

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
October 1, 2024 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Avila, Barry, Basilio, Benoe, Birca, Bray-Ali, Cannon, Christ, Churchill, Clements, Coreas, Crichlow, Curva, Degtyareva, Doonan, Duong, Echeverria-Newberry, Ellwood, Engisch, Esslinger, Foisia, Garcia, Geiger, Gernhart, Gethers, Gray-Castro, Greco, Guo, Hernandez-Magallon, Hoffman, Kaljumägi, Katoch, Knapp, Komrosky, Lackey, Landeros, Lawton, Loera-Ramirez, Martinez, McFarlin-Stagg, McKee, McKennon, McLaughlin, Meyer, Miho, Mrofka, Nava, Ott, Perea, Perez, Perez-Garcia, Ponce, Razo, Reyes, Rojas, Romero, Rowley, Salinger, Shear, Stone, Wang, Wasson, Williams, Wood, Woolery

Guest: Wendy Brill-Wynkoop, FACCC President

I. Call to Order

President Emily Woolery called the meeting to order at 11:37am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (McKee) and seconded (Landeros). The motion passed.

III. Approval of Minutes – September 3

A motion was made to approve the September 3, 2024 meeting minutes (Komrosky) and seconded (McFarlin-Stagg). The minutes were approved.

IV. Reports

a. President – Emily Woolery

President Emily Woolery presented and distributed a [written report](#) with the following information included.

i. Negotiations Updates

1. 2023-24 Contract: 90.4% of voters accepted the contract language changes and voted to ratify the contract. Approval of the contract will be on the agenda of the October 9 Board of Trustees meeting. Pending the Board's approval, COLA increases and retroactive payments should be made to faculty by the end of November.

A question was asked about the number of members who voted on the contract agreement. President Woolery responded that the FA's practice has been to not report voter turn-out numbers, in the interest of the Association.

2. MOU on Banked Leave (Article 16): Minor edits were made to ensure that full-time faculty can bank extra LHE whether they are assigned in credit or noncredit areas.

ii. Adjunct Faculty Celebration

The Adjunct Faculty Celebration is being held in the Photo Studio (13-1435) on Tuesday, October 22, from 11:00 AM – 2:00 PM. This is a drop-in event so please stop by for lunch anytime during this event. All departments/programs have been asked to honor one adjunct professor. Want to attend the lunch? Please RSVP for lunch by October 11.

iii. Faculty Association Executive Board

The FA Executive Board met on September 10 and September 24. At these meetings, the Board:

1. Reviewed Class Size Task Force Recommendations with Scott Guth, Task Force Chair and these recommendations are on the Rep Council agenda

- today (October 1).
 - 2. Approved a CTA Organizing Grant Proposal that was forwarded to CTA and is awaiting a response.
 - 3. Adopted a MSACFA CCA Delegate Selection Process that includes holding five delegate seats for members that meet criteria related to earning column crossover, earning the professional growth increment, service on an FA committee, and limited attendance at CCA Conferences.
 - 4. Approved CCA Fall Conference delegates, with the current delegates: Hong Guo, Renu Katoch, Kenneth Lambright, Judy Lawton, Zina McFarlin-Stagg, Anna McKennon, Marina McLaughlin, Dave Mrofka, Loni Nguyen, Rita Page, Chara Powell, Briseida Ramirez-Catalan, Naluce Ito Rocha Santana, Ellen Straw, Cara Tan, P. Gayle Harris Watkins, Adrienne Williams, Laura Wills, and Emily Woolery.
 - 5. Reviewed an opportunity for a free trial of a FACCC Institutional Membership through June 25, and this item is on the Rep Council agenda today (October 1) as a recommendation.
 - 6. Approved committee appointments:
 - a. FA Calendar Committee
 - i. Bruce Nixon Mental Health (2024-27)
 - b. FA Communication Committee
 - i. Hong Guo, Library (2024-27)
 - c. FA Elections Committee
 - i. Shari Wasson, Fine Arts (2024-27)
 - d. Faculty Professional Development Council
 - i. Zina McFarlin-Stagg (2024-27)
 - e. Salary & Leaves Committee
 - i. Tony Rivas, Counseling, EOPS (2024-27)
 - f. Lab Parity Committee
 - i. Todd Clements, Chemistry (2024-27)
 - 7. Approved reimbursement for Kenneth Lambright to attend the CTA LGBTQ+ Issues Conference.
 - 8. Approved organization of members to support Chino United Teachers in their Chino Valley School Board election; Maya Alvarez-Galván will organize this activity.
- iv. Committee Attendance
 - 1. Budget Committee: The Budget Committee met on September 25. Quorum was not met, but there was discussion of potential goals for the committee. It was noted that the FA does not have an appointee to the Budget Committee; President Woolery attends the Budget Committee as a Senate appointee.
 - 2. President's Advisory Council (PAC): PAC met on:
 - a. September 4: Many Administrative Procedures were approved as final reading, including AP 3433 - Prohibition of Sexual Harassment Under Title IX, AP 4103 - Work Experience, and AP 7135 - Temporary Special Projects Administrators.
 - b. September 18: PAC received updates from committees. Chief Kelli Florman informed PAC that they had approved a Use of Force policy manual.
 - v. Contract Questions
 - 1. Adjunct evaluation and rehire rights (Articles 18.L and 10.R)

