



# Faculty Association Negotiations Update No. 4

## ***STRONGER TOGETHER!***

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 01/17/2024

We met with the District team for the 4th time for 2 hours on Friday, Jan. 10, 2025.

Team members in attendance:

District: Alexis Carter, Sokha Song, Lance Heard, Tami Pearson, Shannon Carter, and Adam Roman

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

### **Agreements Made During Winter Break:**

RSI Side Letter: Another RSI Side Letter was signed during the winter break. The new language specifies timelines for RSI completion requirements and consequences if those timelines are not met. A professor must successfully complete the RSI process in either Fall 2024 or Winter 2025, or be signed up for RSI review by Jan. 31st, 2025, or complete one RSI review by Feb. 13th, 2025 in order to teach an asynchronous online class in the Spring 2025. If these criteria are not met, a professor may be removed from the asynchronous class and reassigned to an in-person class, online synchronous class, or equivalent LHE assignment to ensure the professor remains whole for Spring 2025. The vacated asynchronous online class will be assigned to a professor, as per Article 10, based on seniority and expertise, who is willing to accept the assignment and has successfully completed RSI review. This RSI Side Letter expires on the last day of Spring 2025.

Article 13.B.7.c Merged Shells: An additional sentence clarifying the types of courses that qualify for merged shells was added to the contract via MOU. It allows a professor to merge course shells for

cohort, corequisite, linked, mirrored (credit/noncredit), or stacked courses if these courses have the same modality and professor.

**District Proposals:**

Article 10.V – Noncredit Classes in Other Languages: The District brought back their previously unnumbered proposal for Noncredit Classes in Other Languages and have now labeled this Article 10.V per FA request on November 16 to determine where in the contract the language would be found. The District also responded to FA concerns about compensation. First, the District added language that compensates professors two hours at the non-instructional rate when assigned to assess language proficiency. Second, the District proposed a one-time stipend for the initial conversion of course material and syllabi into the target language. The FA is reviewing this proposal now.

**District Responses:**

Article 16.N – Banking Leave MOU: The District agreed to the FA proposed language changes. The change is the addition of 16.O.5.f, clarifying the use of banked leave, which cannot exceed a professor’s contractual load in any term. This was signed as an MOU.

Article 7.A.1 – Pass-Through COLA: The FA proposed new contract language granting pass-through COLA beginning with the 2025-2026 contract. The district rejected all proposed language, claiming that they had to wait for the newest Governor’s budget report. The District wants to agree to COLA as soon as possible; however, they did not agree to pass-through COLA at this time. Once the Governor issues a COLA projection, the FA will resubmit this proposal.

**Next Negotiations:**

The next negotiations meeting is set for Friday, Jan. 17 from 9:00am – 11:00am.