

Mt. San Antonio College Faculty Association  
Representative Council Meeting Minutes - Approved  
March 4, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Ash, Barry, Basilio, Birca, Bray-Ali, Chavez, Christ, Clements, Crichlow, Deen, Echeverria-Newberry, Earhart, Ellwood, Engisch, Espy, Esslinger, Ezzell, Foisia, Geiger, Gernhart, Gethers, Gray-Castro, Greco, Greenberg, Guo, Hernandez-Magallon, Hood, Kaljumägi, Knapp, Lancaster, Landeros, Lawton, Loera-Ramirez, Madrid, Martinez, McFarlin-Stagg, McGuire, McKee, McLaughlin, Meyer, Miho, Mrofka, Nava, Nguyen, Perez, Perez-Garcia, , Reyes, Richardson, Romero, Rouientan, Rowley, Shear, Stone, Straw, Wang, Wasson, Williams, Wood, Woolery

I. Call to Order

President 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, seconded, and was carried.

III. Approval of Minutes – December 3

A motion was made to approve the December 3, 2024 meeting minutes, seconded, and was carried.

IV. Reports

a. President – Emily Woolery

President Emily Woolery presented and distributed the following written report.

i. Welcome

With fires, regular and substantive interaction, fraudulent enrollment, and a new federal administration, the start of 2025 has been incredibly challenging. As you teach, counsel, provide library services, please take care of yourself, too. In addition to being involved with the Faculty Association, both the California Teachers Association (<https://www.cta.org/>) and National Education Association (<https://www.nea.org/>) provide access to information and resources to support you as educators and members.

ii. Faculty Association Executive Board

The FA Executive Board met on December 10, January 14, January 28, February 11, and February 25. At these meetings, we:

- Approved revisions to FA bylaws that are required to obtain CTA approval.
  - Note: These bylaws are a discussion item on the Representative Council agenda.
- Approved committee appointments.
  - FA Calendar Committee
    - Dana Johnson, Access (2024-27)
    - Sierra Powell, Political Science (2024-27)
  - FA Elections Committee
    - Dianne Rowley, Learning Assistance (2024-27)
    - John Kuchta, Air Conditioning & Welding (2024-27, alternate)
    - Naomi Avila, SCE Counseling (2024-27, alternate)

- FA Grievance Committee
    - Mike Marsella, Chemistry (2024-27)
    - Loni Nguyen, Biological Sciences (2024-27)
    - Ellen Straw, English, Literature, and Creative Writing (2024-27)
  - FA Survey Committee
    - Tania Anders, Earth Sciences and Astronomy (2024-27)
  - FA Manager Evaluation Taskforce
    - Jenny Gernhart, Biological Sciences
  - Confirmed donation amount of \$15 per member to the FA's political action fund in Spring 2025.
    - Note: A notice about this donation will be sent to members in March. Members may opt out of this donation.
  - Directed FA VP Joshua Christ to fulfill PGI coordination in Spring 2025.
    - Note: John Pellitteri performed this work in Spring 2024 and Fall 2024.
  - Approved CCA grant proposal on AI chatbot for Loni Nguyen, including covering estimated \$320 above and beyond the CCA grant amount of \$5,000.
  - Approved sponsoring up to three members to attend the CTA Equity and Human Rights Conference in Santa Clara on March 7-9.
    - Note: Attendees include Julissa Contreras Castanon, Maribel Gonzalez, and Cesia Paniagua.
  - Directed FA VP Joshua Christ to seek campus group(s) to share in licensing a screening of Invisible Warriors: African American Women in World War II.
  - Recommended for immediate action that the FA Representative Council take the following position: *Recommend for Immediate Action by Rep Council a motion to oppose the purchase of semi-automatic rifles, and the general proliferation of lethal and "less than lethal" force equipment by police and campus safety, and, to ensure that any and all weapons utilized by Police and Campus Safety have clear guidelines within our administrative policies governing use of force on campus.*
    - Note: This item is a discussion item on the Representative Council agenda.
- iii. FA Administrative Assistant  
 We have hired Erin Gipson as our Administrative Assistant. Mr. Gipson will work Monday – Thursday, 8:30 am – 12:30 pm. His start date was February 25.
- iv. Conference and Travel
1. 2025 CCA Winter Conference  
 We had a great turnout at the 2025 CCA Winter Conference. This conference was held in University City on February 7 – 9. Twenty-five (25) Mt. SAC FA members serving as delegates and/or fulfilled other roles.

