



# Faculty Association Negotiations Update No. 19

## ***STRONGER TOGETHER!***

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 06/06/2025

We met with the District team for the 19<sup>th</sup> time for 2 hours on Friday, June 6th, 2025.

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

District: Sokha Song, Shannon Carter, Lance Heard, Koji Uesugi, and Adam Roman

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

NOTE: The District canceled the May 30<sup>th</sup> negotiation meeting.

### **FA Responses:**

#### *Article 16: Leaves of Absence – Sabbaticals*

The FA proposed, via an MOU, a change to the sabbatical application deadline from the 10<sup>th</sup> week of the Fall semester to the 2<sup>nd</sup> week of the Fall semester, which aligns with the board meeting schedule.

However, in order to allow time for the submission process in the Fall of 2025, the FA also proposed, via a Side Letter, that the application deadline be due by the end of the 6<sup>th</sup> week of the Fall 2025 semester. The MOU and the Side Letter were proposed as a package. The District accepted these changes.

#### *Appendix A.6.c – DEISA PGI*

The FA returned this proposal using the same language previously submitted. The FA is proposing a new DEISA PGI, available to all faculty, and mandatory 2 hour DEISA training for all faculty each year. The District continues to reject this new PGI request and counters with mandatory training only. The 2-hour annual mandatory training being proposed by the district will not adequately prepare faculty in DEISA practices, nor will it provide the knowledge needed to successfully evaluate the DEISA implementation

of colleagues. The FA can only support training for DEISA evaluation processes when there is adequate training and incentive for all faculty. The only way to achieve proper training and incentive for all faculty is via the FA proposal that included the new PGI for all faculty. Furthermore, the FA clarified that the DEISA PGI does not require the PGI found in Appendix A.6 to be obtained first; they are two separate PGIs.

### **District Responses:**

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

The District had to bring this proposal back a second time, making adjustments due to errors in their previous response to an FA proposal. The District agrees that adjunct professors should receive ongoing compensation for possessing an earned doctorate degree. The District proposed a new column in Appendix C for adjunct with doctorate degrees only, offering a 3.5% increase in each step in that column. The District also added language qualifying how this new column would be applied to existing professors and those hired in the future.

#### *Appendix C Parity*

The District rejected the FA's proposed workgroup, including the workgroups primary directive. The District claimed that they cannot fund all of FA's financial proposals. Therefore, the District has prioritized the funding of several other FA proposals. When asked which priorities the District would commit to funding, there was no clear response. The District proposes a subcommittee to help provide collaborative ideas that will be used for negotiations in pay parity. The proposed subcommittee will work to identify a path to approaching pay parity for adjunct faculty by the beginning of the 2028/2029 academic year. The subcommittee will evaluate current compensation conditions, review relevant data, and establish reasonable parameters and deadlines for a pay parity plan. The outcomes of the subcommittee will be submitted to the full negotiations team for review and recommended to the CEO/President. The FA did not agree with these stipulations, and will discuss the primary goals of the workgroup/subcommittee at the next meeting.

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

Previously, the District had proposed language that included the phrase "financial constraints" that could prevent providing COLA. The FA responded with a concrete definition of financial constraints. The District rejected this definition, and changed the phrase to "revenue impacts," listing a few examples of

events that cause revenue impacts, such as reductions of allocations, changes in restricted funding, and/or state-imposed deferrals or funding delays. The FA plans to discuss these concepts and conditions at the next meeting.

*Side Letter – Fraudulent Enrollment*

The District continued to reject the FA's proposal that compensates adjuncts who lost classes due to fraudulent enrollment and had no assignments to replace the lost LHE. To address a unique situation that the District could not immediately manage, the FA proposed compensating them for 10 weeks of pay. The District claimed that offering additional compensation to adjuncts who lost assignments due to low enrollment would set a bad precedent. The District wants to keep the compensation at 1 week of pay. The FA will respond at the next meeting.

**Next Negotiations:**

Due to several scheduling conflicts, the next negotiations meeting is set for Tuesday, June 17th from 3:30pm – 7:30pm. The District cancelled this meeting, so the next negotiations meeting is set for July 8th from 3:30pm - 7:30pm.