



Faculty Association Negotiations Update #18

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 08/18/2023

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

Negotiations were held on Tuesday, August 8, 2023, continued Thursday, August 10, 2023, and Friday, August 18, 2023. We primarily achieved Tentative Agreements (TAs), so we are providing a summary of the TA's that we have agreed upon to date.

We have some remaining work to do, but we feel we are getting close to concluding 2022-23 Negotiations.

Summary of Recent Tentative Agreements (TAs) and related Memorandum of Understandings (MOUs):

TA #13–Article 7: Salaries*

The District and the FA agreed to 6.56% COLA on schedule, including Appendices for 2022-23, which will be paid retroactively to July 1, 2022.

MOU: The District and the FA agreed professors who retired between July 1, 2022, through June 30, 2023, shall receive the retroactive 2022-23 salary increases and the District shall report these salary increases to the appropriate retirement system.

MOU: The District and the FA agreed to 4.11% (of 8.22%) COLA on schedule, including Appendices for 2023-24, additional monies to be negotiated. The 4.11% will be added to pay starting July 1, 2023, and be retroactive to that date.

TA #14–Appendix F: Skills and Pedagogy for Online Teaching (SPOT) Certification Compensation*

The District and the FA agreed to a 2% ongoing increase to the salary schedule for both Full-time and Adjunct faculty who are SPOT certified. They agreed to increase the SPOT certification stipend to \$1000. Certification must be maintained to continue to receive the 2% ongoing increase.

MOU: The District and the FA agreed that professors who are SPOT certified, including those not previously given a stipend, shall receive the balance between the \$1000 stipend and the stipend they were previously paid.

*The Faculty and the District agree that the ongoing 6.56% retroactive pay to July 1, 2022, and the ongoing 4.11% retroactive pay to July 1, 2023. Those who are SPOT Certified or equivalent will receive an ongoing 2% retroactive pay to July 1, 2022. Professors SPOT Certified or equivalent after July 1, 2022 will receive retroactive pay to the date of SPOT or equivalent certification. In addition, professors who received a one-time stipend of less than \$1000 for SPOT or equivalent certification will also receive the balance for a total of \$1,000. **All payments will be issued to faculty, but only after the contract is ratified and then approved by the Board of Trustees. We will send out updates as we move through this process after all areas of the contract are settled.**

Remaining Issues

The FA and the District continue to work on the following issues for resolution prior to the close of negotiations:

- Appendix E Positions
- Chair and Adjunct Coordinator LHE
- Article 13: Distance Learning

The next negotiations meeting is set for August 22nd.

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