Adrienne Williams (Building  
 Strong Locals Academy)

Al Kirchgraber  
 Anna McKennon

Christopher Benoe  
Dave Mrofka (Building Strong  
Locals Academy)  
Ellen Straw  
Emily Woolery  
Eric Kaljumägi (CCA President)  
Hector Martinez  
Hong Guo  
Jason Perez  
John Kuchta  
Joshua Christ (CCA Dist. M  
Director)  
Judy Lawton

Kassandra Wilson  
Ken Lambright  
Loni Nguyen  
Marina McLaughlin  
Maya Alvarez-Galván  
Michelle Nava  
Naluce Ito Rocha Santana  
P. Gayle Harris Watkins  
Renu Katoch  
Rita Page  
Zina McFarlin-Stagg  
(Building Strong Locals Academy)

2. CTA Future Leaders Workshop

The CTA Future Leaders Workshop is “designed for new or emerging leaders who have an interest in learning more about the association that represents them.” CTA approved three members to attend this event in Los Angeles on January 31 – February 2: Carrie Cunningham, Cesia Paniagua, and Astor Suriano.

3. FACCC Advocacy and Policy Committee

Mt. SAC faculty attended the FACCC Advocacy & Policy Conference in Sacramento on February 23 – 24: Maya Alvarez-Galván, Joshua Christ, Eric Kaljumägi, and Emily Woolery. Kassandra Wilson also attended as a representative from Glendale Community College. In addition to attending professional development workshops, the team visited with staff members for the following state representatives: Assemblymember Lisa Calderon; Assemblymember Robert Garcia; Assemblymember John Harabedian; Assemblymember Blanca E. Rubio; Senator Eloise Gómez Reyes.

4. 2025 CCA Spring Conference

The 2025 CCA Spring Conference is scheduled in Irvine on April 25 – 27. This conference highlights membership and has a special dinner for the We Honor Ours (WHO) Awards. Delegates receive reimbursement. Serving as an FA delegate requires approval from the FA Executive Board. Those who would like to be considered as a delegate are asked to contact Emily Woolery.

v. FA Committee Openings

1. Accreditation Steering Committee – 1 vacancy

a. Meets on first Friday of the month, 10:30 am – 12:00 pm

2. Mt. SAC 2035 Task Force – 1 vacancy

a. Meets on first Friday of the month, 1:00 pm – 3:30 pm

b. One additional date is Joint Planning Summit on March 21 from 8:30 pm – 12:00 pm

3. FA Hospitality Committee - 2 vacancies (may have in person tasks)

a. Plan Faculty Appreciation Events;

b. Determine the chair within the committee; and

c. Consist of five (5) members with three (3) year terms, with at

least one member serving on the Executive Board.

4. FA Survey Committee - 1 vacancy
  - a. Solicit survey questions for negotiations;
  - b. Create and distribute the negotiations survey;
  - c. Provide survey results and recommendations to the Executive Board;
  - d. Determine the chair within the committee; and
  - e. Consist of three (3) members with three (3) year terms.

5. FA Manager Evaluation Task Force

To set up a task force to explore the possibility of creating an evaluation for managers. This task force would be representative and would include faculty from a wide range of disciplines/divisions. The task force would look into advantages, disadvantages, feasibility, logistics, issues that pertain to the anonymity/protection of faculty who fill out evaluations, and other colleges that have manager evaluations. If the committee decides to recommend implementing evaluations for managers, then the committee would create sample evaluations for approval. This committee would also be tasked with considering other issues not identified here that may impact the implementation of an evaluation of managers sponsored by the Faculty Association.

