



Faculty Association Negotiations Update No. 21

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 07/22/2025

We met with the District team for the 21st time for 4 hours on Tuesday, July 22nd, 2025.

Team members in attendance:

District: Sokha Song, Alexis Carter, 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:

Article 7 Salaries - Raise

The Faculty Association (FA) expressed a willingness to accept the District's offer of "state-funded positive COLA plus 0.7% on schedule including appendices, excluding Appendix F," with the condition that if another employee group negotiates a total compensation package increase above 0.7% in 2024-25 or 2025-26, then the District shall grant the same total compensation amount to be allocated on salary schedules for all faculty employees. The 0.7% raise is effective July 1, 2025. We expect to reach a Memorandum of Understanding (MOU) on this item.

Appendix A.6.c – DEISA PGI

The FA asked questions about the District's July 8th proposal and provided a response. The District team confirmed they are willing to accept previously completed workshops toward earning the DEISA PGI and PGH, as long as the professor did not already apply it to other things, such as the original PGI or paid training. Additionally, the District asserted that the Academic Senate must approve past workshops. The FA and District discussed how far back we would look, and the FA suggested going back

ten years to 2015. The District team will review data to see what they can agree to in terms of accepting past workshops for the new DEISA professional growth.

The District team's July 8th proposal would require full-time professors to complete two semester units (32 hours) of DEISA related professional development every three years. These additional hours would not be compensated beyond what is already paid from the new PGI. The FA countered this proposed language with full-time professors completing 18 hours of DEISA related professional development every three years. The District's July 8th proposal would support up to 32 hours per fiscal year of paid DEISA PGH for adjunct faculty. The FA team is agreeable to this part of the proposal.

As a reminder, the District is allocating \$636,000 for the DEISA PGI/PGH. This pool of money will be used to fund DEISA professional growth for full-time and adjunct professors. The District confirmed that the money would be re-allocated every year, so if a professor completes the DEISA PGI/PGH, but misses the cutoff due to funding, that professor's application will be considered in the following fiscal year, once funding is re-allocated.

District Responses:

Article 7.A.1 Pass Through COLA

The FA and District are ready to sign a TA on pass through COLA. The language acknowledges the intent of the College President and Board of Trustees to provide state-funded COLA, when received by the District. If the District experiences financial challenges, the District must collaborate in good faith with the FA to address challenges as they arise. Should it occur, deviations from providing COLA must align with District Board Policy and fiscal solvency.

Discussion Topics:

Article 8.F – Adjunct Health Care

The FA asked questions about the District's proposed language on adjunct health care as presented on July 8th. As a result of this discussion, we expect to sign a TA on adjunct health care.

As a reminder, 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. The District offered contributions for single, two-party, and family plans in amounts that match the District contributions toward full-time faculty health care allowances. The single party plan 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. The District will inform the FA if the pool is spent and will negotiate it. With this proposal, the District has removed current language on cash back and codified that there will be NO cash back.

Appendix A.8.c Earned Degrees

The FA and District discussed the status of the proposal on an ongoing doctoral stipend for adjunct professors. The District will provide a response to this proposal. The FA's intent is to award a pro-rated doctoral stipend on an ongoing basis to adjunct faculty, based on the number of units / hours they work, relative to a full-time assignment.

Appendix C - Adjunct Pay Parity

The FA and District discussed pay parity and reviewed current language in Article 7.B.3. Despite lack of state funding for part-time professor parity, the FA remains committed to adjunct pay parity. FA and District team members will be meeting in the coming week(s) to discuss and agree to a definition of pay parity, and the FA expects work to continue in the next negotiation process.

Next Negotiations

The next negotiations meeting is set for Tuesday, August 12th from 3:30pm – 7:30pm.