



Faculty Association Negotiations Update No. 10

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 03/07/2025

We met with the District team for the 10th time for 2 hours on Friday, March 7th, 2025.

Team members in attendance Meeting #10:

District: Sokha Song, Lance Heard, Tami Pearson, Koji Uesugi, Kelly Fowler, and Adam Roman

FANT: Herschel Greenberg, Joshua Christ, Emily Woolery, Benjamin Vu, Beta Meyer, and Gayle Watkins

District Discussion

Article 7 – Salaries: The district discussed the Faculty Association’s Article 7 proposal. In that proposal, the FA generated a long list of increased faculty responsibilities as a justification for a 2.3% raise. The district has not given the faculty a raise since 2015-2016, and the list of responsibilities was meant to demonstrate how much more work faculty continue to do for their students. The district asked about specific items on the list, and the FA continually justified the increased workload warrants a raise. The district’s questions indicated that the additional responsibilities listed by the FA is just the nature and evolution of our workload. The district insinuated that as the workload increased, most faculty cut corners in other ways, serving students less in those capacities. The FA strongly rejected those notions. Our answers will be taken into consideration as the district prepares a response to this proposal.

FA Proposal

Side Letter – Fraudulent Enrollment: The FA proposed a side letter protecting faculty from class cancellations due to fraudulent enrollment. Due to the removal of thousands of fraudulent enrollments

from rosters and waitlists, many classes were in jeopardy of being canceled immediately before the Spring semester began or during the first week of the semester. In order to protect faculty assignments, the FA proposed clarification to Article 10.R in order to ensure proper re-scheduling of faculty (if needed). The FA also proposed language that if a class is cancelled due to fraudulent enrollment and a replacement class cannot be assigned, the district will ensure the faculty member remains whole for their Spring 2025 assignment.

Next Negotiations

The next negotiations meeting is set for Friday, Mar. 14th from 9:00am – 11:00am.