



Mt. San Antonio College Faculty Association
Executive Board Meeting Minutes - Approved
May 26, 2026 | 11:30am – 1:00pm via Zoom

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

I. Call to order

President Emily Woolery called the meeting to order at 11:31am.

II. Approval of agenda with flexibility

A motion was made to approve the agenda with flexibility (McKee) and seconded (Alvarez-Galván). The agenda was approved without objection.

III. Approval of minutes

A motion was made to approve the May 12, 2026 meeting minutes with flexibility (McKee) and seconded (Alvarez-Galván). The minutes were approved without objection.

IV. Reports

a. President

President Emily Woolery presented and distributed a written report ([attached](#)). Emily's report on the approvals for Exceptional Levels of Service to the College sparked discussion about the need for some of the work approved under this provision of the contract to be approved as reassignments under Appendix E. It was requested that the Executive Board allocate future time to discuss longstanding issues with certain faculty work required for their respective academic programs not being included in Appendix E reassignments. Emily expressed concern about substantive changes being proposed to AP 3720 – *Use of Technology and Information Resources and Employee Acceptable Use Agreement* and asked that the board carefully review the document. Included in the proposed amendments is prohibition on use for employee union work unless bargained in the contract.

b. Vice President

Vice President Joshua Christ presented and distributed a written report ([attached](#)). As part of the report, Joshua informed the board about [status of grievances](#).

c. Treasurer

Treasurer Michelle Nava presented and distributed the most recent [financial statement](#) ([attached](#)). The Association's expenses remain below the annual budget. Michelle reported on information about early withdrawal penalty costs for our CD savings accounts, laddering of accounts, and ability to name accounts for specific types of expenditures. First Financial Credit Union (FFCU) allows for the naming of accounts and permits the online opening of a money market account. Chaffey Federal Credit Union has substantial financial penalties for early withdrawal of CD account funds and requires two signatories going to a branch to open a money market account.

A motion was made to recommend the transfer of \$50,000 from the FFCU CD account upon maturity on 6/24/26 to money market account and create a new CD in September or

October 2026 designated for legal expenditures and named “legal” (Nava) and seconded (Alvarez-Galván).

A substitute motion was made to recommend withdrawal of the total amount (\$106,295) of the FFCU CD account upon maturity on 6/24/26 to hold in a money market account and create new CD accounts in the future and was seconded. The motion passed.

A vote was taken on the substitute motion and passed. The recommendation will be taken to the June 2 Representative Council meeting for approval.

V. Closed session

a. Negotiations Report

Lead Negotiator Herschel Greenberg reported on the May 22 bargaining session.

Discussion occurred about proposals on class size, health and safety, and parity. The board provided feedback and advisement. The next bargaining session is scheduled for May 29.

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

b. Grievance Report: The report was given under the Vice President’s report.

VI. Old business – action items

a. Standing Rules – proposed revisions (continued): The item was not addressed.

b. Office staff assignment and pay

A motion was made to provide an increase of .66/hour to Erin Gipson effective February 16, 2026 (Mrofka) and seconded (Kaljumägi). The increase would result in a pay rate of \$22.66/hour. Some concerns were expressed and questions asked about fulfillment of job duties. The motion passed non-unanimously.

c. Committee appointment(s)

A motion was made to appoint Vicki Greco to the FA Insurance Committee with a term of 2026-2029 (Kaljumägi) and seconded (Alvarez-Galván). The motion passed.

VII. New business – discussion items

a. Committee appointment

President Woolery recommended the reappointment of Danny Cantrell to the FA Communications Committee for a 2026-2029 term. Action will be taken at the next meeting.

b. CCA reimbursement request

P. Gayle Harris Watkins is requesting reimbursement by the Faculty Association for attendance at the 2026 CCA Spring Conference. Her conference and travel costs were submitted in the amount of \$315.22. Due to extenuating circumstances, Gayle was unable to arrive until after 9:00am on Saturday so is ineligible for CCA reimbursement. Action will be taken at the next meeting.

c. 2026-27 dues

The FA Budget Committee is recommending no change in local chapter member dues for 2026-27. The committee’s recommendation will go to Rep Council for approval. The Council will be asked to consider a suspension of rules to act on the recommendation due to June 2 being the final meeting of the semester before the summer recess. Eric

Kaljumägi informed the board that CTA no longer has a minimum dues requirement for arbitration eligibility.

VIII. Other reports

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

IX. Announcements

- a. The spring events schedule was distributed.
- b. The next FA Rep Council Meeting is scheduled on June 2 from 11:30am to 1pm.
- c. Cup of Thanks is scheduled during Finals Week.
- d. The next FA Executive Board Meeting is scheduled for June 9 from 11:30am to 1:00pm and will be hybrid format in the FA Office and on Zoom.
- e. Commencement is being held on June 12 at the Hilmer Lodge Stadium. The ceremony begins at 5:30pm.
- f. The CTA Summer Institute will be held July 15-19, 2026, at the Westin Bonaventure.
- g. The CCA Fall Conference is scheduled for October 9-11, 2026, at the Grand Hyatt San Francisco.
- h. The next Board of Trustees meeting is June 24.
- i. The [FA Events Calendar](#) is available on the website.

