



Faculty Association Negotiations Update #16

STRONGER TOGETHER!

To: All Faculty

From: Tamra Horton, Faculty Association Vice President and Negotiation Team Member

Date: 07/18/2023

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

Negotiations were held on Wednesday, July 12 from 2:00-5:00 pm and Tuesday, July 18 from 2:00-5:00pm.

Tentative Agreements:

Article 19: Retirement—The Faculty Association (FA) and District agreed to the Reduced Workload language which integrates our contractual obligations with the Reduced Workload program and makes explicit the requirements and conditions of this program.

Appendix E: Reassigned Time for Special Assignments (Partial SPOT)—The FA and District agreed to a pool of reassigned time up to 6 LHE for SPOT reviewers in Appendix E to support the increased demand for SPOT certification.

Article 8: Benefits—The FA and District agreed to the increases of 7.63% for 2 party and 7.77% for family allowances. To date, the District has only been willing to provide the faculty with the allowance increases that have been provided to other units. Last year, however, the FA made a huge improvement by securing the same allowance as the management group. The FA is clear about its intention to increase all allowances, including single payer, in future negotiations.

Appendix A.5: Service Increments—The FA countered the District with a slightly different proposal for grandfathering the reassignment of the “5+ years increment” (faculty had to remain on the top of the column for 5 years to get this one—which for the majority amounted to waiting more than 10 years for the increment) to a 10-year increment. The grandfathering proposal is intended to assure that those few who would have received the 5+ year increment sooner than the proposed 10-year increment

would not be short changed. The District agreed. The agreement also includes the 20-year service increment.

District:

Article 13: Distance Learning—The District countered and is maintaining that Double Ticket courses be permissible in Distance Learning. The FA is concerned about the potential for exploiting faculty and paying them less for a double ticket than scheduling two sections of the same class. The District would also like to have Educational Administrators allowed to do the Classroom Visitations for evaluations. The FA will respond.

Article 28: Intellectual Property—The District responded. The District and the FA are still in discussion.

Faculty Association:

Appendix A.6.b: Adjunct Professors [Professional Growth Hourly Incentive (PGH) Rates]—The FA has countered in an attempt to increase the allotment of hours of paid professional development.

Appendix A6.a.: Full-time Professors [Professional Growth Increment (PGI)]—The FA responded to the District’s offer of a one-time DEISAA stipend with a proposal for an ongoing DEISAA Increment.

Appendix B: Department Chairs Remuneration—The District and the FA have exchanged proposals and are still in discussion.

The next negotiations meetings are currently being set for the last week of July and 2nd week of August 2023.

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