- vi. Board of Trustees Meetings

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 of approximately 40 managers, including hiring two new Sergeants, Police & Campus Safety and renewing contracts for managers across campus.

- vii. Committee Attendance

- Budget Committee

Shannon Carter, Acting Vice President, Administrative Services, is now serving as co-chair of this committee. Stephen Lancaster is the faculty co-chair. The Budget Committee met on December 11. Committee members discussed the 2024-25 Adopted Budget and reducing the meeting schedule from two to one meeting per month. The Budget Committee is scheduled to meet again on March 12. (Note: President Woolery attends as an Academic Senate appointee.)

- President's Advisory Committee (PAC)

PAC met on December 18, January 15, February 5, and February 19. PAC is scheduled to meet again on March 5.

- December 18: Multiple administrative procedures (AP) were approved for final reading, including AP 7120 - Recruitment and Hiring: Faculty and AP 7124 - Recruitment and Hiring: Executive Management Employees. PAC is also reviewing the Mt. SAC Participatory Governance Planning Handbook.
- January 15: PAC approved the Professional Development Council Plan Fall 2024 through Summer 2026 and changes to the Police and Campus Safety Advisory Committee Purpose and Function Committee. PAC discussed the Mt. SAC Participatory Governance and Planning Handbook. President Garcia stated the taskforce will

meet and ultimately bring a finalized version of the handbook to PAC. The Governance Handbook Taskforce is meeting on January 30.

- February 5: PAC had a first reading of two administrative procedures related to campus safety: AP 3500 – Campus Safety and AP 3501 (new) – Campus Security and Access. Revisions to AP 3500 remove significant language. AP 3501 would establish campus hours of operation, which would prevent encampments on campus.
- February 19: PAC reviewed revisions to AP 3501 (new) – Campus Security and Access. It will be an action item at PAC on March 19. PAC reviewed revisions to AP 6700 – Campus Events and Use of Campus Facilities. Revisions remove significant language from the AP, such as district instructional use being a priority, and adds a statement that “Cabinet-approved definitions and standards for campus events and use of campus facilities will be available on the Event Services website.”

viii. Other Meeting Attendance

During the months of January and February, Emily represented the FA at over 40 campus meetings and events. Meeting and event details were provided in her written report.

ix. Contract Questions

Emily received questions from members on the following topics: adjunct faculty dental coverage (Article 8); adjunct faculty health insurance (Article 8); cancelled classes (Article 10); adjunct office hours (Article 10); RSI review stipend (Article 13); faculty rights and protections with regards to online courses (Article 13); parental leave (Appendix 16); adjunct faculty evaluation (Article 18.L); earned degree stipend (Appendix A); adjunct faculty hourly compensation (Appendix C); departmental relationships (AP 3050).

b. Vice President – Joshua Christ

Vice President Joshua Christ was attending the meeting from the March in March in Sacramento, a Statewide rally for climate justice, free and open education for all California students, and equal pay for equal work. Based on some of the recent proposed changes to administrative procedures included in President Woolery’s report, Joshua expressed concern that the College’s administration is pushing to decrease shared governance in decision-making and to increase governance of the College by management. Presently, the following Administrative Procedures are of particular concern: AP 3500 – Campus Safety; AP 3501 – Campus Security and Access (new); and AP 6700 – Campus Events and Use of Campus Facilities.

c. Treasurer – Michelle Nava

Treasurer Michelle Nava distributed the most recent [financial statement](#) dated September 1, 2025 – March 4, 2025. The statement included the following account ending balances:

- Checking: \$88,192.85
- CDs (total): \$276,678.33
- Political Action Committee Fund: \$49,023.53
- Mt. SAC PAC Savings: \$486.65

Michelle distributed a communication from the FA’s tax firm, PFS Global, that

included the following increased cost amounts for the current fiscal year:

- Bookkeeping: \$800–\$1,000 – Includes year-end review, preparation of books for tax filing, and annual adjustments.
- Income Tax Filing: \$2,500

V. Negotiations: No report.

VI. FA Elections

Elections Committee Chair Shari Wasson presented the elections timeline:

- March 4: Open nominations at Rep Council
- April 1: Close nominations at Rep Council
- April 8-17: Hold elections
- May 6: Announce election results at Rep Council
- May 6-15: Hold runoff election, if needed
- June 3: Announce runoff election results at Rep Council, if needed

Shari Wasson presented the positions open for nominations. Nominations were opened.

