



Faculty Association Negotiations Update #7

STRONGER TOGETHER!

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 2/24/2023

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 February 24, 2023 from 9:00am - 1:00pm.

The Faculty Association:

Article 16.M: Banked Leave (FA Proposal): The FA sees Banked Leave as earned time and money held in Trust by the District. Proposed clarification to the conditions under which a faculty member will be allowed to take banked leave and provided a clearer path for interpretation of this section of the contract.

Article 18.J: Evaluation of Regular Faculty (FA Response): The FA and the District are working toward a 3-year evaluation process. The FA responded to the District with language that would allow this section to be inclusive of all work environments, but demonstrated a need to clarify some of these processes for certain groups of faculty.

Article 10.S: Adjunct Participation (FA Response): The FA and the District have an agreement on contract language. The FA proposed changes to the intent language to help clarify future interpretations of the contract.

Article 1: Agreement (Definition of Professor) (FA Response): The FA proposed an inclusive definition for Professor and revised the proposal based on District input. We believe we are close to a TA.

Article 10.A.: Workload (Remote Assignment) (FA Response): The FA proposed that assigned hours per week may include remote work. Currently, all instructional faculty are allowed this benefit, but we have had to enter into side letters for Counselors, Librarians, and Instructional Specialists in order for them to be included. We countered the District's rejection of our initial proposal.

The District:

Article 7: Salaries: This year the District is getting an unprecedented amount of money beyond COLA, and this is the year we should work to recoup our hard-earned buying power. In all of the last 7 years combined, the faculty have received less than a 1.5% total raise over the cost of living. We just received an offer for 6.56% Cost of Living Adjustment retroactive, but the district has received at least double this. The offer was contingent upon closing negotiations, though we would be allowed to negotiate additional money.

Appendix A.5: Service Increments: The District offered a 20-year service increment in lieu of the 35-year service increment. This is a cost item is \$623,716.58 or slightly over .5%.

Article 8.E: Faculty Emeriti (District Response): The District and the FA have been negotiating for "Professor Emeritus" status to be awarded to professors upon retirement who have served the college in a distinguished and meritorious manner. It would allow for certain ongoing privileges at the College, such as retaining their hourly overload rate, access to all library resources, their email address ongoing, staff parking, college listservs, and more. We are getting close to an agreement on this item.

The next negotiation meeting is set for March 10, 2023.

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