



May 13, 2022

UNITED
We are
STRONGER

Faculty Association

Negotiations Update #8

This update is to provide our members with a very general summary of what is happening in negotiations. The specifics of the TAs will be presented at Rep Council. Each representative will then share with the department members. Salary and benefits will be discussed at the next negotiation meeting as the May Revise and Student Centered Funding Formula calculation process has been posted by the Governor's Office.

The Faculty Association (FA) represented the faculty in negotiations on May 13, 2022 from 9:00 a.m. – 1:00 p.m. and exchanged proposals with the District.

The District Responded to:

- Appendix A.5 (Service Increments) and A.7 (Professional Development). The District rejected the FA's proposed equitable service increments (also known as Longevity) to CSEA and management, an increase in the compensation for the existing increments, and an increase to the stipends for Earned Degrees. The District agreed to adjunct eligibility for the one-time earned degree awards. Appendix A remains open as a whole.
- 10.I Flex Days. The District had proposed an additional Flex Day, but withdrew the proposal.

The FA Responded:

- 10.R Adjunct Faculty Rehire Rights. This originated as an FA proposal to provide adjunct professors with rehire rights a second prioritized assignment. The District countered, allowing for a process, but not for the second assignment citing a need for flexibility. The FA countered with a proposal that prioritized seniority, yet enhanced flexibility needed by the District. The FA also countered to maintain retiree rehire rights.
- 10.M. Department Chairs originated as a District proposal. The FA recognized the need for the Instruction Office to communicate directly with the chairs. However, the FA did not see the added training and meetings as feasible given the minimal release time allotted for Chairs. The FA Countered a flexible way of allowing the Instruction office time with the chairs and flexibility with training without adding additional meeting hours, while increasing Chair compensation.
- 10.B. Office Hours is a merged proposal. The FA originally proposed by appointment office hours and an increase to the number of adjunct office hours and the office hour rate. The District originally proposed a shift of one hour of service to the college to office hours, and countered with a pilot to increase adjunct office hours and an increase to the adjunct office hour rate at \$35 per hour. FA rejected the reduction of service hours for office hours in their

counter as the faculty as professionals have contractual discretion to utilize service hours for additional office hours. The FA refined the pilot to include adjunct selected office hours to include more adjunct faculty in the pilot and countered to further increase the office hour rate.

The next negotiations meeting is set for May 27th from 9:00 a.m. – 1:00 p.m. The FA will be making their salary and benefits proposals, based on the faculty survey and input.

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

United We Are Stronger!

Sandra Esslinger
Lead Negotiator