



Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
April 14, 2026 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Christ, Esslinger, Gernhart, Greco, Greenberg, Kaljumägi, Lawton, McKee, McLaughlin, Nava, Woolery

I. Call to Order

The meeting was called to order at 11:31am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (McKee) and seconded (Nava). The agenda was adopted without objection.

III. Approval of Minutes

A motion was made to approve the March 24, 2026 meeting minutes with flexibility (McKee) and seconded (Alvarez-Galván). The minutes were adopted without objection.

IV. Reports

a. President

President Emily Woolery distributed a written report ([attached](#)).

b. Vice President

Vice President Joshua Christ distributed a written report ([attached](#)).

c. Treasurer

Treasurer Michelle Nava presented and distributed the most recent financial statement ([attached](#)). The Association's expenditures are underbudget in most categories. Balances in the PAC, CD, and savings accounts were reported as follows:

Chaffey PAC	\$63,274	
Chaffey – 12-month CD (61)	\$65,830	(maturity date: 5/2/2026)
Chaffey – 24-month CD (62)	\$65,398	(maturity date: 5/2/2027)
Chaffey - 12-month CD (63)	\$50,164	(maturity date: 2/21/2026)
<u>FFCU - 12-month CD</u>	<u>\$106,295</u>	(maturity date: 6/24/2026)
Total Amount in CDs	\$285,968	
Total Amount in FFCU Savings	\$487	
Total in PAC, CDs, and Savings	\$349,729	

V. Closed Session

a. Negotiations Report

Lead Negotiator Herschel Greenberg reported on the most recent negotiations with the district and shared FANT's proposal for parity. The district has replaced its lead negotiator Sokha Song with Tami Pearson and Karelyn Hoover.

b. Grievance Report: The report was included in the Vice President's Report.

VI. Old Business – Action Items

a. Standing Rules: The board continued review of the amended Standing Rules proposed by



the Governance Committee.

- Rule 2-3, C.3.
 - A motion had been made to add language stipulating a specific dollar amount not to be exceeded per meal (Alvarez-Galván). The motion was not seconded. Maya Alvarez-Galván departed the meeting prior to the item being addressed. The motion may be returned to a future meeting if desired.
- Rule 2-3, D.6. (New)
 - A motion was made to add D.6. – *Accommodations that result in an additional cost to the FA (such as higher fares or additional lodging) must be approved in writing in advance by the FA President.* The motion was seconded.
 - A motion was made to strike “in advance” (Lawton) and seconded (McLaughlin). The motion passed.
 - The motion, as amended, was accepted without objection.
- Rule 2-3, E.7.
 - A motion was made to strike Standing Rule 2-3, E.7. (Woolery) and seconded (Greco). The rule is redundant as it is captured in Rule 2-3, E.3. The motion was accepted without objection.

A motion was made to adopt the accepted sections of Standing Rules Series 1 and Series 2 (Lawton) and seconded (McKee). There were no objections. Standing Rules Series 1 and 2 were adopted.

Meeting quorum was lost. The board skipped 3-Series Rules and began an informal review and discussion of Rule 4-1, A. through C.3.

VII. New Business – Discussion Items

- a. Office Staff Assignment and Pay: The item was not addressed due to time constraints.
- b. Conference Reimbursement: President Woolery introduced the item.
- c. CTA Summer Institute: A motion was made to suspend the rules (McKee) and seconded (Christ). The motion passed.

A motion was made to approve two teams of three members to attend the CTA Summer Institute Strands of 1.) Essential Bargaining Skills and 2.) Building a High-Participation Contract Campaign (McKee) and seconded (Kaljumägi). Members of the teams will be selected later. Of the faculty who have expressed interest in attending, Emily and Joshua will consider various aspects of faculty assignment criteria, e.g., division, full-time/part-time, etc. in their selection of teams. The motion passed.