X. Adjournment

President Woolery adjourned the meeting at 1:12pm.

Respectfully submitted,

Vicki Greco



President's Report to the FA Executive Board May 26, 2026

Faculty Association Elections

In the runoff election for the Part-Time Director position, Ellen Straw was elected. The candidates were Felix Jollevet and Ellen Straw. The Teller's Report is being prepared by the Elections Committee.

Academic Calendar – 2027-28

Following discussion and direction at the May 12th FA Executive Board meeting, President Woolery informed President Dr. Martha Garcia that the Faculty Association would not bring forward a request to modify the 2027-28 academic calendar to include a noninstructional day on Thursday, March 30. President Woolery informed Dr. Garcia that the District team could bring it to negotiations should they desire a change to this calendar.

Dual Enrollment Collaborative Instruction Model

A dual enrollment collaborative instruction model was piloted at Ganesha High School in 2025-26. At this site, four sections were offered, two in asynchronous modality and two in synchronous modality. Requests for collaborative instruction in dual enrollment have increased. Following a meeting with Academic Senate, Faculty Association, and District leadership, the plan is to continue the pilot in 2026-27, but to expand the pilot to up to four sites and 10 sections.

Exceptional Levels of Service to the College

President Woolery is a member of this committee along with Julie Bray-Ali, Julie Marquez, and Adrienne Price. We received 13 applications with requests for up to 61 LHE and \$7,500 for supplies and equipment in Fall Semester 2026 and Winter Intersession 2027. The committee will work with the Office of Instruction to provide notification to applicants.

As a reminder, the contract allows for 75 LHE annual – 50 LHE without restrictions and 25 LHE specific to DEISA – and \$5,000 for supplies and equipment. See provision 10.O of the faculty contract.

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. The CCA Fall Conference focuses on bargaining and negotiations. Want to be considered for this conference? Please share your interest using this form: [CCA Fall Conference 2026 – Delegate Interest Form](#).

CTA Service Center One

At the CTA Service Center One General Business Meeting on May 18, it was reported that CTA dues will increase by 5.33%. The CTA Budget report indicated that Category 1 dues will increase from \$858 to \$899 annual. Category 4 dues will also increase by 5.33%, with an estimate of increasing from \$103.80 to \$109.33 annual.

CTA Summer Institute

CTA restricted the Building a High-Participation Campaign to TK-12 districts only. Maya Alvarez-Galván and Emily Woolery expressed disappointment at community colleges being excluded from that strand, but CTA President David Goldberg confirmed we cannot participate. As a result, MSACFA members have registered for the following CTA Summer Institute Strands:

- Emerging Leaders: Grace Kim
- Essential Bargaining Skills: Herschel Greenberg, Michelle Nava, Donna Necke, and Maya Staylor
- Member Benefits: Maya Alvarez-Galván
- Organizing and Building Worksite Power to Win!: Zina McFarlin-Stagg and P. Gayle Harris Watkins

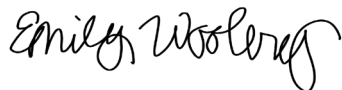
NEA Representative Assembly

The Faculty Association can send six delegates to the NEA Representative Assembly (RA) in Denver in July 2026. One of our six delegates had to withdraw. Per CTA RA support, we were able to select another delegate if we did so by the end of May. Judy Lawton accepted the position of delegate. MSACFA's NEA RA delegates are: Maya Alvarez-Galván, Joshua Christ, Sandra Esslinger, Jenny Gernhart, Eric Kaljumägi, and Judy Lawton.

President's Advisory Council

President's Advisory Council (PAC) met on [May 13](#). PAC had a first reading of significant revisions to [AP 3720 Use of Technology and Information Resources and Employee Acceptable Use Agreement](#). Additionally, reports were provided by the Budget Committee, Information Technology Advisory Committee, and Institutional Effectiveness Committee.

Respectfully submitted,



Emily Woolery
Faculty Association President



Vice President's Report to the Executive Board May 26th, 2026

Good Morning Executive Board, My report for 5/26/26 is as follows:

Grievance Report

- A level 3 grievance was filed on behalf of a SCE adjunct professor who was not offered classes despite having seniority and expertise in the area, after having positive evaluations for 7 primary semesters. The district denied this grievance conciliation at level 2
- A level 3 grievance was filed on behalf of a professor in humanities, for unfair evaluation practices and seeking to restore rehire rights. The faculty member rejected the level 2 conciliation and requested to move to level 3.
- A grievance was resolved at level 1 for an adjunct faculty member in the arts division who was not offered a live section of a course to fill the rehire right, but was instead only offered a section on hold, before others with less seniority were offered.

