



Faculty Association Negotiations Update No. 20

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 07/09/2025

We met with the District team for the 20th time for 2 hours on Tuesday, July 8th, 2025.

Team members in attendance Meeting #20:

District: Sokha Song, Alexis Carter, Kelly Fowler, Lance Heard, Tami Pearson, Koji Uesugi, and Adam Roman

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

FA Responses:

Appendix A.8.c Earned Degrees

The District previously offered a percentage increase (3.5%) to adjunct professors who earned doctoral degrees. The Faculty Association (FA) returned this proposal suggesting a dollar amount be used instead of a percentage. The dollar amount (\$8.05) brings parity to adjunct with doctoral degrees. The FA and District team members discussed what language is necessary for doctoral degree increases to be reportable to STRS. The District will respond at the next meeting.

Side Letter Fraudulent Enrollment

The FA and District continued discussion about compensation for adjunct professors who lost all assignments as a result of fraudulent enrollment in February 2025. While most professors received replacement assignments, approximately 5 adjunct faculty lost all assignments. The District agreed to pay those 5 negatively affected adjunct 3 weeks of pay.

District Responses:

Appendix A.6.c – DEISA PGI

The District team offered a DEISA Professional Growth Increment (PGI) to full-time faculty. Upon completing six semester units (96 hours), a full-time professor would earn a PGI of \$4,561. After earning the DEISA PGI, the full-time professor would be required to complete two semester units (32 hours) every three years. These additional hours would not be compensated beyond what is already paid from the new PGI.

The District offered DEISA Professional Growth Hours for adjunct faculty. An adjunct professor could be compensated at the hourly non-teaching rate for completing workshops, seminars, and conferences on DEISA. Adjuncts may be compensated for up to 32 hours per year.

The District proposed that the Faculty Professional Development Council (FPDC) would maintain the list of professional development that is eligible for DEISA professional growth increment/hours. Faculty could not use DEISA professional development for other salary advancement, including column crossover, Flex self-certification, PGI/PGH, or SPOT.

The District is allocating \$636,000 for the DEISA PGI. This pool of money will be used to fund DEISA professional growth for full-time and adjunct professors. The District implied that the money would be re-allocated every year, so if a professor completes the DEISA PGI, but misses the cutoff due to funding, that professor applies the following year.

The District made significant movement on this topic. FANT will consider the offer and will respond at a future meeting.

Article 7 – Salaries

The District offered state-funded COLA plus 0.7% on schedule, including appendices, excluding Appendix F. If agreement is reached, faculty would get 2025-26 COLA of 2.3% + an increase of 0.7% effective July 1, 2025. The FA and District are close to agreement on this topic.

Article 7.A.1 Pass Through COLA

The District acknowledged the College President and Trustees intend to provide state-funded COLA, unless revenue impacts are possible and require discussion. The FA and District discussed the possibility of codifying this intent in contract language. The FA and District are close to agreement on this topic.

Article 8.F – Adjunct Health Care

The District cannot provide part-time health benefits under the California Part-Time Health Program because it would require a substantial financial commitment from the College that exceeds \$11 million. Instead, the District offered a tiered approach to District contributions for adjunct faculty health care. It offered District contributions for single, two-party, and family plans in amounts that match the District contributions toward full-time health care allowances. Single party plans would be fully covered with two-party and family plans requiring some out of pocket expenses. The District also increased the amount available for adjunct health care premiums from \$917,000 to \$1,417,000. This amount could cover the current number of adjunct faculty enrolled in plans, and showed verbal willingness to negotiate more into this account if there was a further need to cover the health plans of part-time faculty, based on open enrollment selections. It is important to note that with this proposal, the District has removed and codified that there will be NO cash back, and the maximum coverage provided for any individual would equal the total cost of their selected plan (at most). The District made significant movement on this topic. FANT will consider the offer and will respond at a future meeting.

Next Negotiations

The next negotiations meeting is set for Tuesday, July 22nd from 3:30pm – 7:30pm.