

Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
March 25, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Christ, Greco, Greenberg, Lancaster, Lawton, Madrid, McLaughlin, Nava, Nguyen, Woolery

I. Call to Order

President Woolery called the meeting to order at 11:32am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (Alvarez-Galván) and seconded (Nava). The motion passed.

III. Approval of Minutes

A motion was made to approve the March 11, 2025 meeting minutes (Alvarez-Galván) and seconded (Nava). The minutes were approved.

IV. Reports

a. President – Emily Woolery

President Woolery presented and distributed a written report.

i. DEISA and Faculty Evaluation Pilot

AVPHR Tika Davé-Harris convened a meeting of the workgroup on DEISA and faculty evaluation on March 12. Workgroup members reviewed input from attendees at meetings that occurred in spring semester 2024. President Woolery is following up with HR about next steps.

- April 11, 2024 – DEISAA Faculty Performance Expectancies Pilot Orientation
- April 29, 2024 – Make-up Faculty Performance Expectancies Pilot Orientation
- May 7, 2024 – H.2 Forms Reading Party
- June 4, 2024 – Probationary Faculty Performance Expectancies Pilot Orientation

ii. Dual Enrollment

President Woolery and Vice President Christ attended a meeting regarding dual enrollment on March 18. The District is concerned about departments that do not offer classes in the dual enrollment program, particularly following new legislation (AB 359 – Holden) that permits schools to form dual enrollment partnerships with colleges outside their district. The meeting included Academic Senate leaders: President Anders, Co-Vice Presidents Doonan and Madrid; Student Services management: VPSS Castro, AVPSS Mauch, Dual Enrollment Associate Dean Henderson and Director Holt; and VPHR Song. An additional meeting is scheduled on April 2.

iii. Academic Calendar Workgroup – 2026-27 Calendar

Members of the FA Calendar Committee met with District colleagues on March 18 to review a draft academic calendar for 2026-27. Given mandated holidays and the District's desire to potentially utilize a "summer shift" with FTES, it appears only one calendar is reasonably possible.

Another topic was discussed with this workgroup – removing the winter intersession and increasing summer intersession terms. President Woolery suggested this discussion needs to occur with a group larger than the Academic Calendar Workgroup. The Executive Board expressed agreement with President

Woolery and suggested a joint task force of the Faculty Association and the Academic Senate be formed to consider the issue, as such a change to the academic calendar would have impact on curricula and working conditions. It was noted that the joint task force of the Faculty Association and the Academic Senate follows the process used when the College compressed to a 16-week semester and added the winter intersession to the academic calendar.

FA Calendar Committee members included Julie Bradley, Mike Hood, Dana Johnson, Sierra Powell, and Jeffrey Wakefield. Richard Genovese and Bruce Nixon were unable to attend this meeting. Other attendees included CSEA 262 President Gillett, VPI Fowler, Counseling Dean Dorame, Enrollment Management Dean Bradshaw, Instructional Services Analyst Isomura, and VPI Executive Assistant Martinez. Emily stated that administrators who historically have not taken part in the Academic Calendar discussion were in attendance.

iv. SCE Departments

VPHR Song and VPSCE Arballo requested a meeting with full-time instructional faculty in English as a Second Language (ESL) and Short-Term Vocation (STV) to discuss the potential formation of departments with department chairs. President Woolery and Vice President Christ met with ESL faculty on March 20. A meeting with STV faculty is forthcoming.

v. Accreditation Follow Up Report

Faculty Accreditation Coordinator Frickert-Murashige asked to join an Executive Board meeting in April to obtain input on the Accreditation Follow Up Report. She desires input before the report is shared with the full campus in May. The Executive Board agreed to invite Professor Frickert-Murashige to the April 8 meeting.

vi. Support for Pasadena Teachers

United Teachers Pasadena is requesting help, including attending school board rallies on March 27 and April 24 (5:00-7:00 PM) and sending messages. More information about their request is at the end of President Woolery's report.

vii. Committee Appointments

We seek appointees to the following:

