



# Faculty Association Negotiations Update

## ***STRONGER TOGETHER!***

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 03/29/2024

This update provides our members with a very general summary of what is happening in negotiations. The specifics of any TAs will be presented at the Representative Council. Each representative will then share with the department members.

We met with the District team for the fifth time on March 29, 2024, from 9:00 am to 1:00 pm.

Team members in attendance:

District: Sokha Song, Kelly Fowler, Tami Pearson, Alexis Carter

FANT: Sandra Esslinger, Emily Woolery, Herschel Greenberg, Benjamin Vu, Joshua Christ, Robin Devitt (CTA)

We are working cooperatively with the district to correct the issues with the previously negotiated rehire rights list. Otherwise, the current state of negotiations this semester has not improved and has further deteriorated. This is perhaps the most difficult negotiations we have seen in years, with a substantially new district team. ***The proposals and rejections we are seeing add to our workload, reduce our pay, and increase manager oversight, which are not student- or faculty-centered.***

### District Proposals:

Article 13.C: Peer Classroom Visitation in Distance Learning Online Courses: The District proposed that managers, in addition to peers, should be allowed to perform classroom visitations/evaluations in distance learning classes, which is not allowable for on-campus classes for regular faculty. They have asked that managers are SPOT certified or the equivalent in the contract. According to the discussion, managers are already working on their certification through @ONE, not Mt. SAC's SPOT certification process.

Article 13.B: Assignment, Workload, and Use of Developed Materials: The district proposed the following verbally and withdrew the proposal to provide further rationale for their changes:

- **Merged course shells were proposed to be considered double ticket courses**, which would result in a higher overall student load (reduced student-to-professor ratio) for a dramatically reduced compensation for faculty. This is especially concerning as it seems the administration is ***prioritizing saving money***

*through reducing faculty pay over current class sizes and student-centered education.* This increases the workload for full-time faculty by 75% for the second class and for all faculty compensation at “BOGO ½ off” reduced compensation model than we currently have in the contract. This idea runs counter to regular and substantive interaction (RSI). Historically, the district informed us that the reason for preventing us from merging our course shells was because of FERPA violations, which legal opinions obtained by the District countered.

- Faculty with **reassigned time** would be required to spend a minimum number of hours on campus, calculated based on the LHE work obligation, to qualify for their 5 LHE requirement if they are teaching distance learning courses. (3 LHE = 8 hours on campus).
- The District proposed **removing language regarding the voluntary teaching of distance learning** courses, which strengthens their right of assignment for online classes.

Article 13 MOU on RSI and Article 13.A. Distance Learning Faculty Responsibilities: The District presented the second revised MOU on RSI, adding that **30% to 50% of all DL classes would be randomly pulled for RSI certification starting in Spring 2024 and every semester after that.** The District said that managers/deans would have to be SPOT-certified or the equivalent to do this and are starting their training. The district withdrew the MOU and the proposal for 13.A. for editing and will bring it back for the next negotiations.

The Faculty Association previously negotiated a process for RSI certification that was never implemented by the administration, which may have mitigated some concerns regarding the pending Accreditation recommendations related to RSI.

#### **FA Proposal:**

Article 8.: Tuition and Fee Reimbursement: The faculty has proposed Mt. SAC Tuition and Fee reimbursement to Faculty, Faculty Emeritus, and their dependents if they attend classes at Mt. SAC.

#### **Discussions:**

Article 10.R: Adjunct Rehire Rights: We discussed the issues regarding Mt. SAC's ability to track certain kinds of data in contract language. The District will bring a proposal to remedy the issues we are seeing next negotiations.

Clarifying Contract Conflicts in the new 3-year Full-Time Faculty Evaluation Process: The District and FA see this as clean-up and believe we are close to agreement on an MOU.

The Faculty Association Negotiation Team is working hard to protect our profession! The teams are scheduled to negotiate again on April 12. If you wish to support negotiations, please contact our organizer, Kim-Leiloni (Loni) Nguyen.

United We Are Stronger!