



# Faculty Association Negotiations Update No. 11

## ***STRONGER TOGETHER!***

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 03/14/2025

We met with the District team for the 11<sup>th</sup> time for 2 hours on Friday, Mar. 14th, 2025.

### **Team members in attendance Meeting #8:**

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

### **FA Discussion**

Demand to Bargain – Brown Act: President Garcia consulted with her legal team and is attempting to make specific committees fall under the Brown Act, including committees under purview of Academic Senate. Brown Act requires posting an agenda prior to the meeting, allowing for public comments, and all records of the meeting shall be available for public review. The FA believes this will change the nature of faculty work and alter the definition of shared governance. The Demand to Bargain allowed the FA and the District to have a conversation about the ramifications of requiring committees to follow Brown Act laws, including finding on-campus spaces big enough to allow public attendance, properly posting agendas for the community to review, and training faculty already on committees to follow Brown Act laws. The FA answered all of the District's questions.

### **FA Response**

Article 8 – Adjunct Health Care: The FA returned Article 8: Adjunct Health Care with the original proposed language from 12/6/24. The FA is proposing the District utilizes the state's 100%

reimbursement program for adjunct the health care. The original proposal was written in order to align the college with the state's requirements for full reimbursement. In the District's response on 1/24/25, they calculated the cost to insure 652 qualifying adjunct as \$11.5 million dollars. The FA's response focused less on the data and more on the District's unwillingness to take a risk on this reimbursement program. The FA reminded the District that every participating college in the state of California has been reimbursed, and the LA Community College District, the biggest in the state, is using the state's reimbursement program for their adjunct professors, which includes CalPERS. The FA essentially asked the District why they were willing to leave behind \$11.5 million dollars in a time when the District is looking for any additional funding it can get. The FA also pointed out how the District is ignoring a funding stream that provides healthcare to adjunct faculty, the majority of which are minority and underrepresented individuals, when this state funded program completely reimburses the District. The FA hopes these arguments will allow the District to reconsider their position.

### **District Response**

Article 10.B.6 Adjunct Office Hours Pilot Program: The District responded to Article 10.B.6 by agreeing with the FA's request for the original \$200,000 dollars; however, the District did so by removing the rollover amount and starting the pilot program's additional year at \$200,000. Furthermore, the District agreed with the FA's request to align the pilot program's pay rate with Article 10.B.5. However, the District returned the language requiring adjunct to report how the pilot program's office hours were used, including metrics for student success. The District also added language stating that all adjunct professors who participate in this pilot program will complete an exit survey within two weeks from the end of the semester. This exit survey will be mutually agreed upon by the FA and the District before being utilized in the Fall of 2025.

The District also added clarifying language regarding the selection process when adjunct apply for the office hours pilot program. Previously, the only criteria for setting priority was the total number of LHE assigned to the adjunct professor, meaning an adjunct professor teaching 8 LHE would have priority for the office hours over an adjunct professor teaching 4 LHE. Based on the data provided by the District, 303 adjunct professors utilized the office hour pilot program, and nobody was denied because the funding was available to provide the hours for all those that requested it.

The District added four layers of language establishing a new priority list. First, adjunct professors who apply for office hours and are the only professor from their discipline to apply would get top priority. Second, adjunct professors from disciplines whose course success rate is less than 50% would get the next priority. Third, adjunct professors from disciplines whose course success rate is less than 70% would get the next priority. Please note that this is not the success rate of the individual professor's history teaching the course—these are the overall success rates of that course as determined by the Office and Research and Instructional Effectiveness and will use the course success data from the previous academic year. Finally, the last priority would be given to professors based on the greatest amount of assigned LHE.

The FA asked for clarifying questions regarding these changes and will respond accordingly.

### **Next Negotiations**

The next negotiations meeting is set for Friday, March 21<sup>st</sup> from 9:00am – 11:00am.