



# Faculty Association Negotiations Update No. 7

## ***STRONGER TOGETHER!***

To: All Faculty

From: Herschel Greenberg, Co-lead Negotiator

Joshua Christ, Co-lead Negotiator and FA Vice President

Date: 02/05/2025

We met with the District team for the 7th time for 2 hours on Friday, January 31st, 2025.

Team members in attendance:

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

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

### **FA Proposals:**

Article 7: Salaries: The FA brought forward a proposal for an increase in compensation, on all salaries and appendices (excluding appendix F because it is a percentage that already scales off of base salary), to begin with the 2024/2025 contract year. This salary proposal included .3%, to make whole the 2024/2025 COLA, when faculty redirected funds to ensure the 15-year adjunct longevity step achieved during the last round of negotiations. The salary proposal also included an additional percentage ask, based on the increased responsibility of faculty members since our last raise in the 2015/2016 academic year. These responsibilities include, but are not limited to:

- Increased expectations of online communication with students, in all class modalities
- Additional DEISA+ components infused into all aspects of shared governance and course curricula
- Expectations of trainings in DEISA+, Enrollment Management, digital communication tools (Smartsheet, pdf editors, digital forms, etc.)

- Expanded responsibility legislated to faculty, such as the 928 united pathway curriculum modifications, 705 & 1705 expansion of extra-curricular student supports required, 1111 common numbering that impacts all GE courses, etc.
- Expansion of ADT & CTE certificate programs to meet the demands from the SCFF
- Constant learning of and implementation of new district software (Nuventive, PODConnect, WebCMS10, New Banner Interface, Smartsheet, 25Live, etc.)
- Increase in short-term, late start, and fast-track programs (all of which require adapted faculty schedules)
- Increased Dual Enrollment expectations, and requirements
- Understanding, navigating, and utilizing Artificial Intelligence within higher education
- Additional requirements for checking plagiarism and AI within student work to maintain the integrity of education, and reputation of Mt. SAC for providing high quality education and preparedness for transfer and career.

While Mt. SAC gladly touts the #1 Community College ranking from Ed Source that was received last spring, they continually fail to reward faculty for the efforts required to achieve this ranking. Mt. SAC faculty salaries fail to rank in the top quartile of faculty salaries statewide, when compared to the other 71 community college districts. Notably, we are compensated less than our direct neighbors in North Orange, Citrus, and Riverside Community College districts. Faculty maintenance is key to faculty retention, and this proposal is intended to give the district an opportunity to show that maintenance and retention of faculty matters to them, lest they lose the faculty that earned them the #1 overall ranking to these neighboring districts that pay better.

Appendix C: Faculty Overload and Other Than Contract Salary Rates: The FA has given the district a proposal that demonstrates what salary equity should look like on this campus. Every faculty member must meet the same minimum standards to teach their classes, regardless of full-time or adjunct status. Every faculty member must complete the same prep, grading, instructional delivery, and student support standards as their departmental peers, regardless of full-time or adjunct status. Despite these truths, the district finds it acceptable, and budgets, for more than 50% of their classes to be taught by adjunct faculty who are paid just 57.85% the rate of their equally qualified full-time peers.

There should be equity in the compensation for this work, and our contract, in 7.B defines that equity, or parity. The proposal given to the district raises the rates in the *Professors Teaching Credit Courses* and *Continuing Education Professors* to meet the parity standards defined in the contract. It also combines

the *Continuing Education Professors and Counselors, Librarians, and Instructional Specialists (credit and noncredit)* into a single chart, at the aforementioned new rate, because the FA believes that all faculty on this campus provide an equitably important service, ensuring student success and achievement.

For all that this campus does to speak towards diversity, equity, and inclusion, there have been no efforts to provide equity to our adjunct faculty. These adjunct faculty do equal work inside the classroom and receive nowhere near equal pay. This proposal seeks to rectify the injustice perpetrated against our most vulnerable faculty, and the FA anticipates the district demonstrating their “Commitment to Equity” through their response.

### **District Responses**

The district had no new proposals, nor any responses, during this negotiation.

### **Next Negotiations**

The next negotiations meeting is set for Friday, February 7th from 9:00am – 11:00am.