- Accreditation Steering Committee:
 - Meets on first Friday of the month, 10:30 am – 12:00 pm
 - One appointee needed
- Mt. SAC 2035 Task Force:
 - Meets on first Friday of the month, 1:00 pm – 3:30 pm
 - One appointee needed
- Survey Committee:
 - Meets as needed
 - One appointee needed

viii. Meeting Attendance

President Woolery included a list of meetings and other events that she attended over the past month.

ix. Contract Questions

Members have asked questions about these topics: department chair remuneration (Article 10 and Appendix B); department chair elections (Article 10); banked leave (Article 16); management right of assignment (Article 26);

department reorganization (AP 3110); and AI detection.

b. Vice President – Joshua Christ

Vice President Joshua Christ presented and distributed a written report with the following information.

i. Grievances and Other Representation

- A level 3 grievance meeting was held on March 24, 2025. Vice President Christ will provide details of this grievance in Closed Session at today's meeting.
- The district has offered to meet with the FA and SCE members to discuss department formation for two departments in SCE, an ESL and a STV department. This is an attempt to resolve the pending arbitration from a previous grievance relating to department chair work being done out of classification by other unit groups.
- Future potential grievances will be discussed in Closed Session at today's meeting.

ii. Negotiations Update

- The FA and District continue to meet on a weekly basis, Fridays from 9:00am - 11:00am, and the FANT continues to meet weekly on Tuesdays from 3:30 - 5:30 and Fridays from 11:00am - 1:00pm.
- Since our last Executive Board meeting, the FA and District have had discussions on the following contract topics:
 - Workgroup on Noncredit Equivalent Loads
 - Workgroup on Chair / Coordinator responsibilities / compensation
 - Demand to Bargain - Change in Working Conditions due to Districts New Legal Opinion on the Brown Act.
- Since the last Executive Board meeting, the FA has presented the district with proposals concerning the following topics:
 - Appendix A.6 - DEISA Professional Growth Incentives (Equitable for Full and Part Time)
 - Appendix A.8.c - Earned Doctorate ongoing stipend for PT
 - Article 10.B.6 - Adjunct Office Hours Pilot Program (District responded on March 14, and FANT responded back on March 21)
 - Article 8.F - Adjunct Health Care Benefits
- We expect some movement on the following topics in the coming weeks, as the district hopes to have a conclusion to these reopener negotiations by May 1, 2025:
 - Article 7.A - Pass Through COLA
 - Article 7.A - Raise based on increased responsibility and added complexity of work completed
 - Appendix C / Article 7.B - Pay Parity for Part Time Employees
 - Fraudulent Student Side Letter/MOU

iii. Governance Committee Update

- After guidance at the 2.25.25 executive board meeting, the Governance committee met outside of regular time on Sunday 3/2/25 from 10:00am - 3:00pm to further infuse and codify Part-Time roles into the proposed FA governance structure. The committee will be recommending the following, as part of the Standing Rules:

- All FA committees have at least one dedicated seat for part-time. Committees of 5 or greater membership this part-time representation will be increased to 2 members.
- Officers & Executive Board Directors will be charged with chairing a Faculty Association committee as part of their director duties
- Expanding Executive Board Size to a total of 16 members (including officers). The increase in size (current is 12 including officers) would be to have more participation from wider areas of campus. The current idea would be to have 3 FT Directors, 3 Part Time Directors, and 6 At-Large Directors, enabling board membership to represent our constituency as closely as organized.
- Modifying all committee work to be by appointment of president, and confirmation by executive board.
- Based on FA Exec Board suggestions, one additional Bylaw amendment is being recommended to the Executive Board & Rep Council:
 - Bylaw VII.C shall be amended as follows:
 - Each faculty site or site unit shall be entitled to at least one representative and shall have one representative for each ten (10) Active members on the staff, or major fraction thereof. **The first two representatives from a site shall be composed of at least one Full Time representative and at least one Part Time representative. After the first two representative seats, all seats remaining to be elected shall be available to any eligible site member.** (CTA Bylaws, Article V, section 4a).

