



Faculty Association Negotiations Update #12

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 07/01/2024

We met with the District team for the 14th time on Monday, July 1, 2024.

Team members In attendance:

District: Sokha Song, Alexis Carter, Francisco Dorame, Tami Pearson, Lance Heard (late arrival), Kelly Fowler, and Delana Miller

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

Overview: In our recent negotiation, we received eight District responses to our financial proposals out of the nine responses exchanged. It's important to note that the District received an 8.22% increase on most of its revenue income/budget items, including salaries and health insurance, during this past academic year, despite claiming they could not provide us with full COLA. They have a substantial 21.96% reserve of \$63,185,663, and it is evident that the District's priority was accumulating an 18% reserve over three years, which they achieved in just one year. This indicates that ***the District does not have a money problem but rather an allocation/prioritization problem.*** We urge you to review the charts attached to this update, highlighting how the District has **deprioritized** faculty.

The morale of the faculty across campus is declining, and **we must come together and make our voices heard at the Board of Trustees meeting on July 10th.** It's imperative to communicate to the Board how the college's priorities have shifted – the faculty is the only group that sustainably and directly serves students the majority of the time. Even the presence of faculty at the meeting will help the Trustees recognize the urgency of this issue.

The Trustees will hold a closed session on July 10th to discuss negotiations, and we hope to share our perspective with them. Your support and presence at this meeting are greatly appreciated. Wear FA green and attend with us.

District Responses:

Article 8.H.--Tuition and Fee Reimbursement: NO!

Appendix--A.6.b Professional Growth Hours (PGH): NO! No increases.

Article 8—Health Benefits: NO! No increases. (The district did leverage SISC again, implying there would be no increases until we agree to leave CalPERS! See charts.)

Article 10.B.5—Adjunct Professor Student Office Hours: NO! No increases. (Even though the adopted State budget increased funding to 90%.)

Appendix A.5—Service Increments (Longevity): NO! No increases (see charts).

Appendix C—Adjunct Longevity: NO! No increases.

Article 7—Salaries: All offers have historically included percentages applied to the appendices when negotiating salaries. The offer is also NOT retroactive!! ***The District offer excluded the appendices from the increases. Don't let the district fool you into thinking they offered full COLA.*** What does this mean to our increases usually included in salary negotiations?

***Service Increments/Longevity: NO!**

***Professional Growth Increments (PGI): NO!**

***Earned Degrees and Degree Stipends: NO!**

***Department Chairs: NO!**

***Athletic Coaches and Performing Arts Coaches Remuneration: NO!**

***Retroactive Pay: NO! Also depriving Retirement Incentive Program participants—the percent offered to us starts July 1, 2024!**

Did the district offer us COLA? NO! It is less than COLA! The offer we received was less than the cost-of-living adjustment (COLA) because it only applied to the base salary. It is significantly lower than what we usually receive and less than what other employee groups receive with their percentage-based longevity increments. This means that the District deprives the faculty of the increases that other campus units will receive. This offer does not result in equitable pay for us.

The Offer: The District proposed a 4.11% increase (balance of 8.22% COLA) starting from July 1, **2024**, without retro pay back to July 2023, resulting in \$5 million in savings for them. Additionally, they offered a 1.07% cost-of-living adjustment (COLA) contingent on receiving the funds for 2024-25. The proposed offer falls short of keeping up with the cost of living. (See salary comparison chart.)

Appendix C—Faculty Overload and Other than Contract Salary Rates (including Adjuncts): We made some progress on this one. Edits and reorganization changes were accepted. However, the District has not yet agreed to properly place (aka pay) adjunct faculty on the salary schedule from the start of their employment. We will continue to negotiate for this fair condition.

Faculty Response:

Article 10.M.4—Chair Elections: The FA responded to the Department Chair Elections process. We are getting closer to agreement,

The Faculty Association Negotiation Team is working hard to protect faculty and our profession! We still need your full support as we fight for our very reasonable financial proposals:

- Full COLA including appendices
- 15-year longevity step and an equitable structure like all other employee groups
- Increased health care benefits

How can you help?

① Join us at these meetings:

Zoom Town Hall Meetings:

- Meeting ID: 873 1676 7641
- Passcode: FARocks!

Tuesday, July 2nd, at 6:00 p.m.

Monday, July 8th, at 9:30 a.m.

Board of Trustees Meeting:

Wednesday, July 10th, usually around 4:00 p.m.

② Opt-in to get text messages from the FA:

Text "Join FT" or "Join PT" to 424-334-0655

③ Share other ideas with our organizer:

Maya Alvarez-Galván at malvarez_galvan@hotmail.com

United We Are Stronger!

Mt. SAC's Lowest Fiscal Priority is the Faculty

Mt. SAC faculty are paid less than The State average for Community College Faculty!

Fall 2023	Educational Administrators	Classified Administrators	Classified Professionals	Classified Support Staff	Full -Time Professors
Avg. Salary	\$205,744	\$166,742	\$121,690	\$97,916	\$121,058
% over State Avg.	8%	10%	18%	23%	-1%

Datamart Source: https://datamart.cccco.edu/Faculty-Staff/Staff_Annual.aspx

Mt. SAC faculty are not paid equitably for their longevity!

Longevity Steps	10 year	15 year	20 year	25 year	30 year	35 year	Total Compounded Percent
Faculty	\$4,360	NO	+\$4,360	+\$4,360	+\$4,360	NO	NO 14%*
CSEA 262 Confidential	3.5%	5%	3.5%	3.5%	3.5%	No	20.49%
All Management	3.5%	5%	3.5%	3.5%	3.5%	3.5%	24.71%

*Approximately 14% of the average salary (\$121,058) as reported for 2023 for Mt. SAC: https://datamart.cccco.edu/Faculty-Staff/Staff_Annual.aspx

Mt. SAC faculty do not get equitable health insurance coverage!

Fully Covered Insurance	Single Party Kaiser	Two Party Kaiser	Family Kaiser	Dental HMO	Vision	Life
Faculty	yes	NO	NO	NO*	NO*	NO*
CSEA 262, 651 Management	yes	yes	yes	yes	yes	yes
BoT, President/ VPs	yes**	yes**	yes**	yes**	yes	yes

**No" applies to 2-Party and family, single party is fully covered for Kaiser and Dental HMO with their current allowance this year only.

***Full coverage for all plan options.

Is this a college that cares about its faculty?