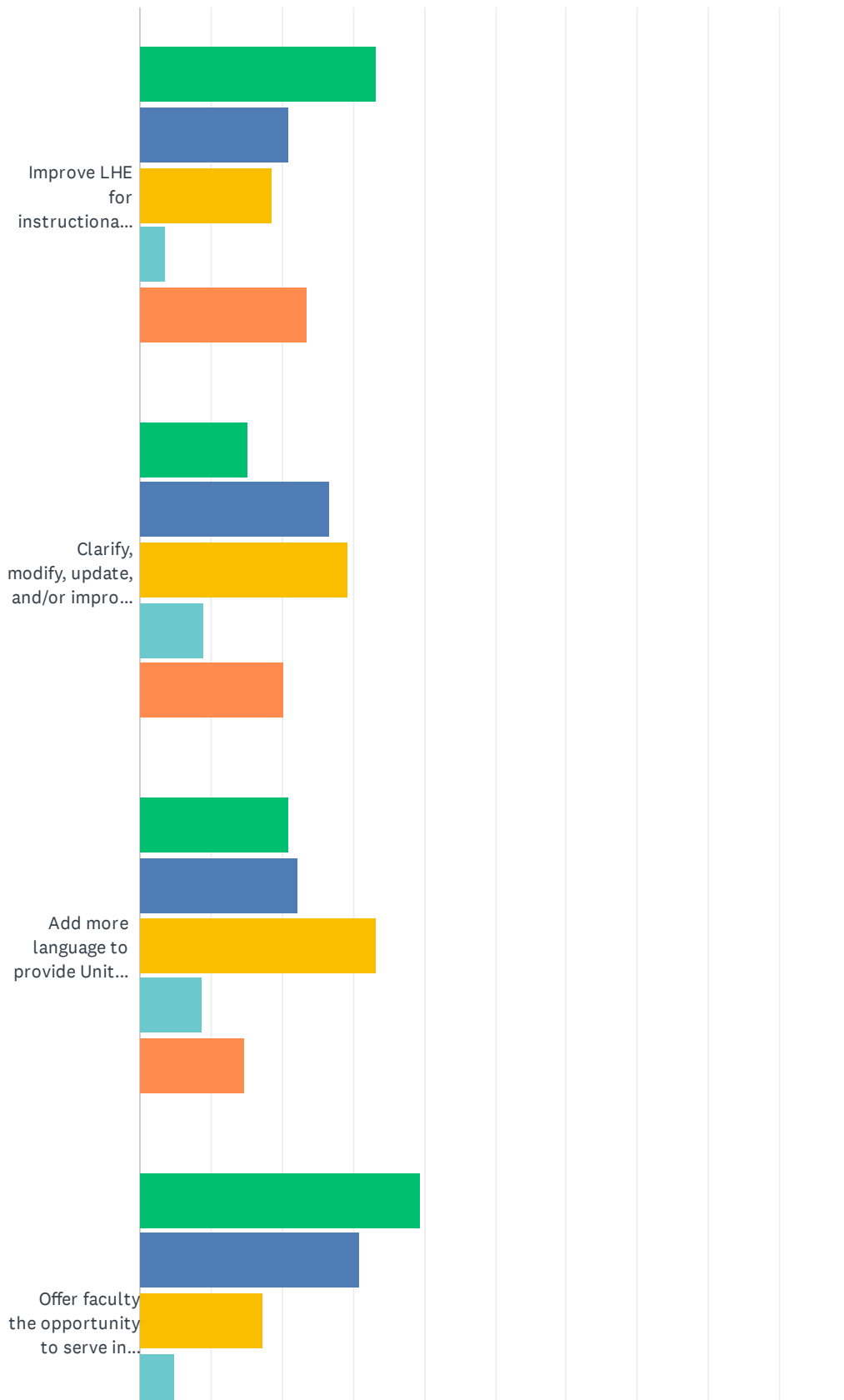
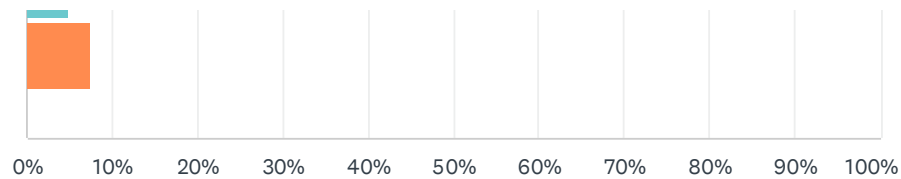


