



Faculty Association Negotiations Update No. 6

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 01/29/2024

We met with the District team for the 6th time for 2 hours on Friday, Jan. 24th, 2025.

Team members in attendance:

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

FANT: Herschel Greenberg, Joshua Christ, Emily Woolery, Benjamin Vu, Beta Meyer,

FA Response

Article 10.V Assignments in Other Languages: The FA provided the District with a sweeping response, including multiple changes to their original proposed language. The FA response includes a wider range of compensation for those that have assignments in other languages. The FA proposed compensation for course conversion into the target language and teaching the course in the target language. Additional compensation language was added for counselors, librarians, and instructional specialists. Finally, the language proficiency experts will also receive compensation for their time preparing and assessing those interested in Assignments in Other Languages. Furthermore, the FA clarified the process of other language certification, including a teaching demo that correlates to the Course Outline of Record. Language was also added to clarify who is involved with this certification process, designated as a faculty language expert only. Other language was added for additional clarity and mirrors other parts of the contract, including making all Assignments in Other Languages voluntary and granting Right of First Refusal for those that convert their assignment to the target language. The District asked several questions, and said they would respond soon.

District Responses

Article 8.F Adjunct Health Care: The District rejected the entire Adjunct Health Care proposal. The District provided a lengthy response justifying their rejection. Based on their current data combined with the state requirements for the 100% reimbursement program, 652 adjunct professors would qualify for health care under this proposal. If 652 adjuncts utilized the same CalPERS plans as full-time faculty, the District projects it would cost over \$11 million dollars to cover active and eligible retiree adjuncts. While the District recognizes the value of providing health care to adjunct, they are unwilling to take the financial risk to fund this program. The District believes the current \$917,000 dedicated to adjunct medical benefits is enough of a commitment. The FA is preparing a response.

Article 7.A.1 Pass-Through COLA: The District rejected pass-through COLA using the same argument as the previous rejection. The District cannot risk future COLAs in case the college needs those funds in an emergency. The District wrote that they must be allowed to maintain the ability to respond to economic and local “stressors” that impact services to the college. This is the second rejection by the District; however, the FA is preparing a response.

Next Negotiations

The next negotiations meeting is set for Friday, Jan. 31st from 9:00am – 11:00am.