Mt. San Antonio College Faculty Association
Representative Council Meeting Minutes - Approved
June 2, 2026 | 11:30am – 1:00pm via Zoom

Attendance: Alvarez-Galván, Anders, Ano, Basilio, Benoe, Birca, Bray-Ali, Burman, Chavez, Christ, Clements, Crichlow, Daland, Duong, Engisch, Esslinger, Ezzell, Foisia, Gernhart, Gethers, Greco, Greenberg, Heredia, Hernandez, Hernandez-Magallon, Hoffman, Iancului, Kaljumägi, Knapp, Lackey, Lawton, Lee Mc Kennon, Madrid, Mahmoud, Martinez, McFarlin-Stagg, McKee, McLaughlin, Meyer, Mrofka, Nava, Perez-Garcia, Ponce, Razo, Reyes, Rowley, Shear, Staylor, Straw, 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 (McFarlin-Stagg) and seconded (McKee). The agenda was approved without objection.

III. Approval of minutes

A motion was made to approve the May 5, 2026 meeting minutes (McKee) and seconded (McFarlin-Stagg). The minutes were approved without objection.

IV. Reports

a. President

President Emily Woolery presented and distributed a written report (attached). Some highlights of the report are the following:

- The task force recommendations regarding SPOT recertification and RSI review were tabled at the Academic Senate meeting. The Faculty Association is working with the district and Academic Senate to provide a resolution for faculty whose SPOT certifications expire at the end of July 2026.
- Floating Flex hours are due by June 30. Those who fail to submit the 6 hours of flex will have a one-day pay deduction from their first paycheck next academic year.
- CTA member dues are increasing by 5.33% for 2026-2027.
- President's Advisory Committee is reviewing proposed changes, which are significant, to AP 3720 - *Use of Technology and Information Resources and Employee Acceptable Use Agreement*. President Woolery and Vice President Christ have spoken at PAC about concerns with some of the proposed revisions. They are seeking feedback from unit members.

b. Vice President

Vice President Joshua Christ presented and distributed a written report (attached). Vice President Christ highlighted the following:

- Highs this year:
  - Reaffirming our accreditation
  - Strong class of full-time hires

    - Strong enrollment
    - Strong statewide budget proposed for next year, which looks to include 4.31% COLA ($14.2 million for Mt.SAC), plus 1.5% growth funding (approximately 5 million for Mt.SAC), and 14 guaranteed weeks of paid pregnancy leave.
- Lows this past year:
    - The district laid off 18 managers one month after the Board approved a 6.6% raise for President Garcia.
    - There was no consultation about the new library building plans until faculty showed up and told the Board that our voice matters.
    - Student Services professors expressed their "No Confidence" in VPSS Castro, after again being ignored and treated with no respect for their expertise and role in shared governance.

c. Treasurer

Treasurer Michelle Nava presented and distributed the most recent financial statement (attached).

The report contained the following financial information:

- Dues income: $89,120
- Dividends (checking account): $3,727
- Account balances:
    - Checking account $3,555
    - Chaffey PAC: $63,274
    - Chaffey 12-month CD: $66,468
    - Chaffey 24-month CD: $66,008
    - Chaffey 12-month CD: $50,923
    - FFCU 12-month CD: $106,295
    - FFCU Savings: $487

V. Negotiations report

Lead Negotiator Herschel Greenberg gave a verbal report on the current negotiations of Articles 10 and 27, *Workload* and *Health and Safety*, respectively. The district's interest in Article 10.M. is narrowly focused on clarifying details of department chair elections. The district's proposal on Article 27 defines unsafe work conditions only as impact to physical wellbeing, with the district asserting that psychological safety and wellbeing cannot be defined in an employment contract. The district is also attempting to include language that would restrict individual faculty from making autonomous decisions on whether a potential health and safety condition exists in their workspace and determining appropriate action (e.g., dismissing class) in response to the perceived potential threat. The council members expressed concern and cited provisions from OSHA regulations that the district's proposal violates.

VI. Spring election run-off results

Elections Chair Shari Wasson presented the teller's report of the spring election run-off for part-time director. The results were 65 votes for Ellen Straw and 51 votes for Felix Jollevet II. Felix will remain as an adjunct at-large representative. Ellen is no longer eligible for the adjunct at-large seat, so candidate Jill Vandepas will serve as the sixth adjunct at-large representative.

It was confirmed that the spring election winners for the three full-time director seats were

Sandy Esslinger, Dave Mrofka, and Maya Alvarez-Galván.

