



Faculty Association Negotiations Update #13

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 06/02/2023

This update is to provide our members with a very general summary of what is happening in negotiations.

Negotiations were held on June 2, 2023 from 9:00 am – 1:00 pm.

The FA continues to work hard to represent our members in negotiations. Negotiations are at a critical phase right now. The District would like to close negotiations by the end of June. We want to assure the faculty that although we would like to meet the District deadline, we will in no way compromise the quality of the contract to do so. The FA proposed adding meetings scheduled with the District to attempt to accelerate negotiations in the spirit of achieving a fair and expedient settlement. Two additional meetings have been added for the month of June.

All year faculty have been telling us that their salaries have stagnated. We agree and see that the district has ample funds to offer raises in addition to COLA. Yet, despite the demands we are hearing from members, we are not getting tangible support from the membership that aligns with the demands. If you are interested in improving negotiation results, please join the organizing efforts. It takes a majority of faculty willing to sacrifice a bit of time and effort to change the course of your financial future. You guide us with your actions.

The District:

Appendix A.9: Column Crossover (FA Proposal, District Response): The District accepted the process simplification proposed by the FA but rejected reverting back to contract language that counts undergraduate college courses and District-sponsored workshops towards column crossover.

Article 18.O: Academic Freedom (FA Proposal, District Response): The District responded with changes to the Academic Freedom article but left the spirit of the article intact. The FA will carefully review language. We are very close to a TA on this Article.

Article 28: Intellectual Property (FA Proposal, District Response): The District responded to our simple three-paragraph proposal on intellectual property with an approximate five-page revision. This will take time to review and respond to. However, it will get our due diligence as this is an important part of our work environment as we utilize digital platforms more and more.

The Faculty Association:

Appendix A.6.b: Adjunct Professors (Professional Growth Increment Incentives, District Proposal, FA Counter): The FA proposed an additional six paid hours for Professional Growth to the existing six hours. This would allow adjunct to participate in both spring and fall Flex Days or choose professional development as needed and be compensated for up to 12 hours.

Article 13: Distance Learning (District Proposal, FA Response): The Faculty Association responded to the District's proposal by returning the original language of voluntary online assignment and "peer" in the evaluation process. Additionally, the FA countered with a more flexible on-campus obligation to more easily meet student demand in DL. Additionally, there was clarification added to the section, including new terms and definitions.

Article 8: Contract Employee Benefits: The FA countered the District proposal, adding money to the district contribution for single payer insurance.

Article 19: Retirement: The FA countered the District proposal where they relegated Reduced Workload language to the AP/BP process. The FA countered that the conditions of the Reduced Workload are negotiable and thus should be part of the contract.

The next negotiation meeting is set for June 9, 2023.

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