



Faculty Association Negotiations Update No. 2

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 11/22/2024

We met with the District team for the 2nd time for 2 hours on Friday, Nov. 22nd, 2024.

Team members in attendance:

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

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

District Proposal:

Article xx: Noncredit Classes in Other Languages: The District proposed an entirely new section of the contract, via MOU, dedicated to noncredit classes taught in a language other than English. This MOU is a response to AB 1096 and is being allowed by the mutual agreement from the FA. The proposal included a vague process for verifying bilingual language fluency before classes were staffed, defined a Designated Language Expert as a professor or administrator who is qualified to assess language proficiency in the target language, and outlined a 3-person panel needed to verify language fluency (the SCE educational administrator, a full-time SCE noncredit program professor, and the Designated Language Expert). The proposal also included a methodology for evaluating course materials since all course materials, including syllabi, handouts, Canvas, etc. would need to be translated into the language used in the course.

After asking a plethora of questions, the FA asked the District to keep the article and add more depth, clarity, and accuracy to the proposal. The FA questions revealed large gaps in the proposal, including a lack of compensation for faculty preparing and teaching these courses in another language, a clear timeline for setting up courses in another language, and a logical approach to evaluating professors teaching noncredit classes in another language. The FA even pointed out that articles should not be proposed without properly identifying where it will go in the contract because context is important. The District will need to return this with proper contract article numbers.

The District agreed to reevaluate this proposal and bring it back again in a future meeting.

FA Responses:

RSI Side Letter Response: The FA proposed additional language to the RSI Side Letter in order to meet the expectations for RSI verification for accreditation. The RSI Faculty Peer Mentors would be extended into the Spring of 2025. The RSI Coordinators would be offered 7.5 LHE for the Fall of 2024 and 4 LHE in the Winter of 2025. The RSI Review Stipend would be extended into the 8th week of Spring 2025. All of this is in addition to the already agreed upon changes from last week. All of these changes are designed to support the Academic Senate Taskforce recommendations. The District took the proposal and will respond at the next negotiations meeting.

Appendix E: Special Assignment: The District proposed changing the date for the Special Assignment information from the end of April to March 15th. The FA pointed out that the day of March 15 could fall on a weekend and proposed the second Friday of March. In addition, the FA asked that this proposal switch from an MOU to a Side Letter. Since everything else was agreed upon, the District indicated that a Side Letter would be fine. This will be sent out of signatures soon.

Discussion Item:

Article 16.N. Banking Leave: The FA prepared a series of questions for this article in order to gather enough information to form a clear and accurate response. The District's answers allowed the FA to gather insight into the problem and the purpose of their proposed changes. The FA also asked about 11-

and 12- month employees and how the proposed language might affect the use of banked leave. The FA will present a response to this article at the next negotiations meeting.

Closing Thoughts

With the Thanksgiving holiday and close of campus, the next negotiations meeting is set for Friday, Dec 6th from 9:00am – 11:00am.