Negotiations

- The District and FANT met for the 10th time on Friday, May 22nd. The district brought one response, the FA brought one new proposal (Appx E) and two additional responses.
- The two sides discussed meeting times over summer, and were unable to identify times that would be appropriate. The FA proposed Friday bargaining sessions, since neither the FA contract nor Management contracts stipulate a 4-10s schedule in summer, but management declined, wishing to keep their days off. The district proposed negotiating in the afternoons, on some other day, and the FA was unable to accommodate based on our team members' teaching schedules.

Governance

- Governance committee met to discuss language that this executive board has sent back to governance to reworking. The conclusions of that meeting were to contact CTA with two questions, and to bring modified language forward for consideration, based on a motion for pre-reimbursement by FA for conferences when necessary. This language will come forward after the previously proposed standing rules have been accepted / modified and accepted by this board, so as to not confuse the process.

2026-2027 Academic Year

- As the new academic year approaches, you will find an attachment added to my report, which is a draft weekly schedule of my hours for FA. It is my intention to present a final monthly calendar prior to the beginning of the month, and then a follow up calendar at the conclusion

of each month, to provide clarity and accountability for myself and our membership about who/what/where my time is utilized for the work of FA. I always encourage reaching out directly if there is something that I can assist with more immediately, and will of course continue representing our membership at all times and whenever is necessary.

I appreciate all of you and the work you continue to do for all of our members and MtSAC in general. Friendly reminder that graduation is on June 12th, and you received an email with details about graduation on May 14th from the office of instruction. If you cannot make it due to another obligation, please be sure to inform the Office of Instruction before the event if possible, or in accordance with contractual sick reporting timelines, if not possible to give advance notice. If you are actively teaching / proctoring during the time of graduation, please also notify the office, and copy Emily or myself so we can ensure this time is not deducted from your leave balances.

In Solidarity,
Joshua Christ

Treasurer's Report to the Executive Board, May 26, 2026

Proposed vs. Actual FA Budget 2025-2026

General Account	As of		
	Actual YTD	Budgeted	
	2025-2026	2025-2026	
REVENUES			
Dues Income	\$78,330	\$107,740	
Dividends	\$3,727	\$5,400	
Total Revenues	\$82,057	\$113,140	
EXPENSES			
CONFERENCES			
Region 3 Leadership	\$2,115	\$2,400	\$285
LGBTQ+ Issues	\$2,613	\$3,600	\$983
CTA Issues	\$9,973	\$6,000	\$423 (\$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	\$3,428	\$4,000	
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	\$2,394
Total Conference Expenses	\$22,440	\$33,130	
MEMBERSHIP DEVELOPMENT			
Membership Promotional	\$8,338	\$15,000	
Social Activities	\$13,283	\$22,000	
Member Awards & Gifts	\$474	\$2,000	
Adjunct Activities	\$1,862	\$4,000	
Total Member Development Expenses	\$23,978	\$43,000	
MEMBERSHIP ADVOCACY			
Negotiations	\$1,707	\$12,000	
Governance	\$1,134	\$11,000	
Grievance/Arbitration	\$0	\$20,000	
Grievance Training	\$0	\$1,250	
Legal	\$0	\$10,000	
Dues & Membership	\$0	\$600	
Total Member Advocacy	\$2,861	\$34,850	
REASSIGNED TIME & STIPEND			
President (100%)	\$8,199	\$12,000	
Adjunct Stipends	\$0	\$16,000	
PGI/H Position	\$0	\$0	
Total Reassigned Time & Stipend	\$8,199	\$28,000	
OPERATIONS/ADMINISTRATION			
W. Comp Insurance	-\$73	\$1,000	
Accounting Services	\$4,730	\$3,000	
Payroll Services	\$1,676	\$2,300	
Auditing Services	\$4,100	\$5,000	
Office Staff Payroll	\$13,444	\$20,000	
Office Equipment	\$0	\$3,000	
Office Supplies	\$384	\$2,000	
Payroll Taxes	\$1,294	\$6,000	
Postage	\$1,836	\$2,000	
Printing	\$946	\$2,300	
Telephone/Internet	\$0	\$300	
Transportation/Travel	\$0	\$200	
Total Operations/Administration	\$28,333	\$49,700	
OTHER FUNDS			

Student Awards	\$0	\$2,500
Total Other Funds	\$0	\$2,300
Total Expenses	\$85,833	\$233,200
Balance	-53,576	-\$120,060
PAC, CDs, and Savings		
Total Amount in Chaffey PAC		\$63,274
		\$63,274
Chaffey - 12 month CD (61)	3/2/2027	\$66,468
Chaffey - 24 month CD (62)	3/2/2027	\$66,008
Chaffey - 12 month CD (63)	2/21/2027	\$30,923
FFCU - 12 month CD	6/24/2026	\$106,293
Total Amount in CDs		\$285,968
Total Amount in FFCU Savings		\$487
Total in PAC, CDs, and Savings		\$349,729