iv. Salary and Leaves Update

- Salary and Leaves Committee continues to approve PGI and Column Crossover requests on an every other week basis. If members believe they have earned the credit to qualify, please reach out to Joshua Christ.
- Of the 12 recommended Sabbatical Applications to the Board of Trustees, 6 were advocated for by Dr. Garcia and funded by the Board.
 - All 12 applicants have been notified of Board action to approve or not approve funding for their sabbatical applications
 - The 6 sabbatical applicants not approved have been offered the opportunity to return their application to the pool for consideration next year.
- Salary and Leaves Committee met on 3.24.25 and considered the application packet and process for the 2026/2027 sabbatical cycle (applications due in November 2025).
 - Discussion on what it means to secure the recommendation of a chair and administrator during the application process. Vice President Christ reported that the FA's perspective is that the dean and chair roles are to only consider staffing in their decision on whether to recommend, while the Salary and Leaves Committee's function is to evaluate the proposals and determine whether each meets the criteria for approval.

v. Other Meeting Attendance

Vice President Christ provided a list of meeting and other event attendance,

including several with State legislators.

c. Treasurer – Michelle Nava

Treasurer Michelle Nava presented and distributed the most recent financial statement. Michelle continues to work on reconciling outstanding checks paid. The FA Budget Committee met and is working on a new layout for the annual budget to improve transparency. The Committee anticipates that the FA will have a much higher bill for next year's auditing and tax preparation due to increasing costs for service.

V. Closed Session

a. Negotiations Report – Joshua Christ and Herschel Greenberg

The board received an update and discussed the current negotiations.

b. Grievance Report – Joshua Christ

The board received a report and advised on current and pending grievances.

c. Organizing Report – Maya Alvarez-Galván

Lead Organizer Maya Alvarez-Galván presented a phone tree document assigning each Executive Board member to specific departments/areas with Council representation.

VI. Old Business – Action Items

a. FA Meeting Schedule 2025-26

No motion was made. The item will return to the next meeting.

b. CCA 2025 Spring Conference Delegates

A list of names of members who expressed interest in serving as delegates was presented. The number of members who are interested exceed the number of delegate spots. No motion was made.

c. Administrative Procedures: The item was postponed.

VII. New Business – Discussion Items

a. Direct Deposit Payments: The item was not discussed and will return to the next meeting.

b. Resolution in Support of the Proposition 30/55 School Funding Extension Initiative planned for November 2026

Vice President Joshua Christ introduced the resolution and the district's potential loss of nearly 30 million dollars annually if Proposition 55 is not passed. A motion was made to suspend the rules (Alvarez-Galván) and seconded (Christ). The motion passed.

A motion was made to recommend the resolution to Rep Council (Alvarez-Galván) and seconded (Christ). The motion passed.

A motion was made to extend the meeting until 1:15pm (Christ) and seconded (Alvarez-Galván)

c. Committee Appointments

President Woolery distributed a written recommendation to appoint Ronda Shutt to the Salary and Leaves Committee, beginning Spring 2025 and for the next 3-year term (2025-2028).

d. Negotiation Team Appointments: The item was not discussed due to time constraints.

VIII. Other Reports

a. Academic Senate: No report.

b. Adjunct Faculty Advisory Committee: A written report was distributed.

c. CCA District M Director: No report.

d. CTA State Council: No report.

IX. Announcements

- a. FA Rep Council Meeting: April 1; May 6; June 3 @ 11:30am-1:00pm via Zoom
- b. Executive Board Meeting: April 8 @ 11:30am-1:00pm
- c. STRS Workshop for People Close to Retirement (5-10 years): April 11 @ 4:00pm-6:00pm
- d. Board of Trustees Mtgs: April 16; May 14, Time TBA
- e. FA General Membership Meeting: April 22 @ 11:30am-1:00pm on campus (location TBD)
- f. CCA Spring Conference: April 25-27, Irvine Marriott
- g. Teacher Appreciation Luncheon: May 8
- h. Tenure/Retirement Tea: May 20, Location TBA
- i. Graduation Snack Table: June 13
- j. Opt-in to get text messages from the FA: Text "Join FT" or "Join PT" to 424-334-0655

X. Adjournment

The meeting adjourned at 1:12pm.

Respectfully submitted,

Vicki Greco