Faculty Association Negotiations Update No. 18
2025-2026, Year 1 of 3

Stronger Together!

To: All Faculty

From: Herschel Greenberg, Lead Negotiator

Date: 09/25/2026

We met with the District team for the 19th time for 5 hours on Friday, Oct. 23rd, 2026. This meeting was held in person in building 414.

Team members in attendance:
District: Tami Pearson, Karelyn Hoover, Kelly Fowler, Alexis Carter, Koji Uesugi, Romelia Salinas, and Adam Roman.
FANT: Herschel Greenberg, Joshua Christ, Donna Necke, Gayle Watkins, and Sandra Esslinger

Absent FANT: David Mrofka

Note:
During this meeting, the FA submitted 1 response. The District returned 3 responses. Despite our repeated requests for the return of our financial proposals, the District returned NO financial proposals.

District Responses:

Article 27 Health and Safety
The District rejected (again) the FA's proposal to recognize psychological harm as an independent workplace safety concern, arguing that Article 27 should address identifiable occupational hazards rather than employees' psychological responses to those hazards. The District contends that including psychological harm as a separate unsafe condition could create uncertainty about when contractual protections and corrective actions are triggered. Instead, the District argues that psychological trauma

and stress resulting from workplace violence are already addressed through the Workplace Violence Prevention Plan and existing legal requirements. While the District acknowledges the importance of psychological health, it maintains that psychological harm should be considered a consequence of an identifiable workplace hazard, not an independently recognized safety condition under Article 27. The FA is considering alternative ways to incorporate language acknowledging psychological harm should exist in Article 27.

Article 16.M: Sabbaticals

The District's proposed changes to Article 16.M would significantly restrict professors' ability to access and receive sabbatical leave. The District wants to require full-time workload status for the two years preceding a sabbatical and during the post-sabbatical service obligation, potentially excluding professors who participate in the Reduced Workload Program. Additionally, the District proposes requiring approval from the department chair, educational administrator, and Vice President before an application can even reach the Sabbatical Committee for review and ranking, creating multiple administrative barriers to approval. If any one of those three people say no, the sabbatical proposal is rejected! The District also rejected establishing a contractual minimum number of sabbaticals each year, leaving approvals subject to fiscal capacity, operational needs, and Board action rather than guaranteeing reasonable access for eligible faculty. Collectively, these restrictions make sabbaticals increasingly difficult to obtain, place greater control in the hands of administrators, and undermine professors' ability to exercise a negotiated professional development benefit.

Article 5: Rights of Association and Members

Last time, the District implied that having FA representation on committees would cause problems, blaming the FA rep for interfering with the committee’s assigned task. The District has expressed a willingness to revise the language to more positively recognize the role of FA representatives serving on District committees. The District acknowledges that FA representatives should be able to participate without negatively affecting committee operations and is open to language that more affirmatively describes their responsibilities and contributions. While the representative's role will remain advisory and nonvoting, the District's willingness to consider revisions represents an opportunity to strengthen FA representation, improve communication, and ensure faculty interests are heard in committee discussions that may affect negotiations.

FA Response

Article 10.R Adjunct Rehire Rights

The FA proposed several positive improvements to Article 10.R that strengthened adjunct faculty rehire rights, promoted consistency in scheduling, and created greater equity for librarians, counselors, and instructions specialists by including them in the seniority and scheduling process. The FA supported the District's proposed connection between rehire rights and Appendix C, Step 2, while adding clear evaluation requirements so that rehire rights were earned through both workload (LHE) and satisfactory evaluations, using the established H.8 evaluation form. The FA also proposed more consistent scheduling for adjunct faculty with rehire rights by improving the existing "status quo" language, requiring more accurate seniority lists be maintained by Human Resources, and a clear scheduling process that protected rehire rights while allowing assignments for adjuncts without rehire rights to be made afterward. The FA also proposed protecting adjunct faculty from losing rehire rights when assignments were canceled or removed for reasons beyond their control, such as low enrollment or bumping. Finally, the FA proposed clarifying the return-from-retirement process to ensure adjunct professors received fair and consistent treatment comparable to full-time faculty.

Discussion Items:

The FA and the District engaged in multiple discussions related to the following articles: Article 8: Adjunct Health Care, Appendix A.5: Full-Time Longevity, Article 14 Class Size, Pay Parity Package, and Appendix E.

The FA and the District also discussed proposal priorities.

According to the District, their top 4 priorities are as follows:

1. Appendix E
2. Article 10.R: Adjunct Rehire Rights
3. Pay Parity
4. Article 13: Distance Education

According to the FA Executive Board, our top 4 priorities are as follows:

1. Article 7: Salaries
2. Article 8: Adjunct Health Care

3. Appendix A.5: Full-Time longevity
4. Pay Parity

These conversations provided insight into the District's intentions with these articles, and will help form FA responses.

Next Negotiations

The next in-person negotiations will be Friday, Nov. 6th, 2026, from 9am – 2pm.
The next Board of Trustees meeting is Wednesday, Nov. 18th, 2026. Time TBD.