Q1 Article 5 – Faculty Assignment

Answered: 82 Skipped: 2



Negotiations Survey FA25

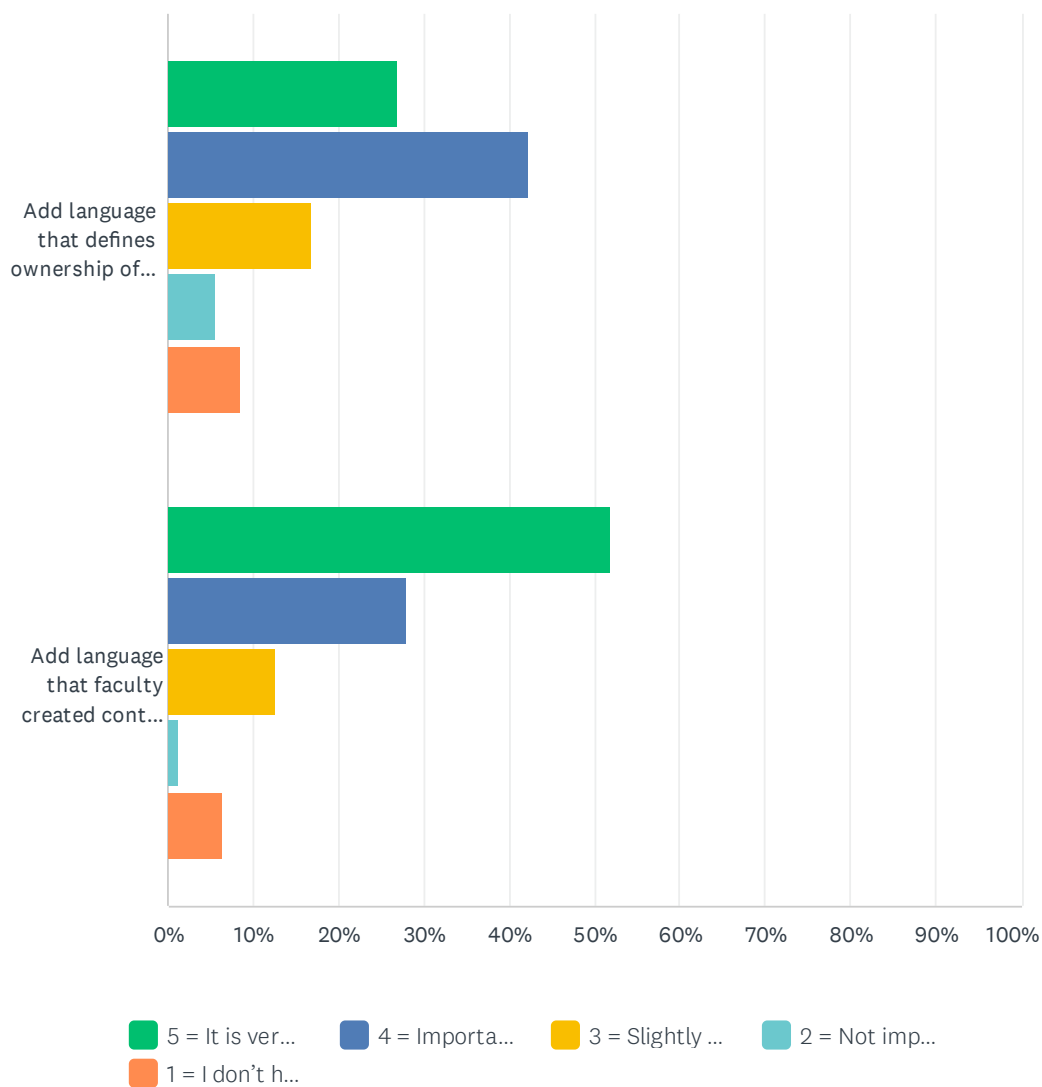


■ 5 = It is ver...
 ■ 4 = Importa...
 ■ 3 = Slightly ...
 ■ 2 = Not im...
■ 1 = I don't h...

	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Improve LHE for instructional labs	33.33% 27	20.99% 17	18.52% 15	3.70% 3	23.46% 19	81	2.63
Clarify, modify, update, and/or improve language relevant to scheduling of classes	15.19% 12	26.58% 21	29.11% 23	8.86% 7	20.25% 16	79	2.92
Add more language to provide Unit members the option to complete more of their assignment remotely with Manager approval	20.99% 17	22.22% 18	33.33% 27	8.64% 7	14.81% 12	81	2.74
Offer faculty the opportunity to serve in leadership and coordination roles at the division level, with compensation provided in the form of reassigned time or a stipend	39.51% 32	30.86% 25	17.28% 14	4.94% 4	7.41% 6	81	2.10

