



# Faculty Association Negotiations Update No. 7 2025-2026, Year 1 of 3

***STRONGER TOGETHER!***

To: All Faculty

From: Herschel Greenberg, Lead Negotiator

Date: 03/20/2026

We met with the District team for the 7th time for 2 hours on Friday, April 3<sup>rd</sup>, 2026.

## **Team members in attendance:**

District: Tami Pearson, Alexis Carter, Kelly Fowler, and Adam Roman

District Guests: Joe Dominguez and Rosa Royce

FANT: Herschel Greenberg, Joshua Christ, Gayle Watkins, David Mrofka, Donna Necke, Sandy Esslinger, and Robin Devitt.

## **Team members not in attendance:**

District: Koji Uesugi, Romelia Salinas, and Karelyn Hoover

## **NOTE #1:**

On Thursday, April 2<sup>nd</sup>, Dr. Garcia announced a change to the District's negotiations team. Sokha Song was removed as lead negotiator. Tami Pearson and Karelyn Hoover were appointed co-lead negotiators of the District's team. While Tami has been on the District's negotiation team all year, Karelyn was not a member of the team, yet was appointed as co-lead. Furthermore, Karelyn did not attend the April 3<sup>rd</sup> meeting due to a prior commitment.

**NOTE #2:**

At the request of FANT, Joe Dominguez and Rose Royce gave their Mt. SAC budget presentation, including the PowerPoint presentation given to the Board of Trustees on September 10, 2025 ([Budget for the Fiscal Year 2025-26](#)). The focus was on the adopted budget compared to the unaudited actuals for 2024-2025 and 2025-2026. This information is relevant to future FANT proposals. Furthermore, it gave FANT a chance to ask questions regarding the claimed 3-million-dollar deficit.

Of note, is that reports from the California Community College Chancellor’s office demonstrate that Mt. San Antonio District continuously overestimates their expenses in the adopted budget and underestimate their revenues. When the final budget is released, those total costs/revenue are different than the predicted costs, allowing Mt. SAC to contribute consistently to their ending fund balance. Board Policy 6250 requires the ending balance of 18.5% – even though the requirement is only 5%. However, the presentation revealed an ending fund balance of 21.78%, which far exceeds the required amount. Not only would this amount alleviate the “supposed” 3-million-dollar structural deficit, but also cover costs of FANT proposals.

**FA Proposal:**

*Parity Package (Article 7, Article 10, Appendix C)*

Cambridge dictionary defines **parity** as “equality, especially in pay or position.” Mt. SAC’s current contract contains parity language in Article 7.B.1 and 7.B.2. Neither article contains the proper language needed to reach parity between full-time and part-time professors. Furthermore, recent court rulings have exposed the district’s liability in a failure to properly pay part-time employees in accordance with California labor standards and minimum wage law. The FA proposed a Pay Parity package, which would provide contract language demonstrating all worked hours are being properly paid to faculty in order to assist the district in closing this liability as we move forward into our new three-

year contract. This package would redefine what is an LHE in Article 10, which includes all hours instead of just the hours in the classroom, decrease the overall hourly rate for teaching instructors while increasing the hours paid to fall into compliance with non-exempt employee standards, and offer clarity on the full duties of both full- and adjunct faculty, as the contract language pertains to their assignable and unassignable hours of work. Given new legal precedent about how an adjunct professor is to be paid for their work, which must include also include planning, preparation and grading time, as well as student office hour time, a paradigm shift is required, which is why this proposal took over an hour to explain and answer questions during negotiations.

Joshua will be sharing a video that further explains the parity package proposal. The video will include examples of the changes affecting full-time professors and adjunct professors in credit and noncredit.

FACTS workshops are in development in order to answer questions about the parity proposal. Look for FACTS workshop dates soon.

The pay parity package contains language affecting everyone! Please show your support for parity by coming to the Board of Trustees meeting on Wednesday, April 8<sup>th</sup>, 2026. We are gathering at Founders Hall at 4:15pm to provide public comment before the closed session. Wear your green and stand in solidarity!

### **Next Negotiations**

The next negotiations meeting will take place on Friday, April 17<sup>rd</sup> at 9:00am.