Faculty Association Negotiations Update #9

Stronger Together!

To: All Faculty

From: Tamra Horton, Faculty Association Vice President and Negotiations Team Member

Date: 04/07/2023

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 April 7, 2023 from 9:00 am – 12:00 pm.

Tentative Agreements (TAs):

Article 10.B.5: Adjunct Office Hours: The District agreed to the FA’s proposal of an increase in the office hour pay from $35 to $40 an hour. The TA is pending language review.

The Faculty Association:


Article 7.C.3 Additional Mandatory Trainings (Response): The District originally proposed adding SPOT certification training or equivalent as a requirement for faculty. The FA rejected this proposal based on State and Local Senate and faculty purview.

Appendix F: Skills and Pedagogy for Online Teaching (SPOT) Certification Compensation (Proposal): The FA proposed additional compensation for SPOT certified faculty. The FA favors incentivizing qualification to teach online rather than mandating it, which was the original District proposed change to Article 7.C.3.

Article 28: Intellectual Property (Proposal): Recognizing that current contract language was authored many years ago, the FA proposal seeks to meet industry standards, to address challenges posed by new technological advances, and to reflect the current intellectual property rights in academia.
The District:

Appendix A.6.a.5: Professional Growth Increment Incentives (Stipend) (Proposal): The District proposed a limited one-time professional growth stipend through June 30, 2026, for professors focused on DEISAA to improve student success and retention.

Appendix A.6.b: Adjunct Professors (PGH Rates) (Response): The District supports the additional six (6) hours of professional growth hourly incentives for adjunct professors and wants the focus to be on DEISAA to improve student success and retention. The supported increase in PGHI will result in a one-time cost in the amount of $166,000.00.

Appendix A.8: Earned Stipends (Response): The District rejected the FA’s proposed increases, indicating instead what the increases will be if/when the proposed COLA of 6.56% is added as traditionally happens with the appendices.

The next negotiation meeting is set for April 21, 2023.

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