



Faculty Association Negotiations Update #11

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 05/05/2023

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 May 5, 2023 from 9:00 am – 2:00 pm.

Updated information on Article 7 Salaries:

The district continues to resist giving fair raises and instead plans very conservatively for an extreme uncertain future crisis. The district holds the line at the minimum required amount by code for many metrics that relate to salaries and hiring but exceeds state standards for minimum reserves. After ending last year with a \$69 million surplus, the college is headed towards a greater than \$50 million surplus this year.

The district continues to reject COLA+ on the salary schedule and asks that negotiations close before the end of June. Here is their rationale:

“Monies allocated to the District must be spent on instruction. Without providing the 6.56% COLA [to faculty], the District will be below the 50% law. The 6.56% must be applied to the faculty salary schedule prior to year-end or the District will face penalties. The District is still facing challenges with enrollment while still covered under emergency conditions. Due to emergency conditions coverage, that is what is keeping the budget whole.”

What is the 50% law? “The Fifty Percent Law requires all community college districts to spend at least half of their ‘Current Expense of Education’ for ‘Salaries of Classroom Instructors’” (www.cccco.edu).

Unlike many other districts, our District insists on negotiating a year behind. As a result of this practice, and the faculty’s unwillingness to accept COLA while continuing to negotiate, the district now faces looming penalties.

The district is asking the faculty to accept COLA so that they do not lose revenues that they continue to unnecessarily increase and hold onto increasing reserves. The district is asking the faculty to accept 2022-23 COLA immediately and retroactively. This is money they could have and should have allocated to us in last year’s negotiations but refused to do.

The District:

Article 19: Reduced Workload Program with Full Retirement Credit (FA Proposal): In response to the FA’s proposal that detailed the process, the District countered with language to clarify the purpose of the Reduced Workload Program, but did not agree to add process language.

Article 10.A: Workload (Remote Basic Assignment): The district stated that they support remote work for counselors, librarians, and instructional specialists. The district proposed an MOU and the formation of a district/Faculty Association workgroup to address faculty expectations and evaluations when working remotely. The district proposed continuing the pilot study while this workgroup works on remote expectations and evaluations with a completion date of 8/30/23.

Article 8: Contract Employee Benefits: The district countered the Faculty Association’s proposal for employee benefits with an increase of 7.77% for family, 7.63% for two-party, and no increase for single payer citing that this amount is equivalent to what is provided to the other groups.

Article 7.C.3: Mandatory SPOT Training: The District withdrew this proposal.

Appendix F: Skills and Pedagogy for Online Teaching (SPOT) Certification Compensation: The district is willing to provide 1% to support faculty who are SPOT certified. The District will provide an updated proposal which will explain the details.

Appendix A.5: Service Increments: The district accepts the FA recommended proposal, including some form of a grandfathered clause for the 35-year increment. The final details are still being negotiated.

Appendix A.4: Initial Placement on the Salary Scale: The district has agreed to several parts of the FA proposal such as updating column and step placement. For example, summer session courses would count toward placement. The details are still being negotiated and are forthcoming.

The Faculty Association:

Article 16.K: Sabbatical Leave (FA Proposal): The faculty proposed changes to Sabbatical Leave to update policies, incorporate recommendations from the Salary and Leaves Committee, and encourage participation in the Sabbatical Leave program.

Article 16.M.: Banked Leave (FA Response): This new language uses the same standard in practice, but requires a rationale for rejecting the use of banked leave only. The FA proposed a revised form to be put into the contract.

Tentative Agreements (TAs) Pending:

Article 18.J: Evaluation of Regular Faculty: The District and the Faculty Association have agreed on the Faculty Proposal to a 3-year evaluation cycle for full-time tenured faculty, where all forms are submitted at the end of the three years.

The next negotiation meeting is set for May 19, 2023.

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