



Faculty Association Negotiations Update No. 2

2025-2026, Year 1 of 3

STRONGER TOGETHER!

To: All Faculty

From: Herschel Greenberg, Lead Negotiator

Date: 01/23/2026

We met with the District team for the 2nd time for 1 hour and 30 minutes on Friday, January 23rd, 2026.

Team members in attendance Meeting #2:

District: Sokha Song, Alexis Carter, Tami Pearson, Kelly Fowler, Romelia Salinas, Koji Uesugi, and Adam Roman

FANT: Joshua Christ, Sandra Esslinger, Gayle Harris Watkins, David Mrofka, Donna Necke, and Arleigh Kidd.

FA Proposals

Article 2 - Terms of Agreement

The FA began this negotiation session with the presentation of Article 2 - Terms of Agreement. The intent of the FA in proposing this article was to codify bargaining to begin and conclude on time in this and future negotiations. As such, the main points of the proposal were updating the terms of the contract to reflect the July 2025 - June 2028 dates, proposing that each negotiations team only gets one re-opener item in years 2 and 3 of negotiations, and setting the date to begin the successor agreement contract, which will govern our faculty duties for July 2028 - June 2031, to be no later than January of 2028. In FANT's opinion, this will leave us at least 5 months to bargain the successor agreement before that agreement is set to begin, as opposed to our current, and status quo, bargaining cycle that sees us bargaining for the second session now, in January of 2026, for an agreement that began in July of 2025.

District Proposals

Article 16.M - Sabbaticals

The District brought forward language and proposed many changes to the sabbatical portion of Article 16 (Leaves of Absence). In 16.M.3 they proposed adding clarifying language that full-time professors must be tenured to apply for sabbatical leave, as well as rigid language that ensures a person must serve in their teaching capacity for a period of time after the sabbatical is completed. The FANT does not agree with the district's interpretation and changing of this language, and will work towards finding cleaner solutions to the district's proposal. In 16.M.7, the district continued on, adding language which would give supervising managers and vice presidents unilateral control over who is allowed to apply for a sabbatical. The FA perceives this as a stark difference from current, ongoing, and past practices, and one that is considered a non-starter in any agreement that may be reached on this article. Furthermore, the district proposed additional language, in the form of 16.M.16.a which would require a professor to, in addition to the required sabbatical report, also conduct an in-person, hybrid, presentation / workshop to discuss the results and outcomes of their sabbatical leave, sometime (as determined by the district) during the year immediately following the leave. The FA is not in agreement with the additional work requirements this would pose for faculty who take a sabbatical, and will modify this proposed language, along with other language relating to product requirements, to seek opportunities for faculty to share their experiences in ways that best benefit the college community, without becoming tedious and burdensome extra work on the applicants.

FA Responses

Article 10.I - Flex Days

In response to the District's proposal to deduct pay from a professor's overload pay in the following year, instead of deducting from the August pay warrant, if applicable, the FA proposed a multitude of options which would allow for first deducting from a faculty member's personal necessity leave, then from their overload pay, then from their banked leave, then, if still insufficient to cover the Flex absence, from their regular contract pay. The FA believes this is a way for faculty to have options utilized to recover the missed time that more accurately reflect the absence from Spring / floating Flex activities, without costing the member time that accrues as creditable towards retirement. The FANT also believes that this will help to alleviate any financial hardships that a full-time faculty member might feel, should they lose money directly out of a single pay stub. Additionally, the FA has proposed language into Article

10.I that would automatically count attendance at Spring Flex activities, without the need for those faculty in attendance to submit redundant paperwork asserting their attendance at Spring Flex. The district already collects the attendance information through POD, and can easily track the attendance at these events, and this part of the proposal is seen as easing the burden on faculty, if only slightly.

Article 11 - Internship Program

In response to the district's proposal to strike through, "*shall have no other duties*," in 11.E.1, the FA has returned this language to the article in our response, and provided the citation of Title 5: 53502 for the district to reference, which clearly states, "The mentor shall have no other assigned duties during the time that the faculty intern is teaching or rendering service." Seeking to provide potential solutions to the district's proposed intent, "To ensure that faculty mentors are available to faculty interns," the FA has also returned language that modifies *11.F Compensation*. This section was entirely struck through by the FA, and now, instead, reads, "The faculty mentor and the faculty intern shall both receive full LHE for the class being taught by the faculty intern." The FANT understands and values the purpose of the faculty internship program, as outlined in Title 5, section 53501.c, "To enhance community college efforts toward building a diverse faculty. In order to accomplish this purpose, the internship program shall place special emphasis on promoting inclusive efforts to locate and attract qualified graduate students who are members of monitored groups as defined in section 53001(h)," and believes that if the district is seriously committed to the diversification of faculty backgrounds and perspectives, this internship program would be a Title 5 justified way to ensure these new voices are brought into the faculty ranks, where they may have been excluded in previous processes.

District Responses

Article 10.O - Exceptional Levels of Service to the College

The district has rejected all proposed language changes in this portion of the contract which were proposed by the FANT. In discussion, the district did not seem to understand that different faculty groups, including part-time faculty, have different hourly obligations to the college, based on various sections of our contract. After discussion between our teams, it was decided that we did not agree on this basic premise, and the FA would take the response and respond in a later week, citing the differences in hourly requirements that are currently agreed to. It was troubling to see some of the district team members lack knowledge in this area, especially considering how some of them specifically are tasked with scheduling faculty time, but apparently do not understand how that time is allotted.

Next Negotiation Meeting

The next negotiation meeting is scheduled for February 3rd in the afternoon.