

Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
September 2, 2025 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Avila, Basilio, Benoe, Birca, Bray-Ali, Burman, Chavez, Christ, Clements, Crichlow, Daland, Deen, Dowdle, Duong, Ellwood, Engisch, Esslinger, Ezzell, Foisia, Fullman, Garcia, Gernhart, Gethers, Greco, Greenberg, Harper, Heredia, Hernandez, Hernandez-Magallo, Hoffman, Kaljumägi, Knapp, Lackey, Lawton, Lopez, Madrid, Martinez, McKee, McLaughlin, Meyer, Miho, Miller, Nava, Perea, Perez, Perez-Garcia, Ponce, Radabaugh, Razo, Reyes, Romero, Rowley, Shear, Trull, Wang, Wasson, Weber, White-Tremazi, 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, seconded, and was carried.

III. Approval of Minutes – June 3

A motion was made to approve the June 3, 2025 meeting minutes, seconded, and was carried.

IV. Reports

a. President

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

- i. President Woolery provided the Faculty Association Representative Council Members with the functions of the Representative Council and the responsibilities of Representatives, as stated in the Faculty Association Bylaws that were approved November 2024.
- ii. President Woolery summarized actions taken by the FA Executive Board during the summer, which included approving of conference reimbursements, delegate appointments, committee appointment, and directing the FA Governance Committee to draft amendments to the Standing Rules regarding the appropriate participation of part-time and full-time directors on the executive board. Refer to the written report for further details.
- iii. President Woolery announced the General Membership Meeting will take place on campus on September 23, 2025 from 11:30am-1:00pm, and the Adjunct Faculty Celebration is scheduled for October 21 from 11:30am-2:00pm.
- iv. President Woolery and Vice President Christ attended multiple meetings to address challenges with dual enrollment offerings. An MOU was signed over the summer on a collaborative teaching model and dual enrollment liaison to be appointed by the Academic Senate. They also spoke with multiple Service Center One Council members and with members from Covina Unified Education Association. President Woolery and Vice President Christ heard concerns about potential loss of employment by both high school teachers and college faculty.

- v. The FA Survey Committee will be sending out a negotiations survey during the current semester.
- vi. Members contacted President Woolery with contractual questions and concerns. One concern was unannounced administrator class visitations during the first week of the semester. President Woolery sent notices to the vice presidents overseeing areas with deans and faculty that their deans are violating the faculty contract if they make unannounced classroom visitations and told them to direct their deans to stop.

b. Vice President

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

- i. Vice President Christ reported on the following about grievances and other representation:
 - In response to a previous grievance filed by the faculty association, there was a new class cancellation policy being piloted this fall by the office of instruction. Please reach out to Emily or Joshua if you have any concerns with how this policy was implemented, with how this policy impacted your instruction, or with any concerns about how this policy impacted your workload as chairs or as faculty in the run up to, and beginning of the 2025 / 2026 academic year. We need feedback from the membership in order to take ideas to the next level and fix any conflicts and other issues that arose due to having this new policy in place as a pilot.
 - Requests for Faculty representation are increasing, as faculty assert their contract rights. With the upcoming formal formation of a grievance team, I will look to schedule trainings in collaboration with Robin Devitt, to increase the number of trained representatives among faculty ranks. Only trained reps can serve as FA reps to other faculty and uphold their Weingarten Rights.
- ii. Salary and Leaves Committee Update
 - Sabbatical applications are due by the end of the 6th week of the fall semester (October 3rd) for the 2026 / 2027 Sabbatical year.
 - Vice President Christ is reaching out to individual members to set up appointments to discuss completing PGI. FA encourages all full-time faculty to complete their first PGI step and contemplate crossing over to column three of the salary scale.

c. Treasurer

Treasurer Michelle Nava presented and distributed a written [report](#) that included the proposed 2025-26 annual budget.