VII. Old business – action items

a. 2026-2027 FA budget proposal

A motion was made to adopt the proposed budget for 2026-2027 (McFarlin-Stagg) and seconded (McKee). The motion passed: 44 in favor; 0 opposed.

b. Donation to Little Lake Education Association Strike Fund

A motion was made to approve a donation in the amount of $500 to the Little Lake Education Association Strike Fund (McKee) and seconded (McFarlin-Stagg). The motion passed: 40 in favor; 4 opposed.

VIII. New business – discussion items

a. 2026-2027 dues

Background: CTA dues will increase by 5.33% for next academic year. A change to NEA dues is uncertain; however, a $5.00 annual increase is expected. CCA dues will not change, and the FA Budget Committee recommends no increase to our local dues.

A motion was made to suspend the rules to act on the item (Alvarez-Galván) and seconded (Wood). The motion passed: 39 in favor; 0 opposed.

A motion was made to maintain the local dues at $180 annually for full-time members and $74 annually for adjunct members (McFarlin-Stagg) and seconded (McKee). The motion passed: 47 in favor; 1 opposed.

b. FFCU CD account – recommend closing and transferring the funds to new accounts

Background:

- MSACFA has a total of four (4) CD accounts totaling $285,968. The First Financial Credit Union (FFCU) account has a maturity date of 6/24/26, and three accounts held with Chaffey Federal Credit Union have maturity dates in February and May of 2027. The Budget Committee has recommended laddering the CD accounts' maturity dates so that funds may be accessed without penalties should unexpected expenses arise, such as arbitration and other legal representation needs.
- At the May 26 Executive Board meeting, the board voted to recommend to the Council that the total funds in the FFCU CD account ($106,295) be transferred to a money market account at FFCU until one or more new CD accounts can be opened with those funds with account maturity dates in the Fall.

A motion was made to suspend the rules to act on the item (McKee) and seconded (Christ). The motion passed: 34 in favor; 0 opposed.

A motion was made to transfer all funds in the FFCU CD account ($106,295) into a money market account at FFCU and to open one (1) or more new CD accounts that will have maturity dates in the fall (Wood) and seconded (McFarlin-Stagg). The motion passed: 44 in favor; 0 opposed.

IX. Other Reports

a. Academic Senate: President Tania Anders announced that the Fall Flex Day has been planned with the whole day being in a shared space rather than holding break-out sessions. Biological Sciences Department Representative Beta Meyer said that a group of faculty in the department are interested in conducting a workshop for Flex Day. Director Sandy Esslinger expressed disappointment that there will not be time designated for division or department meetings, as department chairs tend to use that time for planning with the department members. Tania stated that faculty have been asking for increased time to connect with colleagues across the campus and the only day to collectively come together is Fall Flex Day.

b. CCA District M Director: No report.

c. CTA State Council: Joshua Christ reported that the Council is meeting this upcoming weekend, and he is anticipating a lot of work getting done. The Council will be voting for our District Q Representative. The candidates are Crystal Huckabee and Wendy Brill-Wynkoop. Members should email our State Council Reps Eric Kaljumägi and Joshua Christ with voting recommendations for District Q Rep and to express interest about serving on one of CTA's committees.

X. Announcements

a. The Cup of Thanks event is being held during finals week.
b. The next FA Executive Board Meeting is scheduled for June 9 at 11:30am-1:00pm and will be hybrid.
c. Commencement is on June 12 @ Hilmer Lodge Stadium, with the ceremony beginning at 5:30pm.
d. The next Board of Trustees meeting is on June 24.
e. The CTA Summer Institute is July 15-19, 2026 at the Westin Bonaventure.
f. The next FA Rep Council Meeting is scheduled on Sept. 1 at 11:30am-1pm on Zoom.
g. The CCA Fall Conference is October 9-11 at the Grand Hyatt San Francisco.
h. The FA Events Calendar is available on the website.

XI. Adjournment

The meeting adjourned at 1:01pm.

Respectfully submitted,
Vicki Greco

President's Report to the Representative Council - June 2, 2026

1. Faculty Association Department Representatives

If your department is electing new representatives to the Faculty Association, please remember that full-time and part-time members can serve as department representatives. There is currently no compensation for department representatives.

The FA Executive Board is reviewing revisions to standing rules that increase representation of part-time members on FA committees, the Representative Council, and the Executive Board, including any compensation available for representatives. Revisions were recommended by the FA Governance Committee. Once approved, the FA Executive Board will plan for the implementation of any changes, including elections in Fall Semester, if necessary.

2. FA Representative Council Survey

Please respond to this brief survey today: FA Rep Council Survey - Spring 2026.

