

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
December 3, 2024 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Ash, Avila, Barry, Basilio, Benoe, Birca, Bray-Ali, Burman, Chavez, Christ, Churchill, Clements, Coreas, Crichlow, Curva, Degtyareva, Duong, Echeverria-Newberry, Engisch, Espy, Esslinger, Ezzell, Foisia, Geiger, Gernhart, Gethers, Gray-Castro, Greco, Guo, Heredia, Hernandez-Magallon, Hoffman, Kaljumägi, Knapp, Komrosky, Lackey, Lancaster, Landeros, Lawton, Madrid, Martinez, McFarlin-Stagg, McKee, McKennon, McLaughlin, Meyer, Mrofka, Nava, Nguyen, Ott, Perez, Perez-Garcia, Ponce, Razo, Reyes, Rojas, Shear, Stone, Wang, Wasson, Williams, Wood, Woolery

I. Call to Order

President Emily Woolery called the meeting to order at 11:34am.

II. Approval of Agenda with Flexibility

A motion was made to approve the agenda with flexibility (McFarlin-Stagg) and seconded (McKee). The agenda, with flexibility, was approved.

III. Approval of Minutes – November 5

A motion was made to approve the November 5, 2024 meeting minutes (Wood) and seconded (Rojas). The minutes were corrected to reflect the ACCJC visiting team to review RSI of 50 Spring 2025 distance learning classes during Fall 2025.

IV. Reports

a. President – Emily Woolery

President Emily Woolery presented a proposal for the 2025 FA elections timeline and a written request that department representatives encourage their full-time and adjunct department colleagues to sign up for and complete the RSI review process by the end of Winter Intersession 2025. President Woolery presented and distributed a written report containing the information that follows.

i. Faculty Association Executive Board

The FA Executive Board met on November 12 and November 26. At these meetings, the executive board:

- Began discussion on joining the LA County Federation Labor Council.
- Approved a pay increase for the FA administrative assistant, Vera Suwantarungsri.
 - Note: It is the FA practice to provide salary increases in alignment with the increases that faculty negotiate. This increase does not impact the FA budget that representatives approved.
- Held a discussion about bylaws and standing rules with Kristie Iwamoto, CTA Governance Documents Review Committee Member and CCA District C Director.
 - Note: The FA Rep Council approved revised bylaws in April 2023. CTA requires minor modifications.
- Reviewed and discussed negotiation survey results for 2024-25 negotiations.
 - Note: Survey questions were collected in fall 2023 and faculty ranked survey questions in spring 2024.

ii. **2025 CCA Winter Conference**

Conference: The 2025 CCA Winter Conference is scheduled from February 7-9, 2025, at the Sheraton Universal Hotel in Universal City, CA. The FA can send approximately 20 delegates to the conference. In September, the FA Executive Board adopted a 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. Due to this new process, approval of delegate positions will not be immediate. To serve as a delegate at the 2025 Winter CCA Conference requires approval of the FA Executive Board. If interested, please contact Emily Woolery.

Building Strong Locals Academy: CCA will offer the Building Strong Locals (BSL) Academy in 2025 starting with the 2025 CCA Winter Conference. Participants must attend all three 2025 CCA conferences—Winter, Spring, and Fall. Marina McLaughlin and Loni Nguyen graduated from the BSL Academy in 2023. To learn more, please visit the [webpage](https://cca4us.org/academies/) (https://cca4us.org/academies/).

iii. **CTA Grant**

CTA approved a grant for the FA's Organizing Project Support. The grant will support reassignment in fall 2024 and spring 2025 for the FA Organizer, Maya Alvarez-Galván. President Woolery expressed gratitude to Maya and CTA Primary Contact Staff, Robin Devitt, for their work in developing this proposal.

iv. **FA Committee Openings**

President Woolery announced that the FA seeks appointees to the following committees and task force: FA Awards Committee (4 vacancies); FA Budget Committee (1 vacancy); FA Elections Committee (1 vacancy for alternate); FA Grievance Committee (1 vacancy); FA Hospitality Committee (2 vacancies); FA Survey Committee (2 vacancies); FA Manager Evaluation Task Force. Appointments will be recommended for approval by the FA Executive Board on December 12, 2024. Interested faculty should contact Emily Woolery.

v. **The Board of Trustees Meeting**

The Board of Trustees met on November 13. At this meeting the FA expressed concern about challenging working conditions for multiple professors in the School of Continuing Education. The Trustees approved contracts for approximately 40 managers, including hiring two new Sergeants, Police & Campus Safety, and renewing contracts for managers across campus.

vi. **Committee Attendance**

Budget Committee: The Budget Committee met on November 13. Committee members approved committee goals and reviewed the Faculty Obligation Number (FON). The November 27 meeting was cancelled, and the committee is scheduled to meet again on December 11.