Q2 Article 7 – Academic Freedom and Intellectual Property

Answered: 82 Skipped: 2

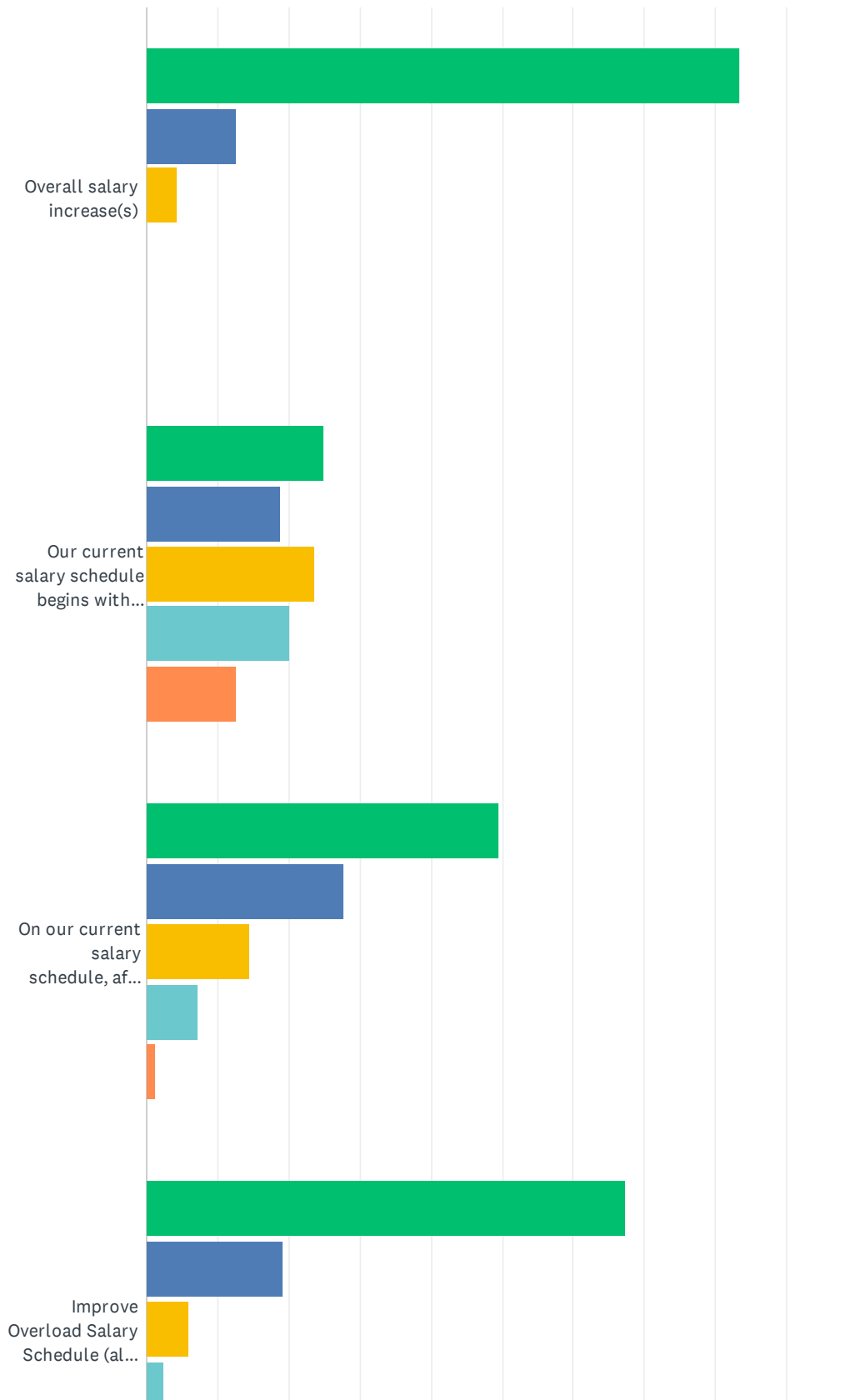


Negotiations Survey FA25

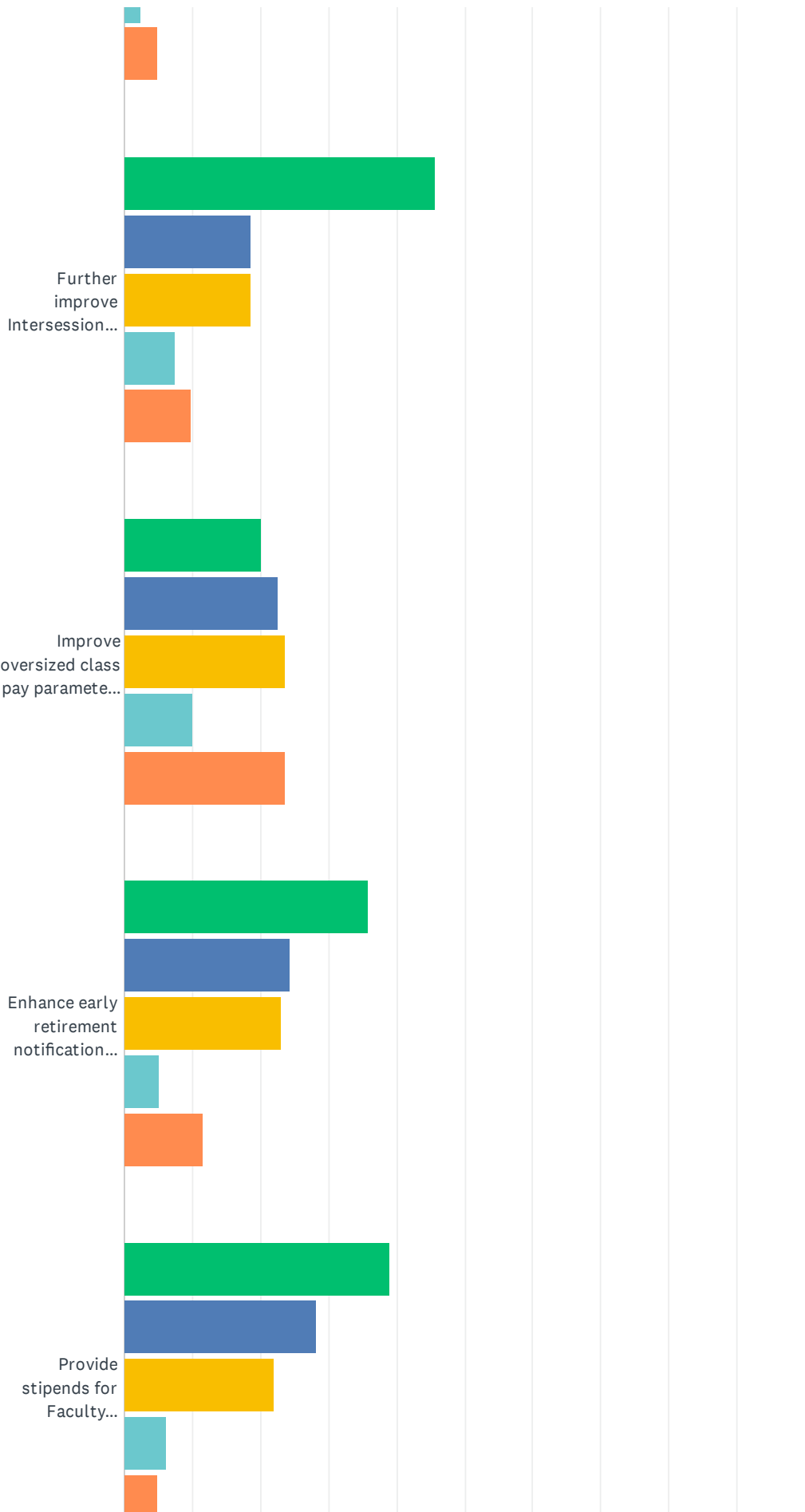
	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Add language that defines ownership of course content	26.76% 19	42.25% 30	16.90% 12	5.63% 4	8.45% 6	71	2.27
Add language that faculty created content shall not be used by the College to train AI software (Canvas, Zoom etc.) without consent from the individual faculty member	51.90% 41	27.85% 22	12.66% 10	1.27% 1	6.33% 5	79	1.82

