



# Faculty Association Negotiations Update No. 18

## ***STRONGER TOGETHER!***

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 05/09/2025

We met with the District team for the 18<sup>th</sup> time for 2 hours on Friday, May 9nd, 2025.

### **Team members in attendance Meeting #18:**

District: Sokha Song, Tami Pearson, Kelly Fowler, Lance Heard, and Adam Roman

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

### **FA Responses:**

#### *Article 7.A.1 Pass Through COLA*

In a previous proposal, the District used the words “financial constraints.” The FA feels the District claims “financial constraints” every year. Therefore, the FA requires the District to define “financial constraints” by adding 7.A.1.a, which states that financial constraints are when the District reserves fall below 16.66% as reflected by the previous fiscal year, actual student enrollment as reflected by FTES in Second Principal Apportionment (P2) is down by 5%, and/or the financial solvency of the District is at risk as determined by an independent auditor. This language aligns with previous conversations with the District.

#### *Side Letter: Fraudulent Enrollment*

The District and the FA have gone back and forth negotiating the amount of compensation a professor should receive from canceled classes due to fraudulent enrollment. The District rejected the previous proposal that adjunct professors who lost an assignment due to fraudulent enrollment and were not given an alternative assignment be made whole for the course(s) lost. The FA proposed an adjunct

professor who lost an accepted assignment and was not offered a replacement assignment be compensated for 10 weeks of pay based on the total amount of LHE canceled equivalent to the 16-week assignment.

## **District Responses**

### *Appendix A.6.c DEISA PGI*

The District rejected the FA's proposal regarding a new DEISA PGI for all faculty. The District claims they are unable to commit to more than two hours annually and at the non-instructional rate. The District proposed a pilot study, gathering information to determine what the basis should be to include DEISA as part of training and how many hours would be required to fulfill the required training. While the phrase "pilot study" was written in the District's response, no formal, proposed contract language included any parameters for the pilot study.

### *Appendix A.8.c Earned Degrees*

The District agrees that adjuncts should receive ongoing compensation for possessing an earned doctorate degree. However, the District rejected the FA's proposed pro-rated amount and countered with a new column and applying a 3.5% increase to each step. However, those pay tables are in Appendix C and were not included in the District's original proposal. The District also noted other errors in their proposal and asked that it be given to the FA at a later date. The District sent a new proposal on Monday, May 12<sup>th</sup>, via email.

## **Next Negotiations**

Due to several scheduling conflicts, the next negotiations meeting is set for Friday, May 30th from 9:00am – 11:00am.