



# Faculty Association Negotiations Update #3

## ***STRONGER TOGETHER!***

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 01/09/2023

This update is to provide our members with a very general summary of what is happening in negotiations. The specifics of the TAs will be presented at Rep Council. Each representative will then share with the department members.

Negotiations were held on December 16, 2022 from 9:00am-1:00pm and January 9, 2023 from 1:00pm-5:00pm. The negotiations straddled the winter break, so we are combining the two negotiations updates. We hope you all had a restful and enjoyable break. Happy New Year!

The following proposals and responses were made on December 16th and January 9th:

### **The District:**

Article 7.C.3: Additional Mandatory Trainings (District Proposal): The District proposed mandatory SPOT certification training for all full-time professors and adjunct professors with rehire rights with compensation of \$500 for the training. The FA will respond at a future meeting.

Article 13: Partial Proposal (District Proposal): The District proposed that distance learning (DL) would no longer be voluntary. The District also proposed that faculty who developed DL courses shall have first right of refusal to teach that course the first time it is offered. Lastly, the District removed from Classroom Visitation (13.C.4) the term “peer” from “peer evaluation,” making it permissible for a manager to evaluate DL faculty.

The FA sees the District proposals above as related. We are concerned about the incursion into faculty discretion and professional expertise. FA will be consulting the Academic Senate for 10 +1 advisement regarding decisions about pedagogy and modalities.

Article 8.E.10: Faculty Emeriti (District Response): The District responded to the FA proposal on Faculty Emeriti (12/16/22) with a reduced list of benefits, but was in overall agreement with the idea and open to clarification on some of the benefits as options. The FA responded (1/9/23) with some additional clarification.

Article 16: Leaves of Absence (District Response): The District agreed to the FA proposal with minimal modifications (12/16/22) which brought these sections into compliance with the law and omitted gendered language. The District submitted further modifications (1/9/23), which prompted further review by the FA. The FA will respond at a future meeting.

### **The Faculty Association:**

Article 10.R.1: Adjunct Seniority Lists (Modality) (FA Proposal): The FA proposed that in adjunct course assignment, all faculty who are SPOT certified are eligible to teach online. Experience teaching in the online modality should not privilege one faculty member over others in course assignments. The District will respond at a future meeting.

Article 10.S.: Adjunct Professors Participation in Departments (FA Proposal): The FA was adding clarity to adjunct professor participation rights in department meetings, eliminating a potential conflict of interest if adjunct professors are allowed to participate in the selection of the hiring committee members. The District responded (1/9/23) with a modification that would allow them more flexibility. The FA will respond at a future meeting.

Article 7: Salaries (FA Response): The faculty countered the District proposal asking for COLA + commensurate with the District's increased ongoing financial allotment and California's unprecedented economic gains. Using the District's own words, Mt. SAC's financial outlook is "favorable." The District will respond at a future meeting.

Article 1: Definitions (FA Proposal): The FA proposed a definition for "Professor" which added clarity since we have had multiple terms to which we refer to our unit members. Additionally, the FA proposed an inclusive definition that embraced instructional, library, counseling, and instructional specialist professors.

Article 18.L: Evaluation of Regular Faculty (FA Proposal): The FA proposed a simplified three-year evaluation process for full-time faculty to reduce the paperwork burden on faculty. These changes to

the full-time evaluation process allow flexibility wherein data could be accumulated over a three-year process and submitted at the end of the cycle as one packet to the Division Dean.

The next negotiation meeting is set for January 23, 2023.

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

Stronger Together!

Sandra Esslinger, Lead Negotiator