Q3 Article 8 – Salaries

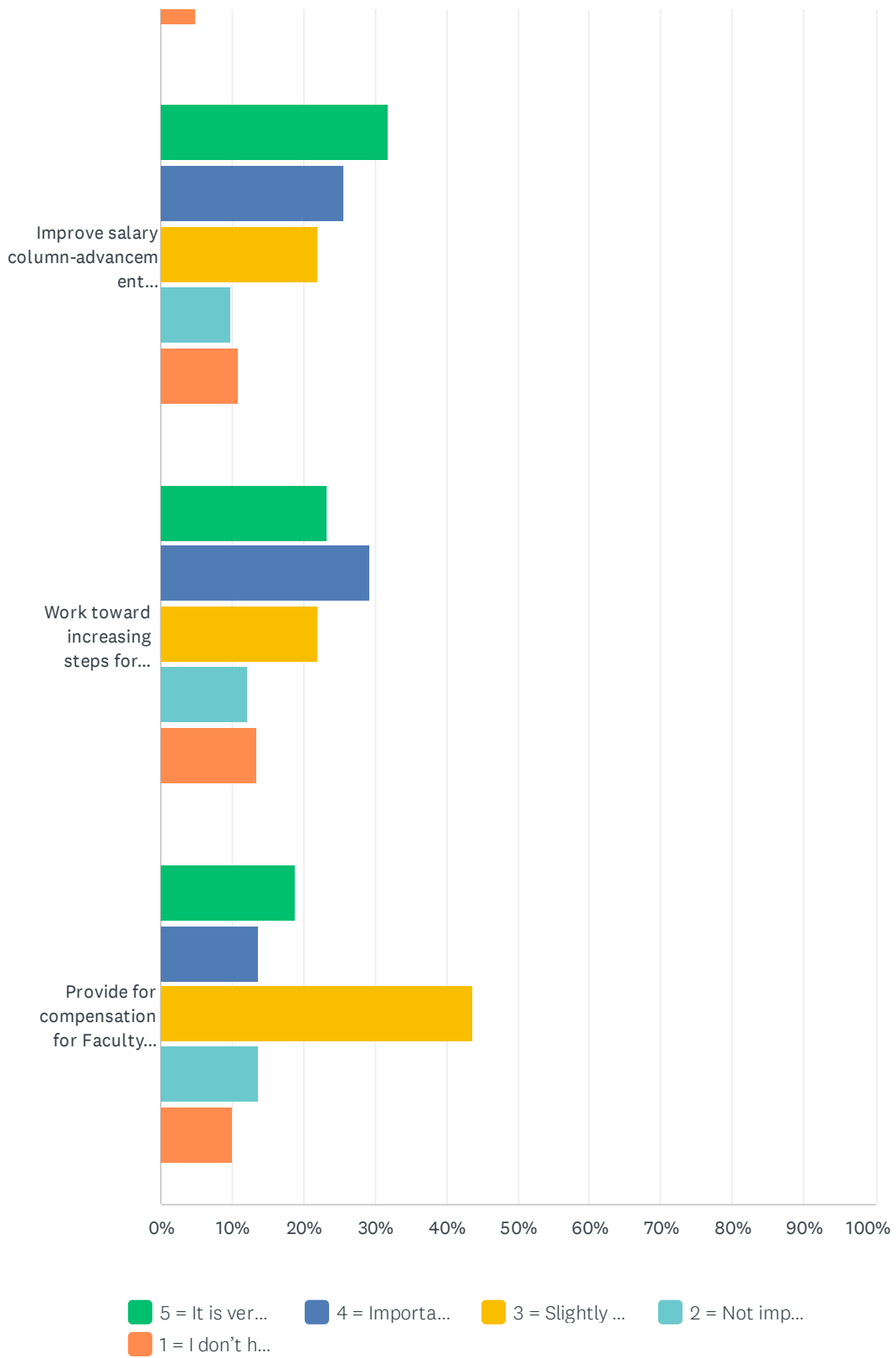
Answered: 84 Skipped: 0



Negotiations Survey FA25



Negotiations Survey FA25



Negotiations Survey FA25

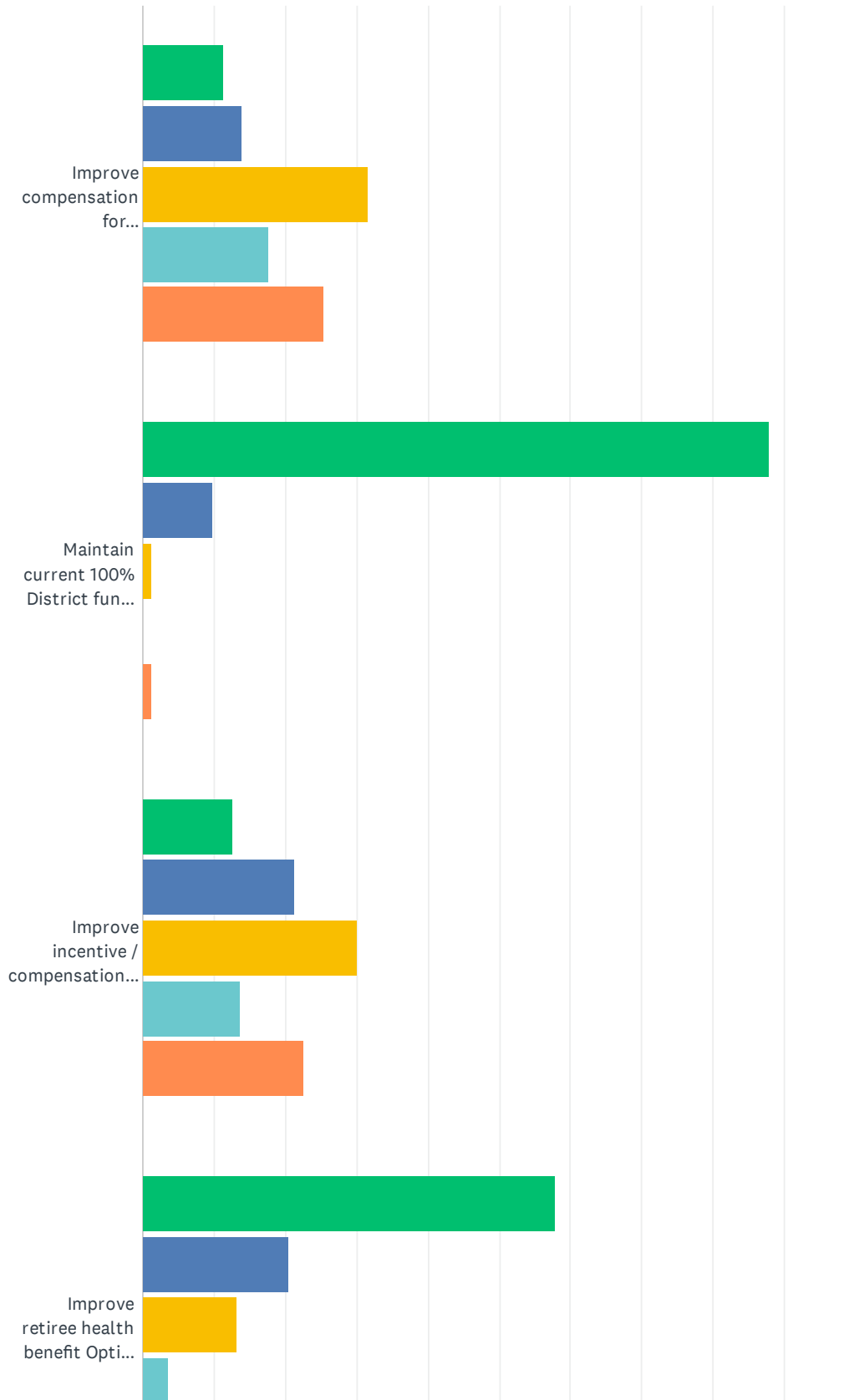
	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Overall salary increase(s)	83.33% 40	12.50% 6	4.17% 2	0.00% 0	0.00% 0	48	1.21
Our current salary schedule begins with Steps 1–4 grouped together, which means there is no increase in pay until Step 5. Decoupling Steps 1–4 would provide earlier movement on the salary schedule. This change would result in a net increase equal to moving two steps down the schedule (until Step 14). How important is it to you that we negotiate improvements in this area, specifically decoupling Steps 1–4 on the salary schedule to allow for earlier pay progression?	25.00% 20	18.75% 15	23.75% 19	20.00% 16	12.50% 10	80	2.76
On our current salary schedule, after Step 14, faculty must wait three years before advancing to the next step (Steps 17, 20, 23, etc.). This creates a “limbo” period where annual movement pauses. Decompressing these three-year increments would remove the waiting period and allow for faster, more consistent salary progression. How important is it to you that we negotiate improvements in this area, specifically eliminating the three-year waiting period after Step 14?	49.40% 41	27.71% 23	14.46% 12	7.23% 6	1.20% 1	83	1.83

