



Faculty Association Negotiations Update No. 17

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 05/02/2025

We met with the District team for the 17th time for 2 hours on Friday, May 2nd, 2025.

Team members in attendance Meeting:

District: Sokha Song, Tami Pearson, Koji Uesugi, Kelly Fowler, and Adam Roman

FANT: Herschel Greenberg, Joshua Christ, Beta Meyer, Emily Woolery, and Robin Devitt

FA Responses:

Appendix A.6.c – DEISA Professional Growth Increments

The Faculty Association (FA) responded to the District's proposal by combining their concept of ongoing DEISA training and the FA's desire for a second PGI. The second DEISA PGI would still be 96 hours of training for the lifetime stipend for both full-time and part-time faculty. However, the FA proposed up to 3 hours per year of required DEISA training, paid at the non-instructional hourly rate, and anything above those 3 required hours count towards the DEISA PGI. Once DEISA PGI is achieved, faculty would be required to complete 3 hours of training every year, which would be unpaid because they are receiving the second DEISA PGI. Since all faculty can earn the DEISA PGI, which is prorated for adjunct professors, the FA believed this proposal demonstrated a creative solution that awards those who complete additional DEISA training with a second PGI.

Appendix C – Part Time Parity

The District rejected the FA's proposed pay parity, suggesting that this proposal be negotiated during the full negotiations cycle next year. The FA believes that current negotiations cannot end without some

movement by the District that addresses the inequalities in pay parity. Therefore, the FA proposed a workgroup whose sole focus will be to design a pay parity plan that will be achieved before the 2028/2029 academic year. The goal is to create a fiscally responsible plan such that there is no difference between the hourly compensation between all instructional faculty in credit, instructional faculty in non-credit, counselors, librarians and instructional specialists. This workgroup will report its findings on or before June 30th, 2026.

Article 10.B.6: Adjunct Office Hours Pilot

The FA and the District agreed to a Tentative Agreement (TA) for this proposal, the first official TA of this negotiation cycle. The FA and the District reviewed the TA's intent language and mutually agreed to add one additional sentence to the intent language allowing adjunct professors who are given a class beyond the office hour request deadline a chance to apply for the office hours. These requests would be considered based on available funding.

District Proposal:

Article 16 – Leaves of Absence – Sabbaticals (MOU)

The District officially proposed changes to the due date for sabbatical leave requests. In Article 16.M.6, the application for sabbatical leave was moved to September 1st. In Article 16.M.8.d, the list of sabbatical leave requests would be placed on the board agenda in November. The FA is considering the consequences of these deadline changes.

District Responses:

Article 10.V – Assignments in Other Languages

Due to a lack of agreement on this article, the District withdrew their proposal. The District plans to reevaluate their proposal and bring proposed language at the start of the next negotiations cycle.

Article 7.A.1 – Pass Through COLA

The District proposed revised language regarding the timeline if financial constraints occur. Previously, the District proposed freezing COLA first and then talking to the FA about a path forward. This proposal showed movement by the District by offering a new timeline of notification with the intent of working with the FA to find a solution. If a financial constraint occurs, the District has 30 days from the First

Principal Apportionment (P1) to schedule a meeting with the FA and discuss possible solutions. The FA and the District have until the May Revise to mutually agree upon a solution to the financial constraints, which does not have to include changes to funded COLA. If needed, the FA and the District can mutually agree to extend this deadline by 30 days. If mutual agreement cannot be reached by any established date, the District will suspend the state-funded COLA for the subsequent fiscal year. The FA is working on a response.

Side Letter – Fraudulent Class Cancellation

The District rejected the FA's proposal that stated professors who had a class canceled due to fraudulent enrollment, and were not given another assignment, would be compensated for the lost LHE. This is a very, very low-cost proposal for the District, yet they rejected the idea of making a professor "whole" for the lost LHE. Instead, the District offered to pay the adjunct professor for a total of 1 week of pay based on the LHE that was canceled due to fraudulent enrollment. The FA is working on a response.

Discussion Topics:

Class Cancellation Policy

The District pointed out contract language that causes a challenge whenever a class is canceled and a new class is added to the schedule in a different modality, the contract requires that course to go through the entire contractual scheduling process, even if the new class was created to replace a professor's canceled class. In order to properly examine this part of the contract, the District and the FA mutually agreed to open 10.D, 10.R.1.a, and 10.R.2. FANT is currently examining potential contract language.

Chair Elections Procedures

The FA discussed issues with department chair elections based on the current contractual procedure. In order to clarify questions that have been brought to our attention, the FA and the District discussed releasing a joint statement adding clarity and resolution to these issues. Furthermore, the FA proposed a side letter extending the chair election date's conclusion prior to the end of week 15 instead of week 14.

Next Negotiations

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