



Faculty Association Negotiations Update No. 15

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 04/18/2025

We met with the District team for the 15th time for 2 hours on Friday, April 18th, 2025.

Team members in attendance Meeting:

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, Benjamin Vu, and Emily Woolery.

NOTE: There was no official negotiations on April 11th, 2025. The meeting with the District focused solely on answering financial questions from the 50% law audit findings from the state of California.

FA Discussions:

Article 10.B.6: Adjunct Office Hours Pilot: The FA asked additional questions regarding the adjunct office hour pilot program. The questions focused on the current process for scheduling adjunct office hours requests using the current prioritization process. Then, a follow-up question was asked about how this would change with the new prioritization process proposed by the District. The goal was to find out if the current deadlines in the pilot program would be sufficient with a new set of priorities for scheduling adjunct office hours.

FA Responses:

Article 10.V Assignments in Other Languages: The FA responded by asserting that we write contract language for all faculty. The FA provided revised language to previously proposed language and took a small step towards conciliation on the issue regarding compensation. The FA also suggested that if this proposal cannot be resolved, it might be better suited for full negotiations next year.

District Responses:

Article 7.A.1 Pass Through COLA (as an MOU, not a TA): The District returned this proposal with state-funded, pass through COLA, for the next contract cycle, covering 2025-2028. However, the District also added the following contingency: The 3-year pass through COLA is contingent upon the District not experiencing any financial constraints. The District wrote that if the District experiences any financial constraints, the state-funded cola would be suspended to address the financial constraints, and then the District would inform the FA in order to discuss a plan. Finally, this proposal would have to be signed as an MOU because it would take effect at the start of the next negotiations cycle.

Appendix A.6.c DEISA Professional Growth Increments: Full-time and DEISA Professional Growth Increase: Adjunct: The District responded by proposing a different method for compensation, providing full-time professors 8 hours for training and adjunct professors with 6 hours for training, to fulfill the Title 5 DEIA requirements. The training hours must be completed every 3 years and will be compensated at the non-instructional rate. The DEIA trainings must be pre-approved by the Salary and Leaves Committee. Professors may also utilize available PGI, PGH, and Service to the College hours to supplement beyond these training hours. The District also noted that they use the abbreviation, DEIA (without the S), to align with the current state language.

Appendix C: Pay Parity: The District rejected this proposal. However, the District noted they have an interest in addressing Appendix C, but with only a few negotiations sessions remaining, the District proposed bringing this to the next round of negotiations. Currently, there is not a set deadline to end negotiations, so this conversation could continue. The District stated it has an interest in addressing prep time, teaching time, office hours, etc. Finally, the District noted that although 7.b.1 and 7.b.2 address parity, 7.b.3 requires additional state funding to cover the rising costs of parity. No additional state funds have been provided to fund parity since 2001-02.

District Proposals:

Article 20: Grievance Procedure (MOU): The District proposed to clean up language in 20.B.4.b and 20.B.5.a, changing the words “calendar days” to the words “working days.” This aligned with the definition of “Working Days” in 20.A.22. Furthermore, the District and the FA added a sentence in 20.A.18 indicating that the timeline for the grievance process begins on the next working day after the grievance is submitted. This is an MOU expected to be signed soon.

District Discussion:

Article 16: Leaves of Absence: The District is attempting to clean up the sabbatical process timeline. The District and the FA discussed several deadline changes in 16.M.6 and 16.M.8.d. At the end of the

meeting, it was suggested that the application for sabbatical leave be due September 1st, and the sabbatical leave request would be placed on the November Board of Trustees agenda. Both sides will need to explore these changes and timeline discussions will continue.

Next Negotiations:

The next negotiations meeting is set for Friday, April 25th from 9:00am – 11:00am.