Faculty Association Negotiations Update No. 20
2025-2026, Year 1 of 3

Stronger Together!

To: All Faculty

From: Herschel Greenberg, Lead Negotiator

Date: 11/06/2026

We met with the District team for the 20th time for 5 hours on Friday, Nov. 6th, 2026. This meeting was held in person in the FA Conference Room.

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

Absent District: Alexis Carter
Absent FANT: David Mrofka

District Responses

Article 7: Salaries
The District finally returned Article 7, offering an increase in COLA from 2.87% already given to faculty to 3%, a .13% increase. The District argued the usual corporate speak, claiming the money is needed to fund all the increases in the budget. Oddly enough, their rationale did not mention the 1.44% COLA identified for the new pregnancy disability law. The .13% extra COLA will be rejected as we continue to fight for fully funded COLA.

Appendix A.5 Full-Time Longevity
The District proposed a $15 increase to the full-time longevity table; however, that $15 only applies to years 15, 20, 25, and 30. No increase was proposed at the 10-year increment. The District estimated

their cost at $80,000. While the dollar amount is the first proposed increase in years, the FA believes the District can afford to allocate more money to this proposal.

The District's proposed changes are included below.

Completed Service	Current Monthly Total	Proposed Monthly Total	Monthly Increase
10 years	$456	$456	$0
15 years	$912	$927	$15
20 years	$1,368	$1,398	$30
25 years	$1,824	$1,869	$45
30 years	$2,280	$2,340	$60

FA Responses:

Article 5: Rights of Association and Members

The FA and the District are still fighting on the wording regarding the inclusion of FA representation on committees, councils, taskforces, etc. The District said no to the changes in 5.H.5.a.1 regarding the list of all types of groups included in the Participatory Governance Handbook. We were not able to resolve our differences during the meeting.

Article 14 Class Size

The FA withdrew this proposal. The FA and the District approached this article from two radically different perspectives, which nullified the article's intent. At this time, the FA felt the best solution was to withdraw the article in order to focus on other proposals.

Appendix E: Reassigned Time

The FA argued that the only framework for changes in Appendix E come from the current process, which includes proposals from professors to either change the LHE of an existing position or request LHE for a new position. Anything else will not be considered at this point in the negotiations. The FA returned the language to match the original proposal using this framework. NOTE: If the District can show a reason to increase the LHE of an existing position despite it not being requested by a professor, the FA would consider a side letter for that LHE change.

Next Negotiations

The next in-person negotiations will be Friday, Nov. 20th, 2026, from 9am – 2pm.

The next Board of Trustees meeting is Wednesday, Nov. 18th, 2026. Time TBD.