.0% increase (2.3% COLA + 0.7%) for adjunct professors effective July 1, 2025.

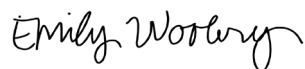
President's Advisory Council

The President's Advisory Council (PAC) met on April 8 and April 22.

[April 8](#): PAC heard updates from Accreditation Steering Committee, Budget Committee, Institutional Effectiveness Committee, People, Planet, and Prosperity Partnership, and Professional Development Council.

[April 22](#): In addition to reviewing multiple board policies, [Management Positions Savings Summary](#) was reviewed and discussed. PAC is scheduled to meet next on May 13.

Respectfully submitted,



Emily Woolery
Faculty Association President



Vice President's Report to the Rep Council May 5th, 2026

One Month Remaining! You can do it!

Good Morning, and happy May Rep Council! As we begin to wrap up the Spring semester (5 weeks left!), I wanted to go over some general reminders that you can bring back to your departmental colleagues:

1. Sabbatical Applications - Salary and Leaves, at the end of April, hosted two Sabbatical Application workshops. If you (or a department colleague) would like to take a Sabbatical Leave of Absence in the 2027 / 2028 academic year, your application packet is due (completed) no later than the end of the second week of the Fall Semester 2026 (September 4th!). If you have questions about the packet, or want a faculty member on salary and leaves to review the packet before you submit it to the committee, please reach out to me at joshua.m.christ@gmail.com and I can route it to one of our fabulous S&L committee faculty members.
2. PGI / PGH - This is your casual reminder to finish up and submit any pending PGI (full time) or PGH (part time) hours you have completed. For PGI, this will ensure that you have the full year's stipend, as you begin earning the PGI in the paycheck after you submit the work... we've gotten 34 new PGI recipients this year, let's see if we can crank that up to 50 by July! For PGH, you need to submit the hours of professional growth in the year they were completed, so if everyone can please remember to remind our adjunct colleagues to submit their POD workshop hours through for PGH, so they can be paid for those first 6 (or 9) hours of professional development completed.
3. DEISA PGI/PGH - We (myself, Emily, Tania, Lizbet Sanchez, and many more) have heard from all of you, and are doing our best to respond and re-direct appropriately. What I can share at this time is the DEISA PGI/PGH is being processed as quickly as possible by FPDC and Salary and Leaves. At this moment, every PGI applicable activity has been considered for DEISA PGI, and has had a determination of approve or not approve for the new objective. These are all of the Mt.SAC specific workshops that were completed through POD (including ACUE, CORA, and similar outside workshops facilitated through POD). HR will be running a report and letting FT faculty know how many hours of DEISA PGI they have already earned by the end of Spring semester. Similarly, PT faculty will receive a notice of how many hours of DEISA PGH were completed in the 2024/2025 and 2025/2026 academic years, and will be credited with pay for these workshops. **NEXT STEPS** include FPDC reviewing all of the outside workshops that many of you have submitted through the [S&L PGI form](#), and will add these hours to faculty counts once FPDC has determined if they are appropriate for DEISA PGI/PGH. It is my understanding that DEISA PGI approvals will be granted in chronological order based on PGI submission / completion date, and **IF** the pool runs out of money in the 2024/2025 academic year, those who have earned DEISA PGI / PGH in that year will be compensated beginning in the 2025/2026 academic year, and **IF** the pool for 2025/2026 also runs out of money, those remaining to be compensated will have the DEISA PGI beginning in July of 2026, to hit for their 2026/2027 academic year. **IT IS IMPORTANT TO NOTE:** If you are deemed to have earned

the DEISA PGI in the 2024/2025 academic year, you will be paid retroactive to that year in stipend; but, you will also begin your cycle for ongoing DEISA training in that 24/25 year. This means that you will owe the 24 hours of ongoing training (to keep the DEISA PGI active) due by the end of the 2026/2027 academic year. I will personally reach out to each impacted individual to be sure the requirements are understood.

4. Column Crossover: As graduation season approaches, I want to remind everyone who is working on formal academic credits to please remember to turn these credits in to HR once the transcript has certified for the spring semester. Every unit of discipline or education related education counts towards column crossover goals, and moving columns over the summer (before the start of the new year) could help you also move down a step on the salary schedule (if you're stuck at the highest compensated step of your current column). If you have questions about crossing columns that I can help you with, please let me know, reach out, and I'd be glad to assist you in how to complete this process, or set a plan so that you can get to that next column and higher pay scale as soon as possible.
5. Mt.SAC Graduation - Please remember that Mt.SAC Graduation Ceremony attendance is contractually mandated as part of your H.11 service time. There will be a sign in and sign out at the June 12th ceremonies. If you are unable to attend for a reason related to your Mt.SAC duties (conference attendance, proctoring final exam, other official duties), please be sure to reach out to the office of instruction and let them know ahead of time of the conflict (feel free to CC myself or Emily if you believe there may be resistance to your absence). If you are unable to attend for any other (non-Mt.SAC related) reason, please remember that you have sick leave and / or personal necessity leave that can be utilized in the case of a graduation absence. It is best to communicate this absence ahead of time, but if that is not possible, please remember to communicate the absence within one week after missing the time (per contract), so that the 3 hours of time are not deducted from your June paystub.
6. FLEX DAY Certification of Activities: This is a reminder that Full Time Faculty must submit their Spring FLEX Day certification of activities no later than June 26th through their Mt.SAC Portal, in order to avoid having a one day pay deduction taken from the August pay check. Last year, on the initial report, there were 75 full time faculty who had not yet certified their FLEX activities (4 days before they were due). By the due date, there were still more than 30 faculty who had not certified. Please remind your department colleagues and remember for yourselves to submit this form, because faculty who fail to do so stand to lose between \$487.20 and \$830.14. If you are annoyed that you have to submit this form, I would agree with you, and remind you to list it as time on your H.11 form that will be submitted next Spring.

