



April 22, 2022

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## Faculty Association

### Negotiations Update #7

This update is to provide our members with a very general summary of what is happening in negotiations. The specifics of the Tentative Agreements (TAs) will be presented at Rep Council. Each representative will then share with the department members. Salary and benefits proposals have yet to be agendized but will be prioritized.

The Faculty Association (FA) represented the faculty in negotiations on April 22, 2022 from 10:30 a.m. – 2:00 p.m. and exchanged proposals with the District.

The FA and District discussed:

- Explanation of the ways in which Flex is implemented at the administrative level. Morris Rodrigue presented.
- Clarification in the language for the TAs.
- Introduction of District's interest in Article 13: Distance Learning.

The FA proposed:

- Appendix A.5 (Service Increments) and A.7 (Professional Development) were proposed. Regarding A.5, the FA requested on behalf of the faculty equity in service increments (also known as Longevity) between the working groups, which included adding service increment/s and increasing compensation. Regarding A.7 (Professional Development) the FA requested increases to the stipends for Earned Degrees and eligibility for adjunct in the one-time degree stipends. Appendix A remains open as a whole.

The District responded to:

- 10.R Adjunct Faculty Rehire Rights. The District agreed that Human Resources would maintain the seniority list of adjunct faculty. The District did not agree to the FA proposal to offer adjunct professors with rehire rights a second prioritized assignment. Furthermore, the District proposed and maintains that full-time faculty should not have priority for teaching after retirement, because such a priority displaces adjunct faculty with rehire rights.

The next negotiations meeting is set for 9:00 a.m. – 1:00 p.m. on May 13th.

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