3. Academic Senate Taskforce - RSI Closing the Loop

The RSI Closing the Loop Taskforce Recommendation was an action item at the May 28th Academic Senate meeting. The document was amended on the floor, then tabled. Faculty Association leadership is aware that some faculty members await information on next steps related to RSI review and SPOT recertification. We are reviewing contract language and will work with the District and Academic Senate leadership to provide a resolution.

4. 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.

5. Floating Flex Day – Reminder to Full-time Faculty

Full-time faculty must submit their six floating flex hours by June 30. If you are unsure, and you cannot find your confirmation email, please log in to the portal and add your activities. The penalty for missing this contract requirement is significant - $400-800 depending on your salary schedule placement.

6. Candidates Forum – Vice President, Human Resources

The College is hiring its next Vice President, Human Resources. Due to our request, a candidates' forum will be held on Monday, June 15. More information will be shared as details are confirmed. Please add this date to your calendars.

7. 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. Want to be considered for this conference? Please share your interest using this form: CCA Fall Conference 2026 – Delegate Interest Form.

8. CTA Service Center One – Expected Increase to CTA Dues

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 and Category 4 dues will increase from $103.80 to $107.90 annual. This item is on the agenda as a new business item, with a desire to make it action today.

9. CTA Summer Institute

Multiple members expressed interest in attending the CTA Summer Institute. We are able to reimburse up to eight members, and the FA Executive Board approved the following members: Herschel Greenberg, Grace Kim, Zina McFarlin-Stagg, Michelle Nava, Donna Necke, Maya Staylor, and P. Gayle Harris Watkins.

10. NEA Representative Assembly

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

11. Board of Trustees Meeting

The Board of Trustees held their regular meeting on May 13 and a study session on May 16. Links will take you to the agenda, supporting materials, and video recordings.

12. 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.

On behalf of the FA leadership, we wish all faculty strength and peace as you conclude the spring semester. Whether you are assigned or off-schedule in the summer, we hope you find time to rest, relax, and catch your breath.

Respectfully submitted,

Emily Woolery

Emily Woolery
Faculty Association President

Vice President’s Report to the Rep Council - June 2, 2026

Last Meeting for the 2025 / 2026 Academic Year

Good Morning Representative Council, and congratulations to each of you for making it to the end of another academic year. We certainly saw some highs this year, in reaffirming our accreditation, in a strong class of full time hires, and in the statewide budget proposed for next year, which looks to include a 4.31% COLA ($14.2 Million for Mt.SAC), plus 1.5% growth funding (Approx 5 Million for MtSAC), and 14 guaranteed weeks of paid pregnancy leave. With enrollment bursting at the seams, we can be sure that we’ll receive all of this funding! We also shared some incredibly low points this year, including “Bloody December,” where Dr. Garcia and her Vice Presidents laid off 18 managers without any warning, oversight or consultation… claiming it was part of a reorganization that other employee groups didn’t need to share input on. This coming just a single month after convincing the board to award the President a 6.6% raise certainly is a black eye on this year. Then we moved into Winter and Spring, where again there was no consultation about the new library building until we showed up and told the Board that our voice matters, and student services professors expressing their “No Confidence,” in Dr. Castro, after again being ignored and treated with no respect for their expertise and role in shared governance. These highs and lows have helped to show what we can do when we are united and together, and how our power as faculty, as the only employee group on this campus that earns the campus state funding, matters. As we wrap this year, and prepare to go our separate ways for summer, I hope that we can reflect on the power we have to ensure our students have the best learning conditions, because we see them everyday, and their success is our success.

Negotiations Update

As we conclude the 2025 - 2026 academic year, it is with dismay that I once again report out we still do not have a contract that governs the compensation, working conditions and expectations, and ancillary benefits for Mt.SAC professors during the 2025 / 2026 academic year. This puts the overall negotiation on our 3 year contract cycle more than a year out of date. For comparison, our colleagues at Citrus College Faculty Association have already conducted seven bargaining meetings about their 2027 - 2030 three year agreement. Chaffey College is finalizing their next three year agreement, which governs faculty from July 2026 through June 2029. Last May, Rio Hondo successfully reached agreement with the Rio Hondo Faculty Association on a three year successor agreement that runs from July 2025 - June 2028 (the same contract we are currently trying to negotiate). Meanwhile, for the entire duration of my now seven full years as a full time faculty member, we’ve never had a contract completed on time. This is not a “systemic problem,” as the district would have you believe… the proof is in our neighbors who do not have this problem. This is a problem created by Mt.SAC administrators, from top to bottom, who do not care that we don’t have an active and on-time contract. They are happy to keep your COLA, keep any raise you might get, withhold your healthcare benefits, and use that elsewhere for the entire year, then pay you a retro-check after settling more than 15 months late on a consistent, every year, basis. Herschel, per usual, will have the details about our negotiations update, but every single one of us should be upset about this poor taste bargaining tactic by the district, because when we win working condition rights for our faculty, we can't get those retroactive, and that should upset each and every one of us. There will likely be a callout to help speak at the Board of Trustees on June 24th. The district will be passing a preliminary budget at that meeting, but as of right now, with no negotiation sessions planned between now and then, the district does not plan to give a single cent of raise to any faculty employee, and they'll pass a budget in June that reflects that decision. This mess is poor management, from the negotiations timeline to appropriate financial projections and budgeting, and they need to know that we see it, and it is not acceptable.