2. Special evaluation process (Articles 18.P and 18.Q)
 3. Parental Leave (Article 16.E)
 4. RSI Review and Distance Learning definitions (Article 13)
 5. Adjunct faculty salary placement (Appendices A and C)
 6. Use of banked leave (Article 16.N)
 7. Course modality – changes due to absence, illness, power outage
 8. Ratification vote
 9. Membership renewal
- vi. A listing of numerous other meeting and event attendance was provided.
- b. Vice President – Joshua Christ
- Vice President Joshua Christ presented and distributed a [written report](#) with the following information included.
- i. Grievances Update:
 1. SCE Department Chairs – This grievance has been denied at level 4 (Dr. Garcia) and is now proceeding to arbitration. We are in the process of selecting an arbitrator with the district.
 2. Class Cancellations – This grievance is proceeding to level 4 (Dr. Garcia) within the month.
 3. Initial Salary Placement – The FA successfully resolved a grievance at level 2 (conciliation) for a faculty member who believed they were incorrectly initially placed on the salary schedule. This conciliation team proposed a resolution that has been accepted by both the faculty member and the district, and this grievance is now considered resolved.
 4. Rehire Rights during Intersession – The FA found successful resolution to a conflict having to do with the rehire rights and class assignment process for a part time member who was not offered a class during intersession(s). The FA was able to resolve this issue adequately before bringing a formal grievance process.
 5. Rehire Rights List Confusion – The FA was able to work with HR and OI to determine that there were multiple, mis-matched lists that showed rehire rights and seniority, and we have now determined a process by which divisions will use only the HR list, which can be found on the HR webpage, in offering of classes per the contract.
 - ii. Political Action Committee Update:
 1. Based on Rep Council’s decisions in September, the PAC has supported candidate Jay Chen with the following:
 - a. An in-kind donation of the PDI data for high propensity and early voters was made and included 25,000 records with a cost of \$350 paid to CTA. This was shared with Jay Chen on 9/27/24.
 - b. An in-kind donation featuring Jay Chen on the back of the CTA YES on Prop 2 mailer, which will be going out to 15,000 high propensity households on approximately October 11. The cost was \$4,200.
 - c. A direct contribution was made to Jay Chen’s Candidate PAC in the amount of \$2,500.
 2. In communicating with Jay, he has asked for faculty volunteers to help canvas the high propensity neighborhoods with him on October 12th and 13th. The PAC requests that you sign up for one of the following days, if available; and, spread word to your colleagues about joining the efforts. Canvassing will be in / around Trustee Area 5. There will be a sign-up link emailed to personal email addresses by the end of the week for the

following dates:

- a. Saturday, October 12: 10:00am – 3:00pm
- b. Sunday, October 13: 3:00pm – 7:00pm

iii. FA Governance Committee:

The Governance Committee has met one time this year, on September 8, and formally reviewed the Bylaws changes required by CTA for compliance with CTA guidelines. In future meetings, the committee will be reviewing and updating the Standing Rules to incorporate items that were required to be removed from the Bylaws to be CTA compliant. The Bylaws should be coming to FA for a first read in November, for final approval in December. It is anticipated that amendments to the Standing Rules will be forwarded to Rep Council in the Spring 2025 term, for approval. The committee will continue to meet to adjust the documents as directed by Rep Council, the Executive Board, or other committees to ensure that FA has guiding documents that govern how it conducts business.

iv. A listing of numerous other meeting and event attendance was provided.

c. Treasurer – Michelle Nava

The current [financial statement](#) was distributed. At the time the item was addressed, an external circumstance required Treasurer Michelle Nava to leave the meeting, so there was not opportunity for questions.