President's Advisory Council (PAC): PAC met on November 6 and 20. PAC is scheduled to meet again on December 18.

- November 6: PAC approved a final reading of AP 3430 - Prohibition of Harassment and heard first readings of AP 3435 - Discrimination and Harassment Investigations and AP 7124 - Recruitment and Hiring – Executive Management Employees.
- November 20: PAC approved a final reading of AP 3435 - Discrimination and

Harassment Investigations and heard a first reading of AP 7120 – Recruitment and Hiring – Faculty. Faculty asked multiple questions of AP 7120, which differed from the version approved by the Academic Senate.

vii. **Contract Questions**

- Cigna Dental HMO (Article 8.G)
- Appointment to hiring committees (Article 18)
- Degree stipends (Appendix A)
- Adjunct longevity increment (Appendix C)
- Assignments and seniority (Article 10.R)
- Adjunct evaluation (Article 18.L)

viii. **Other Meeting and Event Attendance**

President Woolery provided a list of the following additional meetings and events she attended since the last Representative Council Meeting.

- Bimonthly FA / OI meeting (11/4, 11/18, 12/2)
- Meeting with Senate Leaders (11/6, 11/18)
- Representation of faculty in HR investigation (11/7)
- Weekly Academic Senate meetings – Executive Board (11/7, 11/21) and Full Senate (10/3, 10/17, 10/31)
- Weekly FA / HR meetings
- Monthly meeting with PT Directors (11/12)
- Constituent Agenda Review meeting (11/12)
- Introduction to Restorative Justice (11/13)
- Competency Based Education Faculty Meeting (11/14)
- Contract Ratification Celebration (11/19)
- Adjunct Faculty Advisory Committee (AFAC) Meeting (11/19)
- Monthly FA / SCE meeting (11/20)
- Holiday Tea (12/2)

The Representative Council had questions, comments, and concerns regarding the following matters:

- RSI Reviews: A Council Member expressed concern about their experience that the RSI Mentor assigned to their course provided feedback about aspects of their course not related to RSI. RSI Coordinator Jenny Gernhart assured the faculty that the direction to mentors is for a supportive review and to intentionally minimize feelings of invasion. Jenny will reiterate that direction to the RSI Mentors.
- Online Class Peer Reviews: A Council Member raised the issue that online class reviews during the faculty evaluation process allow for a much more intrusive experience compared to peer reviews of on-campus classes, with the latter entailing a peer visitation to a single class meeting while visitations to online courses give reviewers access to the entire course, including unpublished materials. It was suggested that parameters be defined for online class visitations to better match the on-campus class visitation experience.
- SCE Working Conditions: In response to a question about challenging work conditions being experienced in noncredit areas, President Woolery provided examples of such conditions, including faculty not being allowed their rightful purview over curriculum development, that no class size limits are in place, faculty have no control over the class enrollment numbers, and workplace health and safety hazards exist, such as evidence of rodent presence in work

areas.

b. Vice President – Joshua Christ

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

i. **Grievance Updates**

- SCE Department Chairs: This grievance has been denied at Level 4 and is proceeding to arbitration. We have selected an arbitrator and are awaiting dates from the arbitrator that are agreeable with the district.
- Class Cancellations: This grievance has been resolved at Level 4, and the FA awaits a class cancellation policy from the office of the President, which was expected on or around December 2.
- SCE Adjunct Assignments: FA has filed a grievance having to do with adjunct class assignments in SCE. Professors are being scheduled on the initial class schedule but then not being offered the class come start of the term.

ii. **Negotiations Update**

- The FA Negotiations Team meets on Tuesdays from 3:30 - 5:30pm and Fridays from 11:00am - 1:00pm.
- Negotiation sessions began on November 15th, 2024 for Year 3 re-openers spanning July 2024 - June 2025. The FA and District negotiation teams meet weekly for negotiations from 9:00am - 11:00am on Fridays.
- Three joint workgroups will be making recommendations to the FA and District negotiation teams:
 - Rehire Rights Workgroup - Article 10.R
 - Department Chairs / Program Coordinators Workgroup - Multiple Articles / Appendices
 - Non-Credit Equivalent Loads Workgroup - Article 10.G.8
- Faculty should be on the lookout for weekly negotiations updates.

iii. **Committee Updates**

- Political Action Committee:
 - Jay Chen (FA Supported Candidate) has won re-election and will be serving on the Board of Trustees through 2028.
 - Peter Hidalgo and Manuel Baca have also been re-elected, as neither were running in contested races, and both will serve on the Board of Trustees through 2028.
 - It appears that Bond Measure V has passed, as well as CA Prop 2, both of which will provide school funding for Mt. SAC through tax initiatives.
- Governance Committee:
 - The Committee continues to look at Standing Rules updates and incorporation of previous Bylaws provisions that have been removed from Bylaws at CTA's direction.
- Salary and Leaves:
 - All 2023/2024 Sabbatical Reports have been accepted as submitted and are being processed for filing.