- d. June 9 Meeting Location: President Woolery introduced the item and asked the board to think about possible meeting locations before the next meeting.
- e. August 18 Planning Meeting: President Woolery introduced the item and clarified the intended date is Tuesday, August 18. The item will be returned at the next meeting.
- f. 2026-27 Budget Proposal: Treasurer Michelle Nava presented a proposed annual budget for 2026-2027 on behalf of the Budget Committee. The proposed budget attempts to align more closely with the Association’s actual annual spending in most years. Questions were raised about the proposed reduction of line item “Legal” with concerns about a



potential delay in the Association's ability to secure legal counsel when needed. Discussion included the incorporation of a standing rule provision that allows for the use of reserves as a possible solution when urgent matters arise, such as arbitration and legal consultation.

- g. Student Awards: The Office of Student Life provides the Association with the opportunity to provide financial awards to students. Last year we provided \$100 from our Student Awards account to all students who were recipients of Students of Distinction Awards. The item will be returned at the next meeting.
- h. Committee Appointments: None.

VIII. Other Reports

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

IX. Announcements

- a. FACTS Workshop – Healthcare & Medicare: Apr 17 @ 4-5pm
- b. General Membership Meeting: April 21, Bldg. 410, Meridian A/B
- c. CCA Spring Conference: April 24-26 @ Irvine Marriott
- d. Shelter's Right Hand 30th Annual 5K Walk Against Domestic Violence: April 25 @ 8am (check-in @ 6:30am), Central Park in Uptown Whittier, [Register](#) with Team MSACFA
- e. Verdi's Falstaff Opera: April 26 @ 2pm, Dorothy Chandler Pavilion, [Sign up](#) by April 17
- f. FA Executive Board Meeting: April 28 @ 11:30am-1:00pm
- g. FA Rep Council Meeting: May 5 @ 11:30am-1pm
- h. Teacher Appreciation Luncheon: May 5 @ 11am-2pm in Founders Hall
- i. Retirement/Tenure Tea: May 19 @ 11am-2pm in Founders Hall
- j. Cup of Thanks: Finals Week
- k. Commencement is being held June 12 at Hilmer Lodge Stadium. The ceremony is scheduled to begin at 5:30pm.
- l. A spring events schedule was distributed.
- m. Board of Trustees Meeting Dates: May 13, June 24
- n. [FA Events Calendar](#) is available on the website.

X. Adjournment

The meeting adjourned at 1:16pm.

Respectfully submitted,

Vicki Greco



President's Report to the FA Executive Board April 14, 2026

Academic Senate Taskforce - RSI Closing the Loop

Herschel Greenberg and Emily Woolery attended Academic Senate Taskforce – RSI Closing the Loop meetings on March 30 and April 13. 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 is looking at current practices with Skills and Pedagogy for Online Teaching certification and recertification.

Student Awards

The Office of Student Life inquired about Faculty Association providing financial awards to Student of Distinction Recipients. There are twenty recipients. This item is on the agenda under New Business.

FACCC Legislative Visit

Sam Atherton, Joshua Christ, and Emily Woolery visited with Assemblymember Muratsuchi on April 10. The Faculty Association for California Community Colleges (FACCC) arranged the visit. We shared our thoughts on community college funding and reserves, part-time healthcare, and parttime parity.

CCA Spring Conference

Mt. SAC FA has 20 delegates for the 2026 CCA Spring Conference on April 24-26. Delegates include Julissa Contreras Castanon, Chihping Chang, Sandra Esslinger, Megan Fero, 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 will attend due to their CCA and/or CTA roles.

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 met on April 8 and heard updates from Accreditation Steering Committee, Budget Committee, Institutional Effectiveness Committee, People, Planet, and Prosperity Partnership, and Professional Development Council.

Respectfully submitted,

Emily Woolery
Faculty Association President



Vice President's Report to the Executive Board April 14th, 2026

In this Together!

