



# Faculty Association Negotiations Update #17

## ***STRONGER TOGETHER!***

To: All Faculty

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

Date: 07/27/2023

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

Negotiations were held on Thursday, July 27, 2023 from 1:00 – 4:00 pm. In the previous negotiation session, the Faculty Association predominantly offered responses and the District received. In these negotiations, the District predominantly offered responses and the Faculty Association received.

### **District Responses:**

Appendix A.6. Professional Growth Increment Incentives—The District accepted minor clarifications in language proposed by the Faculty Association but rejected the Faculty Association’s proposal for an ongoing DEISAA Increment and reverted back to the District’s original proposal of a one-time DEISAA stipend.

Appendix A.6.b. Professional Growth Hourly Incentive (PGH – Adjunct Professors)—The District rejected the Faculty Association’s proposal to pool unused PGH hours allotted to adjunct faculty to thereby increase the number available to distribute in subsequent years.

Appendix B. Department Chairs Remuneration/Reassigned Time—The District and the Faculty Association have been in discussions regarding a temporary increase in compensation to chairs until a work group meets and reevaluates chair compensation. The District rejected the Faculty Association’s proposal to add the average dollar amount paid for one (1) LHE to the Chair salary scale, preferring instead to modify the formula by one (1) LHE.

Appendix F. Skills and Pedagogy for Online Teaching (SPOT) Certification Compensation—The District rejected the Faculty Association’s proposal for SPOT Certification Compensation and reverted to its own previously offered amount.

**District-initiated Discussions:**

The District agreed to an MOU for compensation for Family Education Rights and Privacy Act (FERPA) training that will allow faculty to once again merge Canvas course shells. The MOU was signed on July 30, 2023 and went into effect immediately.

The District expressed its commitment to enter into an MOU for Retirees employed in the 2022-23 academic year to ensure that once negotiations are closed, and proven that the contract is ratified, they receive retroactive pay. The MOU has not yet been written.

The District expressed its desire to replace the H.13: Review Form for Regular and Effective DL Contact with the RSI Self-assessment Rubric developed by Academic Senate.

The District expressed a desire to close negotiations before the fall semester and to defer negotiations for the 2023-24 faculty contract to allow time for District-Faculty Association work groups to form, meet, and develop recommendations.

The next negotiations meetings are set for August 8th and 10th.

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