



Faculty Association Negotiations Update #14

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 06/15/2023

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

Negotiations were held on Friday, June 9, 2023 from 9:00 am – 1:15 pm and a subsequent negotiation session was held on June 15, 2023 from 9:00 am – 1:00 pm. This is a combined update.

The Faculty Association (FA) is attempting to meet the District's interest by resolving negotiations by the end of June. However, some of the District's responses are being returned to us with significant changes and redirections which will likely prolong this progress.

On June 15, the FA brought most of its remaining responses to negotiations, but the FA has a few items outstanding in need of data and is waiting for the District to fulfill information requests. The District did not have any responses completed at this negotiation meeting and have the majority of responses to return to the FA at this time. The FA is actively working to try to make the end of June deadline.

Most importantly, the financial settlements are still active and are not yet resolved.

Tentative Agreements (TAs)

Appendix A.4: Initial Placement on the Salary Schedule (FA Proposal): The FA proposed additional professional experience and summer work that may be counted toward initial placement on the salary schedule. The District has agreed with these changes.

Article 18.O: Academic Freedom (FA Proposal): The FA proposed an Academic Freedom article which aligned with the American Association of University Professors (AAUP) professional standards. The District has agreed with modifications.

The Faculty Association

Appendix A.9: Column Crossover (FA Proposal, Discussion): The FA responded to the District requesting clarification regarding their response from the last round of negotiations.

Article 28: Intellectual Property (FA Proposal, Discussion): The District responded to our simple 3-paragraph proposal on intellectual property with an approximate five-page revision. The FA is requesting further rationale for their response.

Article A.8: Degree Stipends (FA Proposal): The FA withdrew their proposal for increased stipends. Existing stipends are still subject to any percent increases to salary.

Appendix B: Chair Stipends (FA Proposal, based on District verbal proposal/discussion): The FA presented a proposal that was based on a mutual interest expressed by the District to improve the Chair working environment. We are working together to organize a workgroup for next year's negotiations to address restructuring areas of the contract dealing with chair and coordinator duties and compensation. We requested an increase to the Chair stipend as a beginning and was based on a verbal proposal the District had made that was similar.

Article 7.A: Salaries: The FA responded to salaries with a smaller percentage above COLA. The FA continues to be committed to protecting any increases and retroactivity for retirees.

Appendix A.5: Service Increments: The FA responded to the District response with grandfathering scenarios to protect those soon to earn 35-year service increments and also those who would earn the 5-year service increment before the District-proposed replacement 10-year increment.

Article 19: Retirement: The District countered the FA response allowing for more language to be included in the Reduced Workload Program (RWP) section. The District proposed a requirement for faculty to submit their retirement when they commit to the RWP, which was an additional restriction.

The FA responded to the District proposal. The FA feels that RWP should not require a faculty member to submit an official resignation letter when beginning this program as life circumstances may change along the way.

The District:

Article 8: Contract Employee Benefits: The District countered the FA proposal rejecting any increase to the contribution for single payer insurance. They cited that the single payer could cover the HMO dental and all but the Platinum PPO health insurance with the current district contribution.

Article 13: Distance Learning (District Proposal, FA Response): The District responded to the FA response agreeing to leave voluntary online assignment in the contract, but to require online assignment for the faculty to make load. The District also added “Educational Administrator or peer” to the distance learning (DL) evaluation process. They also removed all of the definitions in the article and primarily rejected the proposal to add flexibility to the 5 LHE on-campus obligation to more easily meet student demand in DL. The FA will respond.

The next negotiation session is scheduled for June 21 from 1:00 pm – 4:00 pm.

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