Negotiations Survey FA25

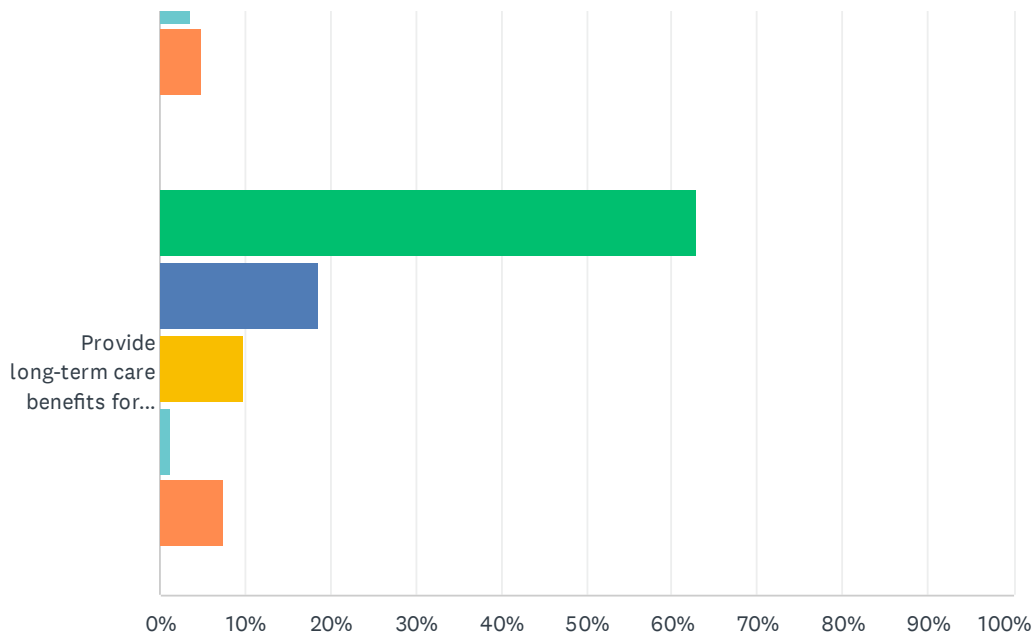
Improve Overload Salary Schedule (align with Intersession)	67.47% 56	19.28% 16	6.02% 5	2.41% 2	4.82% 4	83	1.58
Further improve Intersession Salary Schedule	45.68% 37	18.52% 15	18.52% 15	7.41% 6	9.88% 8	81	2.17
Improve oversized class pay parameters / requirements	20.00% 16	22.50% 18	23.75% 19	10.00% 8	23.75% 19	80	2.95
Enhance early retirement notification benefit	35.90% 28	24.36% 19	23.08% 18	5.13% 4	11.54% 9	78	2.32
Provide stipends for Faculty training / development events	39.02% 32	28.05% 23	21.95% 18	6.10% 5	4.88% 4	82	2.10
Improve salary column-advancement requirements	31.71% 26	25.61% 21	21.95% 18	9.76% 8	10.98% 9	82	2.43
Work toward increasing steps for Columns 1-3 on the salary schedule	23.17% 19	29.27% 24	21.95% 18	12.20% 10	13.41% 11	82	2.63
Provide for compensation for Faculty aiding with on-campus emergencies	18.75% 15	13.75% 11	43.75% 35	13.75% 11	10.00% 8	80	2.83

Q4 Article 10 – Unit-Member Benefits

Answered: 83 Skipped: 1



Negotiations Survey FA25



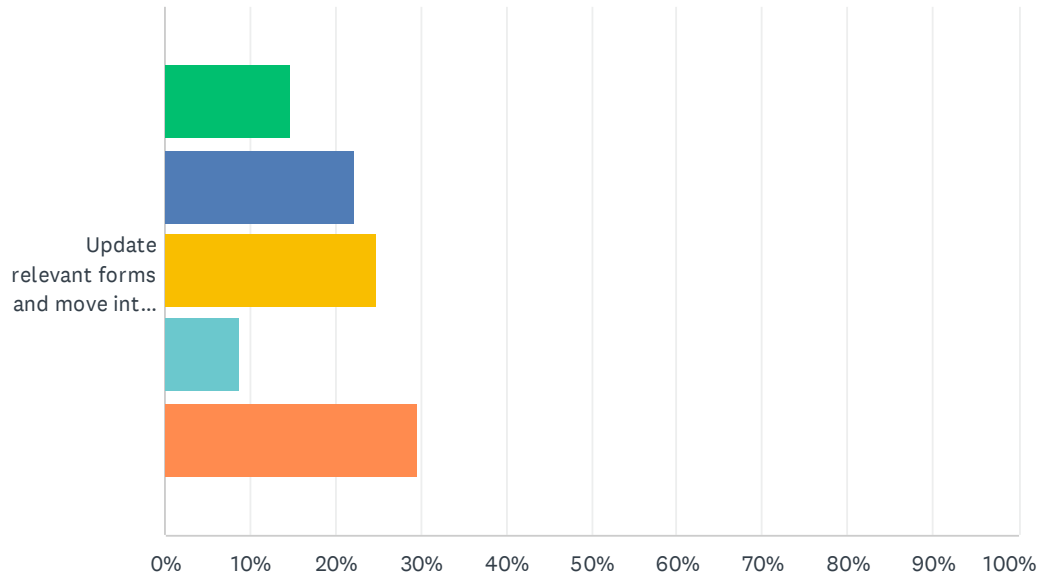
5 = It is ver... 4 = Importa... 3 = Slightly ... 2 = Not imp...
1 = I don't h...