- i. Agenda flexibility was exercised to take action on the proposed 2025-26 budget. A motion was made to approve the proposed budget for fiscal year 2025-2026, seconded, and was carried: 48 in favor; 0 opposed.

V. Negotiations – Herschel Greenberg and Joshua Christ

Vice President and Co-Lead Negotiator Joshua Christ included the following negotiations update in the Vice President's Report:

- The FA and District have still not concluded negotiations for the 2024/2025; Year 3 of 3 Reopener contract. The negotiations team remains hopeful that this process can conclude in the next week or two, so that we may be looking forward and discussing the issues pertinent to the 2025/2026 full contract negotiations. This is yet another year in a row the district is expecting the FA to begin work in the fall semester without having even contemplated the current collective bargaining agreement under which faculty are laboring. Some updates about what has been agreed to for the 2024/2025 contract:
 - Appendix A.6: DEISA Professional Growth Incentives (Equitable for Full and Part Time) – FANT signed a tentative agreement that will allow for an additional PGI step for full-time faculty who complete professional development under the umbrella of DEIA, as well as create the ability for part-time faculty to be paid (non-instructional hourly rate) for up to 32 hours per year of eligible DEIA training. There is an annual cap on what the district is willing to pay of \$636,000, inclusive of NEW PGI-DEIA incentives earned by full-time faculty, plus hourly hours paid for PT.
 - Appendix A.8.c: Earned Doctorate ongoing stipend for part-time faculty - The district has agreed (though not yet formally) to our proposal for ongoing part-time earned doctoral degree stipends. The final details are being worked out but, based on written communications, we believe this will be agreed to on a \$145 / LHE basis for all part-time faculty who have earned a doctorate, up to 30 LHE per year. This per LHE amount would allow part-time faculty to earn the same value on their doctoral degree as a full-time person, on a pro-rated / per LHE basis. FANT believes this is an important first step towards pay parity for all employees.
 - Article 10.B.6: Adjunct Office Hours Pilot Program - There has been agreement to extend the popular adjunct office hours pilot program through 2026. The FA will explore exiting the pilot for a full, complete and ongoing program.
 - Article 8.F: Adjunct Health Care Benefits - The district and FA have reached TA on Adjunct health care for the 2024/2025 year but will delay the implementation to the beginning of the 2025/2026 year due to the reimbursement mechanisms available from the state. The new adjunct health care benefits will match the district contributions provided to full-time faculty but be limited to a pool of 1.4 million dollars for participants.
 - Article 7.A: Pass-Through COLA - The district and FA have agreed to ongoing language for COLA pass-through that should allow for funded Cost of Living Adjustments on an ongoing basis. This is a big win for faculty, which means we should be able to negotiate more on-time into the future, and receive these

COLA based salary increases starting on July 1st, instead of as a lump-sum retroactive check.

- Article 7.A: Salary increase - The district and FA have agreed to a .7% (seven tenths of one percent) raise for the 2025/2026 academic year. This raise includes a one-time “me too” clause which will allow the FA to capture salary gains given to other employee groups above and beyond what was given to faculty.
- Appendix E: FANT is still working on this appendix but hopes that it can demonstrate the value of these positions to the managers in the room that are expecting the work to continue getting completed without any acknowledgement of the work in the form of financial compensation. The FA has requested that all positions ranked immediate or high need by the workgroup receive the recommended funding. The district has proposed that only about two-thirds of those programs receive the recommended LHE, and we monitor the others to ensure they need that level of financial support.

Co-Lead Negotiator Herschel Greenberg reported that FANT will be negotiating earned doctoral stipend for adjunct and Appendix E items at the negotiations meeting with the district that afternoon (9/2/25). Herschel clarified that the part-time health insurance plan would continue to be Kaiser Permanente. Herschel also provided additional information about the DEISA PGI tentative agreement and explained that to maintain the PGI income, faculty are required complete 96 hours of professional development with a focus on DEISA to be eligible for the salary incentive and then must complete 24 hours of DEISA-focused professional development every three years. A representative council member asked that the Professional and Organizational Development Office provide all faculty the total number of hours each faculty member has earned toward DEISA PGI to date. Herschel replied that FANT will make the request of the district. In response to information given by a representative council member about Rancho Santiago Community College District negotiating an 8% raise for faculty for this year, Herschel said that FANT will be looking at salary increases at other districts as they go into negotiations for the 2025-28 contract.

