



Faculty Association Negotiations Update No. 1

2025-2026, Year 1 of 3

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Lead Negotiator

Date: 11/18/2024

We met with the District team for the 1st time for 2 hours on Friday, January 16th, 2026.

Team members in attendance:

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

FANT: Herschel Greenberg, Joshua Christ, Sandra Esslinger, Gayle Harris Watkins, David Mrofka, Donna Necke, and Arleigh Kidd.

FA Proposals

Article 10.O. Temporary Reassigned Time for Exceptional Levels of Service to the College

The Faculty Association (FA) began with a partial proposal for Article 10.O first. The FA has this article in several places. The formula for calculating an LHE was removed. The number of expected work hours per LHE is defined elsewhere in the contract for credit, noncredit, part-time, and professors teaching or using reassigned time as overload. The formula resulting in "42.67 hours per LHE" is applicable only for full time, credit professors using the LHE to make their load, yet all full time and adjunct professors are eligible for temporary reassigned time. For example, a noncredit LHE is 38.4 hours. Other changes include clarifying the conditions for using temporary reassigned time for exceptional levels of service (assigned time may not be used for the institution's compliance requirements, regulatory requirements, normal business operations, or collectively as part of the institution's governance and external regulations), clarifying the amount of money allocated per project, and the process of reporting the committee's decision (the committee informs the Vice President of their decisions and then the Vice

President will inform the applicants). The final report required for reassigned time now includes the word “brief” in front of the word report. The district only asked a few clarifying questions.

District Proposals

Article 10.B.5 Adjunct Professor Student Office Hours

The District proposed the adjustment of the \$40.00/hour to \$45.00/hour to align with the District’s receipt of at least 70% reimbursement for the 2024/2025 academic year, which was written as an MOU last negotiation cycle. Since this change has already taken effect, there were no questions asked about the dollar amount. However, the District added the word “an” in front of “appropriate spaces” for adjunct to conduct office hours. “An appropriate space” can mean only one specific space for all adjunct professors, which is not what the District intended when we asked them about this change. The FA should be able to respond to this change at the next meeting.

Article 10.I: Flex Days

The District proposed language regarding the process of deducting pay if the floating Flex Day obligation is not met. The District proposed that pay will be first deducted from overload pay, if applicable, and if that amount is insufficient, then from regular contract pay. The District said that the recommended revision clarifies the order of pay deduction to ensure compliance with CalSTRS regulations related to final compensation and retirement calculation. Specifically, CalSTRS final compensation is based on creditable earnings from regular contract pay. Deducting from contract pay before overload pay could inadvertently reduce creditable earnings used to calculate a member’s retirement benefit. By specifying that the floating Flex Day deduction is taken first from overload pay, the District preserves the integrity of creditable compensation while maintaining the intent of the penalty for non-submission. The FA should be able to respond to this proposal at the next meeting.

Article 10.R: Adjunct Professor Rehire Rights

The District proposed several changes to 10.R. The District argued that to enhance clarity and simplify the rehire process for faculty, they proposed that Step 2 placement serve as the new threshold for obtaining rehire rights, representing one full-time year of LHE. According to the District, by defining distinct pathways for adjuncts and retired full-time faculty, this change provides a predictable, transparent process for professors obtaining rehire rights. In addition, the District changed the word “priority” to the word “seniority” where applicable. The District also restructured 10.R.1 by numbering

the process and added a sentence as #1 in the list. The District wrote, “Seniority list is applicable to adjunct professors who have rehire rights.” The District also added a new section called 10.R.6 Terminated Rehire Rights. This sets parameters when an adjunct separates from the District, specifying that the termination date is the first date of separation. If the adjunct professor is then rehired, the rehire rights date is set to the new hire date. The proposal required the FA to ask several clarifying questions.

Article 10.R is a complicated article, and it is possible the FA will propose different parts of this article compared to the District. Furthermore, an Article 10.R workgroup concluded last year with recommendations, and the District’s proposal needs to be examined and compared to the workgroup recommendations. The FA must examine this proposal carefully in order to understand the full impact to all adjunct professors. Thus, an FA response will need more time.

Article 11.E: Internship Program

In order to ensure that faculty mentors are available to faculty interns, the District proposed a change to 11.E.1, which now reads, “The faculty mentor shall be made available to the faculty intern during the time that the faculty intern is teaching/or rendering services.” This is a change from the current contract language that stated the faculty mentor “shall have no other assigned duties.” The District believes this will encourage more faculty to use the internship program because the original language was too restrictive. The FA will respond to this proposal soon.

Next Negotiation Meeting

The next negotiation meeting will be on Friday, Jan. 23rd at 9am.

Negotiations Office Hours Returns!

I will be offering a negotiations office hour on Tuesday, January 27th, at 9am. Stop in for a chat. I can answer questions, listen to your thoughts on the new contract, and hear what needs to be negotiated during this cycle.

Here is the Zoom link: <https://mtsac-edu.zoom.us/j/88669216584>