



April 1, 2022

**UNITED**  
*We are*  
**STRONGER**

## Faculty Association

### Negotiations Update #5

This update is to provide our members with a general summary of what is happening in negotiations. The specifics of the Tentative Agreements will be presented at Rep Council. Each representative will then share with the department members. Salary and benefits have yet to be agreed upon for discussion while the FA team finishes fiscal research.

We have been receiving many emails and questions and would like the faculty to know that we see this as a member driven process. We continue to reach out with targeted polls as needed to inform the team (at least three times during these negotiations) and have met with various groups of faculty as part of our research and development of proposals and counter-proposals. It is our interest to represent the faculty the best we can with the most current information possible.

The Faculty Association (FA) represented the faculty in negotiations on April 1, 2022 from 9:00 a.m. – 1:00 p.m. and exchanged proposals with the District.

The FA and the District reached agreement on:

- Acknowledging adjunct faculty should have an opportunity to cross columns twice during the year rather than only once (Appendix C–Advancements).

The FA responded to the District Proposal:

- The District Proposal for an increase to full-time of one office hour in lieu of one service hour to the college to increase student access to faculty, to which the FA countered to increase office hours and office hour pay for adjunct faculty, who have a lower ratio of teaching to student office hours access (10.B).

The District responded to FA Proposals/Counter-proposals:

- Adjunct Rehire Rights (10.R)
  - The district responded with a more transparent and itemized process for scheduling, but stopped short of guaranteeing rehire rights adjunct two classes. (10.R.1)
- Cancellation of Assignments (10.D) and Overload Assignments (10.L)
  - The District responded with clarification of language, and will respond to the initial FA proposal at the next negotiations meeting.

The next negotiations meeting is set for 9:00 a.m. – 1:00 p.m. on April 15.

Please direct any questions or concerns to Emily Woolery, President ([erwoolery@gmail.com](mailto:erwoolery@gmail.com)) or Tamra Horton, Vice President ([t.horton.fa@gmail.com](mailto:t.horton.fa@gmail.com)).

**United We Are Stronger!**

**Sandra Esslinger**  
Lead Negotiator