Good Morning FA Executive Board. This week, and recent weeks, demonstrate the need for us to all be here, and in this fight for faculty together. We see our sibling unions reaching historic contract settlements. Little Lake Teachers Association (we wrote a letter in support of their strike efforts) settled for an increase from \$0 in health care contributions up to \$1400 / month in health contributions. UTLA narrowly avoided a strike (scheduled to begin today) by reaching a 2-year contract agreement which includes a between 11.65% and 13.86% increase, with the lowest earners getting a larger percentage to compress the schedule and create a new starting teacher rate of at least \$77,000 per year. We see our siblings getting these things, and we know that the harm is occurring on our campus as well. As an executive board, we are the leaders we've been waiting for, and it's time to get out and fight for the rights that our faculty deserve. The FANT has proposed (in negotiations) a limit to class sizes of 35 students. The FANT has proposed increased pay for faculty who are determined to diversify their faculty pool by taking on faculty interns (aligning with education code). The FANT has proposed a historic pay parity package that would clarify all full-time working duties, create appropriate office hours for all faculty, and pay all faculty (full time and part time) for all hours they work, including prep and grading, and student office hours. We are preparing proposals on a salary increase, on longevity increases, and on rectifying scheduling and chair practices to bring justice towards those who serve in these roles. The district is mocking us behind closed doors. In cabinet, members of the FANT team were called "idiotic" for proposing that we follow education code with our internship program. They do not respect us, and we fix that by making them hear us.

In other historic shifts, there is now legal precedent that part-time faculty who go over 67% must either be made temporary full-time faculty (which means they would be paid a prorated full-time salary for that semester or year) or must be made regular contract faculty at the load they are given. For example, if they are given 80% load (12 LHE or equivalent) then they are made regular (ongoing) contract faculty who are guaranteed at least 80% of a load each semester (like full-time but prorated pay and work expectation). There is legal precedent that what our district does, making someone work more than 67%, so long as they don't do it more than 2 times in 6 semesters, is violating the law, and these faculty are owed back pay or a regular contract. We ask for your assistance in fighting this narrative from the district and identifying the faculty who need a remedy to make them whole.

The entire theme here is that we are done putting up with abuses. If we allow our siblings to be abused, then we tell the district loud and clear that some abusive behavior is ok. Together we are stronger, together we can fix Mt.SAC and make it the place we all thought it was when we were hired... where faculty are respected, and learning is the focus, instead of just surviving the day. My ask is this... there are 15 of us on this executive board, either as an officer, an elected director, or an ex-officio member... I want each one of us to bring out 10 members to the May board meeting and let them know that we are here and we are watching. The board meeting is May 13th, and we are building this power to make a difference, together.



Grievances and Other Representation

- Grievance related to sabbatical process - Resolved at level 2 between faculty member and manager within HR.
- SCE Faculty who was skipped in seniority order when assigning classes is proceeding to level 2. The level 2 conciliation team has been gathered and will be proceeding in the next 8 working days.
- SCE Faculty who was given a poor evaluation (on the first day of their 8-week class), due primarily to their efforts to address a student's trauma around witnessing an ICE raid that morning. We are seeking the expunging of this evaluation.
- Seeking to move to level 3 on an adjunct professor in HSS who received conflicting evaluations, and bias in the second evaluation based on the first evaluation being shared with the 2nd evaluator prior to going into the classroom to perform the second evaluation. To this point the dean has sided with the evaluation process.
- PERB Charge - A faculty member who was expected to work more than 67% in a previous semester but was not compensated properly or appropriately classified.
- PERB Charge Under Consideration - Filing for unpaid wages for PT faculty who are being expected and evaluated on out-of-class duties but not being paid for these duties.
- PERB Charge Threatened - A change in EV Charging practice has been mentioned multiple times by VPAS. A private email was sent to VPAS reminding him of PERB and the definition of past practice, and urging the issue to come to bargaining before a unilateral change in practice is decided upon.
- (TL;DR) - FA as an organization has given this new administration grace... we have given patience and explained how Mt.SAC operates and has run in the past... but this current administration believes they have unilateral control and is trying to implement upon us, instead of work with us... if things are changing, please reach out because we're done accepting changes that do not follow bargaining and input processes which are required by law.

Negotiations Update

- Provided by Lead Negotiator, Herschel Greenberg.
- New District Co-Lead Negotiators - Karelyn Hoover & Tami Pearson

Governance Committee Update

- The Governance Committee has not met since our last Exec Board Meeting. This is on me, as I've consistently had other meetings scheduled over our regular 4pm time every other Thursday. I am working to find a solution, as Thursday afternoons continue to be a popular time for schedules, and in our current Mt.SAC state, everything is an emergency, and if you can't make it to a meeting, they will proceed without you in the room. This Thursday is the chairs training, where I will be pushing back and asserting violation of the 67% law.