- The Committee received 13 Sabbatical Applications for the 2025/2026 academic year and will be reviewing applications beginning at our next meeting on 12/09/24.

iv. **Some Notes**

Vice President Christ included the following message in his written report:

Regardless of where any of us fall on the political spectrum, or how we personally may feel about the results of our recent elections, from local races up through the national ones, I wanted to take a moment to remind each of us that in the years to come our solidarity with each other, and our resolve in doing what is right for our students will be more important than ever. We will face federal funding uncertainty, attacks on the profession of teaching and the value of higher education, and anti-union rhetoric like many of us haven't faced within our lifetimes. We will continue to face challenges from Mt.SAC that range from struggles in getting fair compensation and working conditions through negotiations; to slow but methodical steps towards more corporate and authoritarian administrative policies. We cannot allow our internal differences to be exploited by those looking to disempower and disenfranchise our solidarity. Emily and I are here to ensure that every member has their rights protected, but also to remind each and every one of us who teach at Mt.SAC that YOU are the UNION. The power of the union comes from the everyday actions that members take to defend our contract, our working conditions, and our profession. We are in this together, so please do not hesitate to reach out if there is anything that I can assist with.

v. **Other Meeting Attendance**

Vice President Christ provided a list of the following additional meetings that he attended since the last Representative Council Meeting.

- FA / HR Weekly Meetings
- FA / OI Bimonthly Meetings
- FA / SCE Monthly Meetings
- Board of Trustees Constituent Agenda Review Meetings
- Monthly Meeting with President Garcia
- AFAC November Meeting
- Academic Senate Executive Board Meeting
- Academic Senate / FA Leadership Meeting
- Salary and Leaves Committee
- FACCC Political Action Committee Meeting
- CCA Board Meeting
- CCA Budget Committee Meeting
- CCA One-Tier Taskforce Meeting
- CCA Legislation and Advocacy Meeting

c. **Treasurer – Michelle Nava**

Treasurer Michelle Nava is working with the accountants on filing taxes for fiscal year 2023-24. Treasurer Nava is also in communication with the FA's auditing firm regarding our upcoming annual audit.

V. **Negotiations: No report.**

VI. Old Business – Action Items

a. MSACFA Participating in the “March in March”

A motion was made to reserve funds in the amount of up to \$10,000 from a CD account for costs to cover bus transportation and meals for the [2025] March in March (Kaljumägi) and seconded (Mrofka). Discussion occurred about appropriate use of members’ dues and that other College funding sources could be requested to cover student meal costs.

A substitute motion was made to reserve funds from a CD account in the amount of up to \$10,000 for the costs of chartering a bus for FA Members and for students, and for the FA Members’ meal costs, provided that a minimum of 30 FA Members commit, and, that if the 30-member threshold is not met, alternate modes of transportation would be considered (Alvarez-Galván) and seconded (Kaljumägi).

The motion to substitute the original motion with the new motion passed: 38 in favor, 9 opposed, 3 abstained.

The motion passed: 36 in favor, 8 opposed, 6 abstained.

VII. New Business – Discussion Items: There were no new business items for discussion.

VIII. Other Reports

- a. Academic Senate: The full-time faculty prioritization ranking is completed; however, President Garcia has not yet announced the number of positions that will be approved for hire.
- b. Adjunct Faculty Advisory Committee: A written report was distributed for the November 18, 2024 meeting, which did not have sufficient attendance for quorum. AFAC Co-Chair Marina McLaughlin encouraged part-time faculty to reach out to their divisions’ AFAC representatives to inquire about part-time issues for AFAC to discuss.
- c. CCA District M Director: Joshua Christ reported that the Council had a meeting in November at which a few changes to the Standing Rules were made. The proposed changes will be presented at the CCA Winter Conference.
- d. CTA State Council: No report; the next CTA State Council meeting is in January.
- e. Organizing: Maya will hold a virtual 10-Minute Meeting at 1:00pm today.

IX. Announcements

- a. Executive Board Meeting: Dec. 10 @ 11:30am-1:00pm
- b. Board of Trustees Meetings: Dec. 11, Time TBA
- c. CCA Winter Conference: Feb. 7-9, Sheraton Universal Hotel, Universal City
- d. FA Representative Council Meeting: Mar. 4 @ 11:30am-1:00pm via Zoom
- e. Opt-in to get text messages from the FA: Text “Join FT” or “Join PT” to 424-334-0655

X. Adjournment

President Woolery adjourned the meeting at 1:00pm.

Respectfully submitted,
Vicki Greco