



August 21, 2018

To: All Faculty

From: Joan Sholars, Faculty Association Lead Negotiator
Eric Kaljumagi, Faculty Association Negotiator and President
Linda Chan, Faculty Association Negotiator

Welcome back! The FA Negotiation Team and the District have been working all summer on an agreement for the contract. Below is a summary of the proposed changes:

- TA #1 allows student evaluations for probationary faculty to be done online for classes that do not meet in person during the 8th – 11th week of the semester. This corrects an inconsistency in the contract language.
- TA #2 states that faculty teaching non-credit classes will be notified if any classes in their discipline extend outside of the academic calendar. These faculty will be given the option to teach the class with or without the extension without prejudice. Assignments of the classes will follow rehire rights priorities as per Article 10.R.
- TA #3 was superseded by TA #9.
- TA #4 changes the deadline to turn in your written request for a sabbatical by the end of the tenth (10th) week of the fall semester, immediately preceding the fiscal year during which the sabbatical leave is to be granted. Please note: this year's deadline to turn in your request is November 16.
- TA #5 states that adjunct faculty teaching in the School of Continuing Education shall be paid for no less than one (1) and no more than four (4) hours per primary term at the non-teaching hourly rate if they voluntarily attend program or division meetings called by management for topics other than outcomes.
- TA #6 on Article 13: Distance Learning was signed. The TA eliminates the paragraph in the contract about a pilot review of 25 randomly selected DL sections to check for regular and effective contact. It adds language that requires SPOT (Skills and Pedagogy for Online Teaching) certification or other certification approved by the Academic Senate prior to teaching a Distance Learning Course for the first time. Additionally, these professors (those teaching a DL class for

the first time) are required to present to their department chair or designee a course shell for each DL course they will teach, together with a plan on how they will fulfill the regular and effective contact requirement. The District cannot assigned a DL course to a professor who does not have current SPOT or other approved certification.

The SPOT certification is valid for a period of four (4) years. Every four (4) years professors will be required to obtain a recertification through a condensed SPOT training approved by the Academic Senate, not to exceed four (4) hours. By July 30, 2020, all faculty assigned to DL courses shall have a current SPOT certification and/or recertification.

There shall be a certification process for regular and effective contact. The Academic Senate in consultation with the Faculty Association and the District will create a rubric that identifies regular and effective contact. This rubric will be used only to determine regular and effective contact. This certification process is separate and distinct from the SPOT certification process.

A certified chair or certified designee may be granted access after a two day notification for a period no longer than 1 week to visit a DL course to ensure that regular and effective contact is occurring. This observation shall occur after the 40% mark of the course. A follow-up written communication will be sent within two (2) weeks of the observation to the professor, to the department chair, and to the appropriate manager. If regular and effective contact is not evident during this observation, the professor may request a second review by a certified manager. The second review shall be in consultation with the professor. If the review does not find adequate regular and effective contact, a professor may be required to repeat SPOT certification or recertification in order to maintain eligibility for teaching DL courses.

Adjunct faculty that become SPOT certified will receive a one (1) time stipend of \$500 after teaching a DL course for the first time retroactive to July 1, 2017.

Full-time faculty that develop a new DL course will receive a one (1) stipend of \$500 after teaching the new DL course for the first time retroactive to July 1, 2017.

- TA #7 on Appendix E: Reassigned Time Positions was signed.
The District and the FA agreed to a net increase of 19 LHE.
Aircraft Maintenance Director – New position – 3 LHE
Animation and Gaming Program Coordinator – New position – 2 LHE
AWE Assistant Coordinator – decrease from 6 to 0 LHE
 We still have the AWE Coordinator and one AWE Assistant Coordinator
Curriculum Liaison – increase from 24 to 27 LHE
Distant Learning Coordinator – increase from 18 to 22 LHE
Distance Learning Assistant Coordinator – increase from 12 to 18 LHE
Graphic Design and Illustration Program Coordinator – New position – 2 LHE
Photography Program Coordinator – New position – 2 LHE

Remote Production Coordinator – increase from 3 to 6 LHE

We placed back into Appendix E the CNA Program Director – 8 LHE and the Phlebotomy Program Director – 4 LHE. These positions are not new and have not increased.

For positions in the School of Continuing Education, the LHE will be converted to a stipend by multiplying the LHE amount by the base credit hourly teaching rate and 18 (e.g. a 4 LHE reassignment would be paid as 4 LHE x \$76.02 x 18 = \$5,473,44 for an annual stipend of \$5479.)

- TA # 8 on Appendix D: Coaches and Assistant Coaches was signed. The FA and the District agree to wait until next year's negotiations to work on coaches so that the coaches' stipends and evaluations can be looked at in more detail. A correction was made to the Cheer/Spirit and Cheer/Spirit Assistant Coaches to make sure both coaches are included in Appendix D. It was also agreed to add a Sand (Beach) Volleyball Head Coach to Appendix D at the stipend rate of \$11,100.
- TA #9 on the calendar is a redo of TA #3. Since Mt. San Antonio College no longer has the Olympic Track and Field Trials in June 2020, the FA and the District agreed to use a calendar that gives the District the ability to move summer LHE to increase revenue from the state. So the new calendar only changes summer. The new start date for Summer 2020 is Monday, June 22. This gives one week between Spring 2020 and Summer 2020 and three weeks between Summer 2020 and Fall 2020.
- TA #10 gives faculty a 2.71% (COLA) increase, on schedule, including Appendices.
- TA #11 is a Professional Growth Hourly Incentive for adjunct faculty. A Professional Growth Hourly Incentive is earned by adjunct professors for on-campus professional development workshops approved by the Salary and Leaves Committee and completed by the professor. Approved workshops shall include the District's New Adjunct Faculty Orientation (one-time only) and participation in Flex Day activities (each semester). The non-teaching hourly rate shall be paid to adjunct professors completing approved on-campus professional growth workshops up to a limit of 6 (six) hours per fiscal year. Once the petition is approved and completion of the workshop is verified, the college shall include the incentive in the professor's pay warrant within 45 working days.
- TA #12 is a clean-up of the language concerning agency fees since the Janus Supreme Court decision. It states that the District shall furnish information to the FA concerning faculty and that the FA shall furnish the District with information about who is a member. The District also agreed that payroll deductions by unit members can include NEA Fund for Children and Public Education, Faculty Association of California Community Colleges (FACCC), Mt. San Antonio College Foundation, and United Way.

Information sessions are scheduled for

Wednesday, August 29 from 11:30 – 12:30

Wednesday, August 29 from 1:30 – 2:30

Tuesday, September 4 from 1:30 – 2:30

Thursday, September 13 from 1:30 – 2:30

These sessions will be in Founders Hall.

In addition, questions regarding the proposed changes may be asked at

Coffee with the FA President, Wednesday, September 12 from 9:00 – 11:00 at Prime Stop

Coffee with the FA President, Thursday, September 13 from 9:00 – 11:00 at Prime Stop

FA Open House, Tuesday, October 9 from 2:00 – 7:00 in the FA Office (Room 23-5100)

If you have any questions or concerns, please contact Joan Sholars at jsholars@earthlink.net or Eric Kaljumagi at kaljumagi@msac-fa.org.