



Faculty Association Negotiations Update No. 16

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 04/25/2025

We met with the District team for the 16th time for 2 hours on Friday, April 25th, 2025.

Team members in attendance Meeting:

District: Sokha Song, Lance Heard, Kelly Fowler, Shannon Carter, and Jose Ramirez.

FANT: Herschel Greenberg, Joshua Christ, Beta Meyer, Emily Woolery, and Gayle Watkins.

FA Responses:

Article 10.B.6: Adjunct Office Hours Pilot: The Faculty Association (FA) accepted the proposal and the document is being prepared for a tentative agreement. Specific intent language will include the following: The current pilot program expires December 2025. The changes in this proposal will take effect on Jan 1st, 2026. If the appropriate Vice President (VP) office encounters any delays in scheduling by the end of Week 2, the VP office will notify the FA. If more adjunct apply for office hours than the allotted \$200,000, the FA and the District agree to discuss funding those additional adjunct applications.

Article 7.A.1 Pass Through COLA: The FA returned the District's proposal with two specific changes. First, state funded COLA is only issued if the COLA is positive, so the word "positive" was added to all three years of COLA in the next negotiations cycle. Second, if the District experiences any financial constraints, the District must inform the Faculty Association and schedule a meeting to discuss its impact. The District and the Faculty Association must mutually agree on a path forward. This was a major change from the District's proposal which stated that the District would cut COLA first, and then talk to the FA after COLA was stopped.

Based on our proposed change, the District asked a question about what happens if the FA simply says no to any solution to the District's financial constraints. It was clear that the District did not trust the FA to do the right thing, expressing concerns that the FA will never mutually agree to possible solutions involving the reduction of COLA. The FA did everything possible to convince the District that is in the best interest of both parties to meet, discuss, and plan financially viable solutions.

Next Negotiations

The next negotiations meeting is set for Friday, May 2nd from 9:00am – 11:00am.