The following nominations were made:

- Officers (2025-2027 term)
  - President: Emily Woolery
  - Secretary: Vicki Greco
- Directors (2025-2027 term)
  - Full-time (3 vacancies): Jenny Gernhart, Shireetha Gethers, Eric Kaljumägi, Beta Meyer, Dave Mrofka, Catherine McKee
  - Part-time (1 vacancy): Marina McLaughlin, Ellen Straw, Adrienne Williams
- Service Center One Council
  - Chapter Voting Representatives (4 vacancies): Joshua Christ, Zina McFarlin-Stagg, Dave Mrofka, Cassandra Wilson
- NEA Representative Assembly (6-7 vacancies): Maya Alvarez-Galván, Sandra Esslinger, Jenny Gernhart, Judy Lawton, Zina McFarlin-Stagg, Anna McKennon, Marina McLaughlin, Kelly Rivera, Ellen Straw, Gayle Watkins, Adrienne Williams, Cassandra Wilson

Nominations will remain open until April 1.

VII. Old Business – Action Items: There were no items of old business.

VIII. New Business – Discussion Items

a. Position on Police & Campus Safety's Request for New Weapons and Equipment

President Woolery introduced the item and reminded the Council that the Executive Board's recommendation for an immediate vote at Council on a motion to oppose was included in the two meeting notification communications to the Rep Council and to all faculty. Maribel Gonzalez, the FA's appointee on the Police and Public Safety Advisory Committee, provided a summary of the request and shared concerns about the proposal, including a concern about the issue being moved forward through governance outside of the primary academic terms, when much of the faculty and student bodies were not present.

A motion was made to suspend the rules and act on the item today (McKee) and seconded (Alvarez-Galván). The motion passed: 37 in favor; 4 opposed.

A motion was made to oppose the purchase of semi-automatic rifles, and the general proliferation of lethal and "less than lethal" force equipment by police and campus safety, and, to ensure that any and all weapons utilized by Police and Campus

Safety have clear guidelines within our administrative policies (Alvarez-Galván) and seconded (McFarlin-Stagg). The Council discussed the motion. The motion passed: 32 in favor; 9 opposed.

- b. Budget Increase for Organizing: The item was distributed but was not discussed due to meeting time constraints.
- c. Bylaws – First Reading: The item was distributed but was not discussed due to time constraints.

IX. Other Reports

- a. Academic Senate: No report.
- b. Adjunct Faculty Advisory Committee: No report.
- c. CCA District M Director: No report.
- d. CTA State Council: No report.

X. Announcements

- a. Today is the “March in March” in Sacramento, CA
- b. [NEA/CTA Retired Issues Conference](#), March 6-7
- c. PT Educators STRS Workshop: March 7
- d. [Equity & Human Rights Conference](#), March 7-9
- e. Executive Board Meeting: Mar. 11 @ 11:30am-1:00pm
- f. Board of Trustees Mtgs: Mar.12; April 9; May 14, Time TBA
- g. [NEA 2025 Higher Ed Conference](#), March 14-16, Hilton Penn's Landing, Philadelphia, PA
- h. FA Rep Council Meeting: April 1; May 6; June 3 @ 11:30am-1:00pm via Zoom
- i. STRS Workshop for People Close to Retirement (5-10 years): April 11
- j. FA General Membership Meeting: April 22 @ 11:30am-1:00pm on campus (location TBD)
- k. CCA Spring Conference: April 25-27, Irvine Marriott
- l. Teacher Appreciation Luncheon: May 8
- m. Tenure/Retirement Tea: May 20, Location TBA
- n. Graduation Snack Table: June 13

XI. Adjournment

The meeting adjourned at 1:00pm.

Respectfully submitted,  
Vicki Greco