Negotiations Survey FA25

	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Improve compensation for Unit-Members with health benefits from another source	11.39% 9	13.92% 11	31.65% 25	17.72% 14	25.32% 20	79	3.32
Maintain current 100% District funded health benefits (Anthem/Kaiser)	87.80% 72	9.76% 8	1.22% 1	0.00% 0	1.22% 1	82	1.17
Improve incentive / compensation for Unit Members taking less-expensive benefit option(s)	12.50% 10	21.25% 17	30.00% 24	13.75% 11	22.50% 18	80	3.13
Improve retiree health benefit Option A (currently paid benefits to age 69, maximum)	57.83% 48	20.48% 17	13.25% 11	3.61% 3	4.82% 4	83	1.77
Provide long-term care benefits for retirees	62.96% 51	18.52% 15	9.88% 8	1.23% 1	7.41% 6	81	1.72

Q5 Articles 15 – Leaves

Answered: 81 Skipped: 3

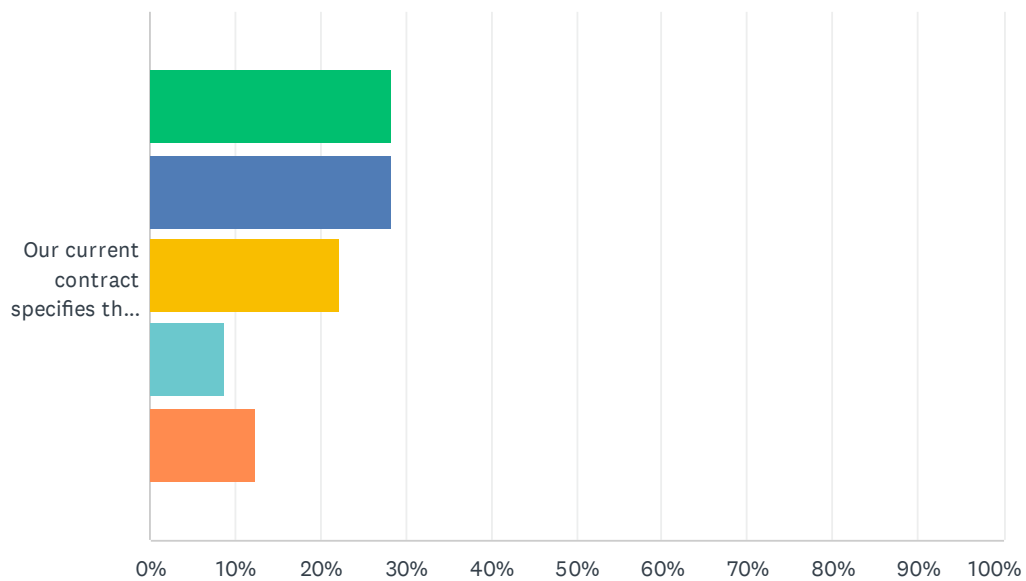


■ 5 = It is ver...
 ■ 4 = Importa...
 ■ 3 = Slightly ...
 ■ 2 = Not imp...
■ 1 = I don't h...

	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 = IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Update relevant forms and move into Agreement as appendices	14.81% 12	22.22% 18	24.69% 20	8.64% 7	29.63% 24	81	3.16

Q6 Article 18 - Overload Banking

Answered: 81 Skipped: 3



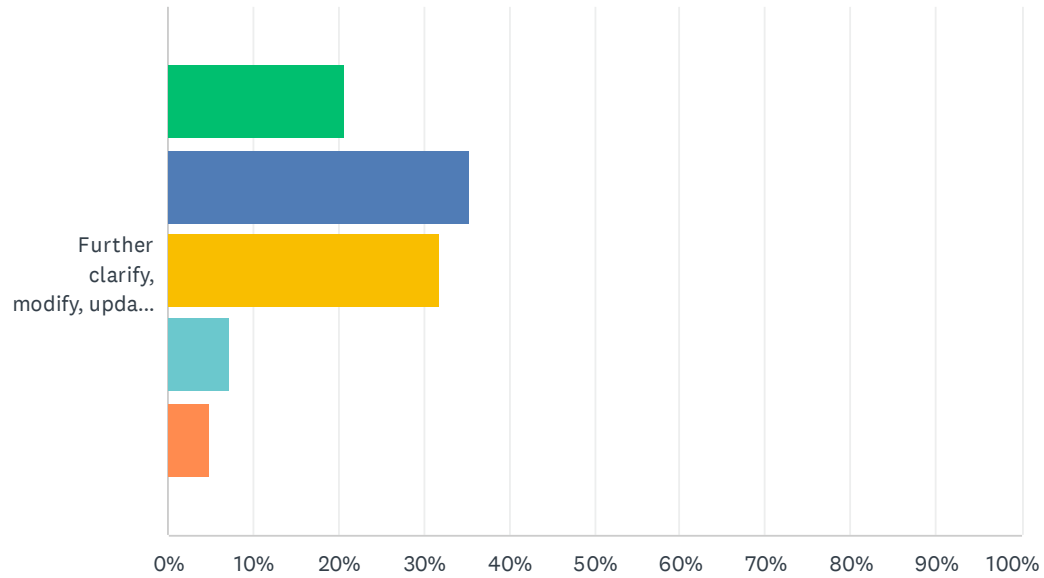
5 = It is ver... 4 = Importa... 3 = Slightly ... 2 = Not imp...
1 = I don't h...

