



# Faculty Association Negotiations Update #10

## ***STRONGER TOGETHER!***

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 04/21/2023

This update is to provide our members with a very general summary of what is happening in negotiations. The specifics of the TAs will be presented at Rep Council. Each representative will then share with the department members.

Negotiations were held on April 21, 2023 from 9:00 am- 1:00 pm.

**The District sought clarification on the following FA proposals and the teams discussed:**

- Appendix A.4: Initial Placement on the Salary Schedule
- 10.R.1: Seniority List

**The Faculty Association:**

Article 19: Reduced Workload Program with Full Retirement Credit (FA Proposal): The purpose of this proposal is to formalize 19.B. Reduced Workload Program with Full Retirement Credit as it currently exists in the contract.

Article A.5: Service Increment (FA Response): The District proposal was to remove the 35-year service increment and add a 20-year service increment for eligible professors effective July 1, 2022 for a total cost of \$623,717.58. The FA responded by accepting the 20-year service increment with a three-year grandfathering contingency for the 35-year service increment.

Article 8: Contract Employee Benefits (FA Proposal): The FA proposed an increase to the benefits allowances for the 2023-24 academic year. Additionally, the FA proposed an increase to life insurance as that has not increased for several years.

**The District:**

Article 7: Salaries: The District responded to the FA counter proposal with 6.56% COLA retroactive to July 1, 2022 and to close negotiations, with additional monies to be negotiated at a later date and applied to the contract year 2022-23. The remaining open items would be worked on in workgroups with the current negotiating teams based on this counter proposal. Additionally, the district offered 2 hours of pay for 2 hours of sexual harassment prevention training.

The next negotiation meeting is set for May 5, 2023.

Please direct any questions or concerns to Emily Woolery, President (erwoolery@gmail.com) or Tamra Horton, Vice President (t.horton.fa@gmail.com).