Grievance Committee Update

The Grievance Committee has met twice since our last rep council, and has worked on the following items:

- A level 3 grievance for an adjunct professor in SCE
- A level 3 grievance for an adjunct professor in HSS
- A level 2 grievance for an adjunct professor in SCE
- An association level grievance (potentially) for multiple professors in HSS
- A potential grievance for a full time professor, possibly multiple professors, in NSD - A potential association level grievance for a full department within NSD

The trends about which managers seem to interpret the contract in their own way, and must be grieved, I believe, are easy to follow. We cannot grieve and enforce our contract without knowledge of incidents, so please encourage your department colleagues to reach out to myself, or any of our grievance committee members, to see if there is a way that we can use our current (out of date) contract to ensure faculty working conditions are enforced. The other members on the grievance team are: Emily Woolery, Ellen Straw, Mike Marsalles, Tamra Horton, and Loni Nguyen.

JUNE 15th

Please save the morning of June 15th on your calendars. There will be a final candidates forum for our incoming Vice President of HR, and it is imperative that we, the faculty give our input on the candidates who will have an opportunity to address the forum. You should see more details about this forum upcoming, from both the district and the FA leadership team. There will be a chance to submit questions, as well as hear directly from our candidates in both an in person and virtual (hybrid) setting.

Respectfully Submitted,
Joshua Christ
Faculty Association VP

Treasurer's Report to Rep Council, June 2, 2026

Proposed vs. Actual FA Budget 2025-2026

General Account	As of 6/2/2026 Actual YTD 2025-2026	Budgeted 2025-2026
REVENUES		
Dues Income	$89,120	$107,740
Dividends	$3,727	$5,400
Total Revenues	$92,847	$113,140
EXPENSES		
CONFERENCES		
Region 3 Leadership	$2,115	$2,400
LQBTQ+ Issues	$2,615	$3,600
CTA Issues	$9,975	$6,000
FACCC A&P	$1,464	$4,000
~~CTA New Educator (South)~~	$0	$1,600
CTA/NEA Retired	$343	$650
CTA Equity & Human Rights	$3,428	$4,000
~~CTA Good Teaching (South)~~	$0	$1,600
~~NEA Higher Education~~		$6,000
CTA Summer Institute		$7,500
NEA Rep Assembly		$21,000
Conferences (SGSCC, CTA Leadership, 4 Ethnic)	$2,501	$0
Total Conference Expenses	$22,440	$58,350
MEMBERSHIP DEVELOPMENT		
Membership Promotional	$8,358	$15,000
Social Activities	$15,555	$22,000
Member Awards & Gifts	$474	$2,000
Adjunct Activities	$1,862	$4,000
Total Member Development Expenses	$26,248	$43,000
MEMBERSHIP ADVOCACY		
Negotiations	$1,707	$12,000
Governance	$1,154	$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	$54,850
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	$451	$1,000
Accounting Services	$4,100	$5,000
Payroll Services	$1,676	$2,500
Auditing Services	$4,750	$5,000
Office Staff Payroll	$14,105	$20,000
Office Equipment	$0	$3,000
Office Supplies	$384	$2,000
Payroll Taxes	$1,294	$6,000
Postage	$1,838	$2,000
Printing	$946	$2,500
Telephone/Internet	$0	$500
Transportation/Travel	$0	$200
Total Operations/Administration	$29,544	$49,700
OTHER FUNDS		
Student Awards	$0	$2,500
Total Other Funds	$0	$2,500
Total Expenses	$89,292	$236,400
Balance	$3,555	-$123,260

PAC, CDs, and Savings

Total Amount in Chaffey PAC		$63,274
		$63,274
Chaffey - 12 month CD (61)	5/2/2027	$66,468
Chaffey - 24 month CD (62)	5/2/2027	$66,008
Chaffey - 12 month CD (63)	2/21/2027	$50,923
FFCU - 12 month CD	6/24/2026	$106,295
Total Amount in CDs		$285,968
Total Amount in FFCU Savings		$487
Total in PAC, CDs, and Savings		$349,729