



Faculty Association Negotiations Update #15

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 06/21/2023

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

Negotiations were held on Wednesday, June 21, 2023, from 1:00-4:00 pm.

The District and FA will schedule additional meetings. The District has maintained their narrative of fiscal dark days ahead, despite the fact that the budgeted surplus for 2022-23 of about 20% has reached 22% as of May 19th, which represents an increase of over \$4 million. The District was explicit in stating that allocating ongoing monies would take “careful consideration.” In the proposals below, you can see that further ongoing funds have not been offered. We are making progress in other areas.

The District:

Article 7.A: Salaries: The FA had responded to salaries with a smaller percentage above COLA in order to make a good faith attempt to resolve salaries. The District responded with nothing over COLA—their status quo. We know the retirees are hoping for retroactive pay. We have adamantly argued for this and are yet to have agreement, although the District has intimated it may be open to this.

Appendix A.5: Service Increments: The District responded to the FA’s response designed 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. The details are still being discussed.

Article 19: Retirement: The FA and the District are very close to a TA on this proposal for the Reduced Workload Program.

The Faculty Association:

Article 13: Distance Learning (District Proposal, FA Response): The FA responded with more robust examples and rationale for previously requested changes.

Appendix A.9: Column Crossover (FA Proposal, Discussion): The FA responded to the District, requesting a workgroup to review the Column Crossover policies. The FA voiced its concern that rather than encouraging faculty to participate in Mt. SAC's professional development offerings, current policies drive faculty into expensive and time-consuming doctorate programs that do not necessarily enrich community college teaching.

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