V. Negotiations

- a. Contract Ratification: The item was addressed in the President’s Report.

VI. Old Business – Action Items

There were no Old Business Items to address.

VII. New Business – Discussion Items

a. Class Size Task Force Recommendations

President Emily Woolery distributed and introduced the joint task force recommendations on class size guidelines. The item will return to the next meeting for action.

b. 2024-25 Budget Amendment for Negotiation Expenses

A written document was distributed in the shared meeting folder; however, the item was not addressed.

c. FACCC Institutional Contract Membership - Free Trial

Agenda flexibility was exercised to address the item out of order. Vice President Joshua Christ introduced Faculty Association of California Community College (FACCC) President Wendy Brill-Wynkoop, who provided information about [FACCC](#)’s history and mission. The organization advocates for faculty and for students, lobbying for California legislation and policy that affect the community colleges. FACCC’s focus is on State level matters that affect how faculty work and serve students. FACCC helps unions with contract negotiations, bring legislators to the college, and helps unions build relationships with legislators. FACCC offers individual membership at a cost of \$250 annually. Unions may elect to contract membership with FACCC for all its members. FACCC’s Contract Membership rates are discounted at \$180 annually for each full-time faculty member and approximately \$55.00 annually for each part-time faculty member. With a contract membership, the FA is given a seat on the FACCC board. FACCC will offer MSACFA a free trial Contract Membership for the remaining of this academic year. If MSACFA accepts a free trial membership, the FA would vote on becoming a paying FACCC Contract Member for the next academic year by the end of May 2025.

A motion was made to suspend the rules to take action on the item today (Christ) and

seconded (McFarlin-Stagg). The motion passed: 96% in favor.

A motion was made to accept the offer of a free trial of FACCC Contract Membership (Christ) and seconded (McKee). Discussion ensued and questions from the Council were answered. Mt. SAC faculty who currently hold individual memberships with FACCC would remain paying members. Most contract districts set up payroll deductions for membership dues. An individual faculty member can decline the FACCC membership. A vote by the Representative Council is required for a union to become a paying FACCC Contract Member. A vote was conducted, and the motion passed: 38 in favor; 4 opposed.

d. Mt. SAC's Measure V Campaign

President Woolery has been asked by community members from within the college and from outside of the college whether the FA has taken a position to support the Measure V Campaign. Information previously shared by the College's administration on Measure V was distributed to the Council. The Representative Council was asked to discuss the issue with their departments prior to the next meeting.

e. MSACFA Logo: The item was not addressed 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.
- e. Organizing: No report.

IX. Announcements

- a. Executive Board Regular Meeting: Oct. 8 @ 11:30am-1:00pm
- b. Board of Trustees Meetings: Oct. 9, Time TBA
- c. Adjunct Faculty Celebration: Oct. 22, 11am-2pm, Bldg. 13, Room 1430
- d. CCA Fall Conference: Oct. 25-27 at the Westin Hotel, SF
- e. FA Representative Council Meeting: Nov. 5 @ 11:30am-1:00pm via Zoom
- f. Faculty Association Tailgate Party: Sat. Nov. 16 @ 4:30-6:00 (tailgate), 6:00 game starts, Hillman Stadium, Mt. SAC vs. Golden West College
- g. Contract Ratification Celebration: Tues. Nov. 19 @ 11am-2pm, Founder's Hall
- h. Canvassing for Associated Chino Teachers: October 19
- i. Sign up for Lunch with a Board Member: Contact Maya Alvarez-Galván
- 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 1:01pm.

Respectfully submitted,
Vicki Greco