



# Faculty Association Negotiations Update #4

## ***STRONGER TOGETHER!***

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 01/23/2023

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 January 23, 2023 from 1:00pm - 5:00pm.

### **The Faculty Association:**

Article 10.S: Adjunct Professors Participation in Departments (FA Response/FA Proposal): The FA added 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. We have exchanged proposals over clarifying language. The District will respond at a future meeting.

Article 10. A: Workload (FA Proposal): The Faculty Association proposed 10.A.3, which would allow remote workload to be part of the basic full-time assignment for all faculty.

### **The District:**

Article 8.E.10: Faculty Emeriti (District Response/ FA Proposal): The District responded to the FA response, and the FA will do more research and respond to the District.

**District Discussion:** The District brought back the following items for clarification and discussion.

Article 7: Salaries (District Proposal): The District wished us to review some of the data we provided for our Salary counter. The District will respond at a future meeting.

Article 1: Definitions (FA Proposal): The FA proposed a definition for “Professor” which was inclusive and added clarity since multiple terms are used throughout the contract to refer to unit members. The District is checking to make sure that the definition applies to all instances of the use of the word “professor” and will respond at the next negotiation.

Article 18.L: Evaluation of Regular Faculty (FA Proposal): The FA proposed a simplified 3-year evaluation process for full-time faculty to reduce the paperwork burden. The District had follow-up questions and will respond at a later date.

**Tentative Agreements (TAs):**

Article 16: Leaves of Absence (FA Response/FA Proposal): The FA and the District agreed to TA this proposal. The intent was to clarify leaves of absence for parental leave.

The next negotiation meeting is set for February 6, 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!