



Faculty Association Negotiations Update No. 9 2025-2026, Year 1 of 3

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Lead Negotiator

Date: 04/28/2026

We met with the District team for the 9th time for 2 hours on Tuesday, April 28th, 2026.

Team members in attendance:

District: Karelyn Hoover, Alexis Carter, Koji Uesugi, Romelia Salinas, and Harry Nakaoki.

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

Absent:

District: Tami Pearson (Co-lead negotiator) and Kelly Fowler

Note:

During this meeting, the FA submitted 1 proposal and 2 responses. The District submitted 0 responses. We're currently awaiting the District's responses to 11 proposals, which includes the proposals and responses presented today.

FA Proposals:

Article 8.G Health and Welfare – Adjunct Professors

The FA proposed removing the limited dollar amount in the adjunct health care pool in Article 8.G.1, which would allow all adjunct faculty, who meet the requirements found in Article 8.G, to enroll using the options provided by the district. It is important to note that in 2024/2025, TA #4 stated, “Should the amount of the total contributions for the year exceed the maximum annual pool, the District and Faculty Association shall meet to discuss next steps.” Furthermore, the District qualifies for the state’s 50% adjunct health care reimbursement program, which will reduce the cost of this proposal by half. The District did not ask any questions.

FA Responses:

Article 10.I Flex Days

The FA added language to clarify how the extenuating circumstances should be applied on a case-by-case basis, which could allow an extension to the deadline. The District returned from a caucus and agreed with the language. Article 10.I Flex Days became Tentative Agreement (TA) #2, and we wrote the intent language for the TA together during the meeting.

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

The FA proposed language that specifies the location in Article 10 defining an LHE. The FA also proposed increasing the dollar amount allocated for projects from \$5,000 to \$10,000.

Furthermore, the intent and purpose of Temporary Reassigned Time for Exceptional Levels of Service to the College is to allow faculty to complete work that is faculty driven and will enhance the level of instruction or methodology within departments, and not to

meet new or changing compliance requirements the district faces from the CCCCCO or Legislative mandates. The FA returned previously proposed language setting parameters on temporary reassigned time. Finally, the FA struck the District's proposed change in Article 10.O.7. The District did not provide rationale for the change in the very last sentence. In addition, the FA believes that these reports may contain sensitive information, including copyrighted material, that put the author and the District at risk. Faculty see no benefit to the publication of a brief report, and any content produced during Temporary Reassigned Time for Exceptional Levels of Service to the College will be submitted to the appropriate parties. The District asked questions regarding the submission of the report and about the definition of an LHE being defined in the parity proposal.

Discussion:

Parity Package

The District asked one question regarding the parity package: did the parity package change any of the professors' expectancies? The FA responded by affirming that the expectancies conveyed in Article 18 would not be changed as it relates to parity, and that one of the reasons parity is needed is because part time faculty are evaluated based on expectancies in Article 18, such as 18.B.1 "To be thorough in preparation for all class assignments," 18.B.9 & 18.B.10 "To prepare all records and reports accurately and completely" and "To submit records and reports to the proper offices within established deadlines," and 18.B.14 "To be reasonably accessible to students." All of these, among other expectancies, play part in the evaluation of part time faculty, and they all represent duties that are outside of the classroom instructional timeframe. Because the current contract language only compensates faculty for time in the classroom (part time and full time overload), this establishes the basis for why pay parity is needed within the contract, closing the liability for unpaid hours of work the district currently holds. The District did not ask any follow-up questions.

Next Negotiations:

The next negotiations will be Friday, May 15th, 2026, from 9am – 11am.

The next Board of Trustees meeting is Wednesday, May 13th, 2026.