



Faculty Association Negotiations Update No. 23

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 08/12/2025

We met with the District team for the 23rd time for 2 hours on Tuesday, August 12th, 2025.

Team members in attendance Meeting #23:

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

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

FA Proposal:

10.B.5 Adjunct Professor Student Office Hours

The previous contract contained a contingency that increased the adjunct office hour rate from \$40 to \$45 if the district received at least 70% reimbursement from the state. If this happens, the office hours rate would increase in the 2024-2025 contract. According to state data released at the end of July, the District received 88% reimbursement, which triggered this language. Therefore, the FA proposed an MOU removing the “if/then” statement and replacing it with \$45 per hour.

FA Response:

Appendix A6.c DEISA PGI

The FA accepted the District’s language regarding the “look back” period for the DEISA PGI hours. Hours completed through POD on or after July 1st, 2020 will count towards the 96 hours. HR has the ability to review these hours and will automatically apply them by March 31, 2026. These hours will count as long

as they were not previously claimed or compensated through another contractual objective, such as the other PGI, PGH, FLEX, or column crossover.

The FA also accepted the ongoing training hours needed to maintain the DEISA PGI. Full time professors will be required to complete 24 hours of DEISA training every three years.

However, the FA and the District could not agree on intent language, which is required to be written prior to signing a TA. The FA wanted the District to commit to 6 hours of DEISA related workshops every semester during a “DEISA Day.” This would allow all faculty to complete the 24 hours every three years on campus. The exact wording of this intent caused a lengthy discussion and a delay to finalizing this proposal.

Appendix E: Reassigned Time for Special Assignments

Based on the Appendix E task force recommendations, the FA proposed all of the immediate and high priority positions. This added an additional 28 LHE to the District’s 22 LHE in their original proposal. This is a very low-cost proposal, ranging from \$67,340 - \$79,980 for all 50 LHE recommended by the task force. The FA argued that all of these positions are required to maintain programs, certificates, degrees, and accreditation compliance. Each position is a vital part of student success.

District Response:

Appendix E: Reassigned Time for Special Assignments

The District rejected all 28 LHE for positions proposed by the FA. The only position the District agreed with is the DEISA+ Faculty Coordinator; however, they did not agree with the 6 LHE requested by the FA. The District previously proposed 4 LHE for the DEISA+ Faculty Coordinator, however, this time they stated a need to reevaluate the position’s description and LHE amount at a later date. The FA reminded the District the position is in the Senate Constitution and revisions would need to be made through the Senate process. When providing a rationale for each rejection of additional reassigned time positions, the District essentially argued that they have no money to fund these positions and faculty are already doing most of this work for free. Essentially, the District stated that faculty choose to do this work, and if they do not want to do it for free, they can choose to stop. Needless to say, this caused a heated discussion. The FA and the District could not resolve our differences by the end of this meeting.

Discussion:

Appendix A.8.c Earned Degrees

The District and FA teams have discussed ongoing doctoral stipends for adjunct professors on multiple dates: May 3, May 23, June 6, and July 9. While the District rejected the FA's proposed language of an increase of \$8.05 on July 9, as of August 12, the District team has been unable to provide their calculation of proposed increases. The District team cited staffing changes for the four-week delay in providing this calculation.

Next Negotiations:

The next meeting time has yet to be determined.