VI. Elections

Elections Committee Chair Shari Wasson presented the following elections timeline:

- September 2 - open nominations at Rep Council
- October 7 - close nominations at Rep Council
- October 13 – candidate statements (not to exceed 150 words) to Barry Andrews by noon (12pm)
- October 20-29 - hold elections
- November 4 - announce election results at Rep Council
- November 6-15 - hold runoff election, if needed
- December 2 - announce runoff election results at Rep Council, if needed.

A motion was made to open nominations, seconded, and was carried: 45 in favor; 0 opposed. President Woolery clarified that the executive board paused the Adjunct Faculty Advisory Committee (AFAC) in spring 2025 while the Governance Committee works on a model for adjunct faculty representation to be included in the Standing Rules. The following nominations were made:

- Full-time Director (replacement)
 - Term: 2025-26 (to complete the 2024-26 term)
 - Luis Echeverria-Newberry
 - David Mrofka
- Adjunct At-Large Representatives (6)
 - Term: 2025-2026
 - Anna McKennon
 - Ellen Straw
- FACCC Contract Representative
 - Term: 2025-26
 - Tony Rivas

Contact Elections Chair Shari Wasson at swasson@mtsac.edu to make additional nominations.

VII. Old Business – Action Items

- a. 2025-26 Budget: The item was acted on during Treasurer Michelle Nava’s report.

VIII. New Business – Discussion Items

- a. Support for Bachelor of Science in Nursing (BSN) Degrees at California Community Colleges
 - i. AB 1400 (Soria) addresses the state’s projected nursing shortage of 44,000 by 2030. Mt. SAC’s Nursing Department supports the need for BSN programs at community colleges. FACCC distributed an [action alert](#) in support of the bill. CTA has taken a watch position.
 - ii. The President of the Riverside Community College District Faculty Association made a request of the Faculty Association to send a [letter in support of AB 1400](#) to Governor Newsom. The item will return for action at the next representative council meeting.

IX. Other Reports

- a. Academic Senate: Academic Senate President Tania Anders announced committee vacancies and will be sending an email with specific information to all faculty.
- b. CCA District M Director: No report.
- c. CTA State Council: No report.

X. Announcements

- a. [FA Events Calendar](#) is available on the website
- b. SPEAK-UP @ local city council meetings (see flier for sign-up info)

- c. FA Board Brigade: Attend BoT meetings (see flier for sign-up info)
- d. A Cup of Thanks: Sep. 2 – 4
- e. Adjunct Fac. Open Enrollment Webinar: Sep. 8
- f. Executive Board Meeting: Sep. 9 @ 11:30am-1:00pm
- g. BoT Meetings: Sep. 10, Oct. 8, Nov. 19, Dec. 17
- h. FA General Membership Meeting: Sep. 23 @ 11:30am-1pm in Meridian A/B, Bldg. 410
- i. CTA Region 3 Leadership Conference: Sep. 26-28, Woodland Hills
- j. FANT Open Listening Sessions: Sep. 30 @ 3:30-6pm & Oct. 3 @ 9am-12pm
- k. FA Rep Council Meeting: Oct. 7 @ 11:30am-1pm via Zoom
- l. CCA Fall Conference: Oct. 10-12 @ The Westin SF Airport
- m. Opt-in to get text messages from the FA: Text “Join FT” or “Join PT” to 424-334-0655

XI. Adjournment

President Woolery adjourned the meeting at 1:00pm.

Respectfully submitted,
Vicki Greco