



Faculty Association Negotiations Update #10

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 06/07/2024

This update provides our members with a very general summary of what is happening in negotiations.

We met with the District team for the 12th time on Friday, June 7, 2024.

Team members in attendance:

District: Alexis Carter, Francisco Dorame, Tami Pearson, Lance Heard, Kelly Fowler (until 10:30).

FANT: Sandra Esslinger, Herschel Greenberg, Benjamin Vu, Joshua Christ, Emily Woolery, David Mrofka, Robin Devitt (CTA)

Overview: This negotiation we exchanged 9 responses and proposals. ***We have had no response to our financial proposals at this time. Please see update #8 as the issues remain the same.***

The Faculty Association (FA) remains very interested in closing in June!

The FA did not exercise its right to reopen any part of the contract, except for the automatic reopeners—Appendices, Benefits, and Salaries. We have not resolved these areas yet.

District Responses:

Article 20—Grievance Procedure: We are close to an agreement and the FA will respond.

Article 21—Dispute Resolution: We are close to an agreement and the FA will respond.

Article 10.S and 18.G.9—Contract Clean-up: This topic is regarding modality of department meetings. In one part of the contract, it states that Department Chairs must conduct in-person meetings, while another part requires professors to be offered the option to join remotely, forcing a hybrid meeting without the infrastructure. The FA had originally proposed two minor deletions to resolve this issue to allow for status quo scheduling that at the discretion of the department may be all online or hybrid. The District rejected these changes that would require a hybrid modality without infrastructure. The FA will respond.

Faculty Responses:

Article 10.B.5—Adjunct Professor Student Office Hours (Dual Enrollment): The faculty responded to the district proposal with clarifying language that a professor who teaches a dual enrollment course would be compensated for necessary office hours outside of the regular terms.

Faculty Proposals:

Appendix A.4—Initial Placement on Salary Schedule: The FA proposed inclusive language for previous job experience and work experience and provided objective guidelines for how to determine whether a professor is placed on the vocational or academic salary scale.

Appendix C—Faculty Overload and other than contract salary rates: The FA proposal reorganized this article in order to provide inclusive language and omit redundancies. The FA proposed that adjunct professors are placed initially on the salary schedule based on their appropriate column and step for their education and experience. Previously, adjunct professors were placed on the first column first step initially. Additionally, The FA proposed inclusive language for previous job experience and work experience that was in alignment with Appendix A.4.

Article 8—Contract Benefits: The FA proposed that the full-time health care benefits are equitably provided by using a formula that mirrors other employee groups and is self-adjusting and dependent upon a change in rates.

Article 10.R—Adjunct Professor Rehire Rights: The FA proposed language to include Librarians, Counselors, and Instructional Specialists in the rehire rights part of the contract. The language previously privileged instruction. This proposal is separate from the work that is being done to correct errors in the rehire rights list.

Tentative Agreement (TA):

Article 8—Contract Benefits: This TA did not address the benefits allowance, but added clarity for the faculty to understand the role Medicare played in relationship to the retiree benefits.

If you are a full-time FA member, join FA leaders in wearing a green stole at commencement. We need to see your support to be seen as we fight for:

- Full 2023-24 COLA (4.11% remains!)
- 15-year longevity step for full-time and adjunct professors
- Protection of our professional autonomy and integrity

If you are a new full-time professor, there are a limited number of stoles available at the FA office. Call extension 4531 to arrange a pickup time.

Please contact our organizer Loni Nguyen at askme@loni.net to support the FA Negotiations Team. United We Are Stronger!