



Faculty Association Negotiations Update No. 5

2025-2026, Year 1 of 3

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Lead Negotiator

Date: 03/06/2026

We met with the District team for the 5th time for 2 hours on Friday, March 6th, 2026.

Team members in attendance:

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

FANT: Herschel Greenberg, Joshua Christ, Sandra Esslinger, Gayle Watkins, David Mrofka, Donna Necke, and Robin Devitt.

District Response

Article 10.1 Flex Days

Previously, the FA proposed that the pay deduction for the floating Flex Day occur from the first overload pay during the following academic year. This language allows for plenty of notification of the missed submission, and it allows for the faculty member to plan for the loss of wages. Second, the FA proposed that if proof of completion of the floating Flex Day is provided after the deadline, the District would return the deducted wages since the work was completed prior to the deadline.

The District did not support the proposed language because, in their words, it undermines the purpose and enforceability of established certification deadlines. They claim that if certification can be submitted at any time following the deadline, the District would be required to engage in ongoing, retroactive verification of activities, reopen payroll adjustments, and conduct extensive follow-up. They believe this will create an unnecessary administrative burden and will increase the risk of error and inconsistency. For these reasons, the District maintained that certification must be submitted by the established deadline in order to be eligible for payment. Finally, in order to align with CalSTRS, payroll will look backwards to identify the last pay warrant with overload pay, banked leave, and/or regular contract pay to make the proper adjustment. The first pay warrant for fall will identify the retro adjustment from the previous academic year.

Discussion

Negotiations Schedule

Due to the nature and complexity of the remaining articles, the District and the FA agreed to negotiate every other week, allowing more time to research, defend, and propose articles. There will be no negotiations on March 13th, but FANT will meet and continue to develop our proposals.

Next Negotiations

The next negotiations meeting takes place on Friday, March 20th at 9:00am.