Political Update

- CTA has rescinded their endorsement of Eric Swalwell, we are waiting to see if the CTA board will recommend an interim recommendation. The best thing any FA member can do to help ensure that all of our political efforts are not undercut by a general election ticket containing



only two governor candidates who both disdain public education is to encourage all of your friends and family to vote. Overwhelm the primary process with enough votes that at least one public education friendly candidate makes it to the ballot.

Should we not have this outcome, it is almost a foregone conclusion that our efforts on Prop 55 extension will not yield any results, and we'll face years of education cuts throughout the state.

FACTS Workshops & FACCC Retirement & Benefits Conference

- Please keep spreading the word about the FACTS workshops which have been happening each Friday. Attendance has been decent, but this information broadly benefits all faculty, and it would be great to see even larger numbers.
- FACCC with the FA is hosting a retirements and Benefits Conference in person on May 1st, from 9am - 2:30pm. We will have guests from CalSTRS, CTA Member Benefits, HR, and others here to present and let you know what options there are to take advantage of when planning for life, retirement, and healthcare. Please register through POD connect website, and / or let Emily and I know you are coming, so we can provide an appropriate amount of breakfast and lunch. I have attached the schedule for this day as an information item.

Respectfully Submitted,
Joshua Christ
Faculty Association VP



Treasurer's Report to the Executive Board April 14, 2026

Proposed vs. Actual FA Budget 2025-2026

General Account	As of 4/2/2026		
	Actual YTD 2025-2026	Budgeted 2025-2026	
REVENUES			
Dues Income	\$67,940	\$107,740	
Dividends	\$1,719	\$3,400	
Total Revenues	<u>\$69,659</u>	<u>\$113,140</u>	
EXPENSES			
CONFERENCES			
Region 3 Leadership	\$2,113	\$2,400	\$283
LGBTQ+ Issues	\$2,613	\$3,600	\$983
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	\$630	
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	\$3,103
Total Conference Expenses	<u>\$19,720</u>	<u>\$33,130</u>	
MEMBERSHIP DEVELOPMENT			
Membership Promotional	\$4,089	\$15,000	
Social Activities	\$10,399	\$22,000	
Member Awards & Gifts	\$474	\$2,000	
Adjunct Activities	\$1,862	\$4,000	
Total Member Development Expenses	<u>\$17,023</u>	<u>\$43,000</u>	
MEMBERSHIP ADVOCACY			
Negotiations	\$1,707	\$12,000	
Governance	\$1,134	\$11,000	
Grievance/Arbitration		\$20,000	
Grievance Training		\$1,230	
Legal		\$10,000	
Dues & Membership		\$600	
Total Member Advocacy	<u>\$2,861</u>	<u>\$34,830</u>	
REASSIGNED TIME & STIPEND			
President (100%)	\$6,378	\$12,000	
Adjunct Stipends		\$16,000	
PGI/H Position		\$0	
Total Reassigned Time & Stipend	<u>\$6,378</u>	<u>\$28,000</u>	
OPERATIONS/ADMINISTRATION			
W. Comp Insurance	-\$73	\$1,000	
Accounting Services	\$4,100	\$3,000	
Payroll Services	\$1,304	\$2,500	
Auditing Services	\$4,730	\$3,000	
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		\$300	



Transportation/Travel		\$200
Total Operations/Administration	<u>\$23,792</u>	<u>\$49,700</u>
OTHER FUNDS		
Student Awards		\$2,500
Total Other Funds	<u>\$0</u>	<u>\$2,500</u>
Total Expenses	<u>\$69,773</u>	<u>\$233,200</u>
Balance	<u>-\$114</u>	<u>-\$120,060</u>
PAC, CDs, and Savings		
Total Amount in Chaffey PAC		\$63,274
		<u>\$63,274</u>
Chaffey - 12 month CD (61)	5/2/2026	\$65,830
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