



# Faculty Association Negotiations Update #8

## ***STRONGER TOGETHER!***

To: All Faculty

From: Sandra Esslinger, Lead Negotiator

Date: 3/10/2023

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 March 10, 2023, from 9:00 am – 1:10 pm.

### **Tentative Agreements (TAs):**

Article 1.D.--Agreement (Definition of Professor) (TA#3) (FA Proposal): The intent is to clarify and define the word professor which is used throughout this contract interchangeably with “faculty member,” “instructor,” and “unit member.” The definition of Professor is as follows:

The word “professor” is a term that is used interchangeably with “faculty member,” “instructor,” and “unit member.” These are inclusive terms that are intended to encompass all unit members, unless a subset is otherwise specified. All credit and noncredit members of the professoriate are represented by the Faculty Association in accordance with Article 3.B.

Article 10.S.1–Adjunct Professors Participation in Departments (TA #4) (FA Proposal): The intent is to retain flexibility within each department while recognizing a potential conflict of interest regarding screening committees for full-time hiring. The screening committee is the formal name for the hiring committee. The change is as follows:

Adjunct professors shall not participate in selecting screening committee members for full-time faculty positions.

Article 8.E–Faculty Emeriti (TA #5) (FA Proposal): This new section to Article 8 provides retired professors with incentives to remain a valued member of the college. These incentives include continuation of their email account, inclusion in college listservs, free parking, a laptop as long as they teach at the college, library access, and retention of hourly rate at retirement.

**The Faculty Association:**

Article 10.B.5–Adjunct Professor Student Office Hours (FA Proposal): The FA proposed to increase the adjunct office hour rate.

Appendix A.6.B–Adjunct Professors (FA Proposal): Professional development has become more and more important. As a result, the FA proposed an increase to Professional Growth Hourly Incentive (PGH) hours.

Appendix A.8.b–Earned Degree Rates (FA Proposal): The FA proposed an increase to the amount earned for degree stipends to reflect the growing cost of earning those degrees.

**The District:**

Article 16.M–Banking Leave (FA Proposal/District Response): The District allowed for a change in the title of a section, but the substantial changes were not accepted. The FA will counter at a subsequent meeting.

**Discussion:**

The District and the FA have begun discussion on preparing to negotiate the Chair Positions. Both the District and the FA are aware of the challenges Chairs are facing.

The next negotiation meeting is set for March 24, 2023.

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