Negotiations Survey FA25

	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 =IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Our current contract specifies that overload LHE (lecture hour equivalents) may be banked at a 6:5 ratio, meaning faculty must bank 6 LHE to use 5 LHE toward future leave. Some colleges allow overload LHE to be banked at a 1:1 ratio.How important is it to you that we negotiate improvements in this area, specifically moving to a 1:1 banking ratio for overload LHE?	28.40% 23	28.40% 23	22.22% 18	8.64% 7	12.35% 10	81	2.48

Q7 Article 20 - Evaluations

Answered: 82 Skipped: 2

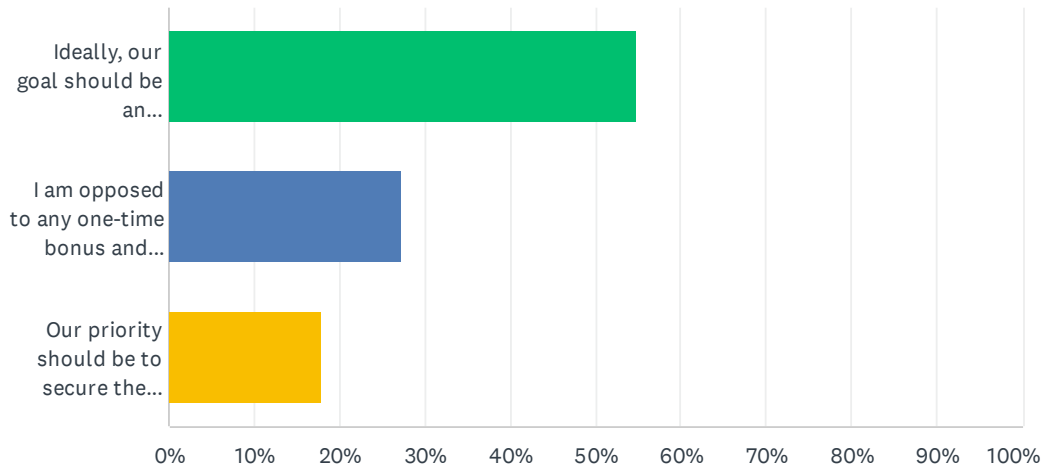


■ 5 = It is ver...
 ■ 4 =Importa...
 ■ 3 = Slightly ...
 ■ 2 = Not imp...
 ■ 1 = I don't h...

	5 = IT IS VERY IMPORTANT THAT WE NEGOTIATE IMPROVEMENTS IN THIS AREA	4 =IMPORTANT: I WOULD LIKE TO SEE SOME IMPROVEMENT IN THIS AREA	3 = SLIGHTLY IMPORTANT: WE COULD GIVE A LITTLE HERE IF WE GET SOMETHING FOR IT	2 = NOT IMPORTANT AT ALL	1 = I DON'T HAVE AN OPINION ON THIS ISSUE	TOTAL	WEIGHTED AVERAGE
Further clarify, modify, update, and/or improve language relevant to evaluations	20.73% 17	35.37% 29	31.71% 26	7.32% 6	4.88% 4	82	2.40

Q8 How do you feel about one-time bonuses in addition to an across the board salary increase? These WILL NOT contribute to STRS retirement contributions.

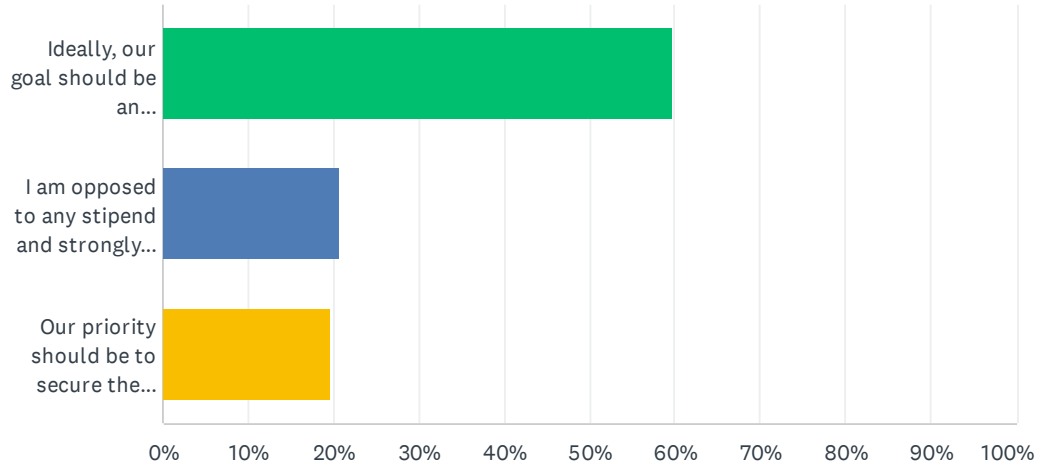
Answered: 84 Skipped: 0



ANSWER CHOICES	RESPONSES	
Ideally, our goal should be an across-the-board raise, but I am open to a one-time bonus if that ensures we do not leave money on the table.	54.76%	46
I am opposed to any one-time bonus and strongly prefer an across-the-board raise, even if achieving it requires organizing, attending BOT meetings, or engaging in picketing.	27.38%	23
Our priority should be to secure the maximum compensation possible in whatever form the District is willing to agree to.	17.86%	15
TOTAL		84

Q9 How do you feel about stipends in addition to an across the board salary increase? These may not contribute to STRS retirement contributions.

Answered: 82 Skipped: 2



ANSWER CHOICES	RESPONSES	
Ideally, our goal should be an across-the-board raise, but I am open to a stipend if that ensures we do not leave money on the table.	59.76%	49
I am opposed to any stipend and strongly prefer an across-the-board raise, even if achieving it requires organizing, attending BOT meetings, or engaging in picketing.	20.73%	17
Our priority should be to secure the maximum compensation possible in whatever form the District is willing to agree to.	19.51%	16
TOTAL		82

Q10 If you have thoughts or concerns regarding Articles 5, 7, 8, 10, 15, 18, and 20 not featured in this survey, please leave a comment here.

Answered: 24 Skipped: 60