



Faculty Association Negotiations Update No. 14

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 04/04/2025

We met with the District team for the 14th time for 2 hours on Friday, April 4th, 2025.

Team members in attendance

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

FANT: Herschel Greenberg, Joshua Christ, Beta Meyer, Gayle Watkins, Emily Woolery, and Robin Devitt

FA Discussions

Article 10.B.6: Adjunct Office Hours Pilot: The FA asked additional questions regarding the adjunct office hour pilot program. The questions continued to focus on the exit survey, including allowing qualitative responses to be optional. Additional questions were asked about the District's proposed priority list, including how the District would resolve a situation where the final three adjunct professors were waiting for final approval. The debate was whether or not the District would say yes to some adjunct and no to others, or if the District would agree to a lower number of office hours in order to say yes to as many people as possible. Ultimately, the goal is to give all adjunct who apply to the pilot program an opportunity to offer hours to their students.

FA Responses

Fraudulent Enrollment Side Letter: Previously, the District proposed a much shorter side letter stating that they would honor the contract when offering new classes to professors who lost classes due to fraudulent enrollment. However, the District removed any mention of keeping a professor whole if an equivalent LHE was unable to be assigned. Therefore, the FA added language specifying if a professor had a class canceled due to fraudulent enrollment and was not given another course assignment equal

to or greater than the original canceled assignment, the full-time or adjunct professor shall be compensated an equivalent LHE assignment to ensure they remain whole.

Article 7.A.1 Pass Through COLA: The FA returned our proposal for pass through COLA by adding a new sentence that ensures the District has the ability to approach the FA when the District is faced with a financial crisis that causes the campus to be unsustainable. The District continues to express an interest in funding COLA on time every year. The FA insists the District add language to the contract that guarantees the funding of COLA, but the new sentence specifies criteria regarding when the District can claim financial stress and approach the FA in an attempt to resolve the financial problems.

District Discussion

RSI Fraudulent Enrollment Side Letter: The District shared a side letter that supports professors who were unable to complete the RSI review process due to class cancellation from fraudulent enrollment. The side letter allows those affected professors to complete the RSI process and receive their 3 hours of pay when another asynchronous class is offered to that professor. The FA will respond via email in order to expedite the resolution of this side letter.

District Response

Article 10.V Assignments in Other Languages: The District rejected the FA's proposal, stating that the offering of courses in languages other than English should be a pilot program for select noncredit courses only. The District also rejected paying counselors, librarians, and instructional specialists, who are needed to support students in these courses. The District returned all language to their previous proposal.

Next Negotiations

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