Negotiations Update

Negotiations continue, slowly. As was provided in the general membership meeting two weeks ago, I will update again on the state of proposals, but then let Dr. Greenberg provide a more holistic negotiations update shortly. As of May 5th, 2026, the District and FA have met for negotiations a total of 9 times. The district has brought a total of 5 proposals, the most recent of which was proposed on January 23rd. The district has brought a total of 8 responses. The FA has brought a total of 10 proposals, having a new proposal at every bargaining session since negotiations began. The FA has also brought a total of 8 responses. Currently, the FA has two proposals to respond to, while the

district team has 11 proposals awaiting response. Our next negotiation session isn't until May 15th... after the May Board of Trustees meeting on the 13th. The district is hoping you all go away for the summer and they don't have to deal with angry faculty who just want a fair and unambiguous contract.

Grievance Committee Update

The Grievance Committee has met once since our last rep council, and at that meeting we affirmed the resolution of an ongoing grievance at level 2, and discussed other ongoing grievances at levels 1 and 2. A member brought information from their division to be considered at the next Grievance Committee for potential grievances to be filed based upon ongoing misinterpretation of contract language, and assignment of duties outside of faculty work classification.

CCA Board Director for District M

The District M seat was elected at the Spring 2026 CCA Conference. We had a tightly contested race between two excellent potential representatives for Mt.SAC, Judy Lawton (Political Science - Part Time) and Richard Hu (Communications - Part Time). In what was the closest election I've ever seen at the CCA level, Richard Hu won the seat by a final vote tally of 70 votes, to 69 votes, with one illegal ballot. I want to congratulate Richard, but also want to recognize the work Judy has done for our local (FA) and statewide (CCA) association.

Respectfully Submitted,
Joshua Christ
Faculty Association VP



Treasurer's Report to the Representative Council, May 5, 2026

Proposed vs. Actual FA Budget 2025-2026

General Account	As of		
	Actual YTD 2025-2026	Budgeted 2025-2026	
REVENUES			
Dues Income	\$78,330	\$107,740	
Dividends	\$3,727	\$5,400	
Total Revenues	\$82,257	\$113,140	
EXPENSES			
CONFERENCES			
Region 3 Leadership	\$2,113	\$2,400	\$285
LGBTQ+ Issues	\$2,613	\$3,600	\$985
CTA Issues	\$9,973	\$6,000	\$423 (\$4,400 received from CTA grant)
FACCC A&P	\$1,464	\$4,000	\$2,536
CTA-New Educator (South)	\$0	\$0	\$1,600
CTA/NEA Retired	\$343	\$650	\$307
CTA Equity & Human Rights	\$3,428	\$4,000	\$572
CTA Good Teaching (South)	\$0	\$0	\$1,600
NEA Higher Education		\$6,000	
CTA Summer Institute		\$7,300	
NEA Rep Assembly		\$21,000	
Conferences (SGSCC, CTA Leadership, 4 Ethnic)	\$2,301	\$0	\$5,810
Total Conference Expenses	\$22,440	\$53,130	
MEMBERSHIP DEVELOPMENT			
Membership Promotional	\$4,868	\$13,000	
Social Activities	\$11,247	\$22,000	
Member Awards & Gifts	\$474	\$2,000	
Adjunct Activities	\$1,862	\$4,000	
Total Member Development Expenses	\$18,451	\$43,000	
MEMBERSHIP ADVOCACY			
Negotiations	\$1,707	\$11,000	
Governance	\$1,154	\$4,000	
Grievance/Arbitration	\$0	\$20,000	
Grievance Training	\$0	\$1,250	
Legal	\$0	\$10,000	
Dues & Membership	\$0	\$600	
Total Member Advocacy	\$2,861	\$46,850	
REASSIGNED TIME & STIPEND			
President (100%)	\$7,288	\$12,000	
Adjunct Stipends	\$0	\$16,000	
PGI/H Position	\$0	\$0	
Total Reassigned Time & Stipend	\$7,288	\$28,000	
OPERATIONS/ADMINISTRATION			
W. Comp Insurance	-\$73	\$1,000	
Accounting Services	\$4,100	\$5,000	
Payroll Services	\$1,490	\$2,300	
Auditing Services	\$4,730	\$5,000	
Office Staff Payroll	\$12,743	\$20,000	
Office Equipment	\$0	\$3,000	
Office Supplies	\$384	\$2,000	
Payroll Taxes	\$1,294	\$6,000	
Postage	\$1,836	\$2,000	
Printing	\$831	\$2,300	
Telephone/Internet	\$0	\$500	
Transportation/Travel	\$0	\$200	
Total Operations/Administration	\$27,332	\$49,700	
OTHER FUNDS			

Student Awards	\$0	\$2,300
Total Other Funds	\$0	\$2,300
Total Expenses	\$78,393	\$223,200
Balance	\$3,864	-\$112,060
PAC, CDs, and Savings		
Total Amount in Chaffey PAC		\$63,274
		\$63,274
Chaffey - 12 month CD (61)	5/2/2026	\$66,468
Chaffey - 24 month CD (62)	5/2/2027	\$66,008
Chaffey - 12 month CD (63)	2/21/2026	\$50,923
FFCU - 12 month CD	6/24/2026	\$106,293
Total Amount in CDs		\$283,968
Total Amount in FFCU Savings		\$487
Total in PAC, CDs, and Savings		\$349,729