

# March 17, 2023

Dear Faculty, CCFA and the District are continuing negotiations for the full contract. We have started with **Article 5 – Faculty Assignment**. Please read the brief update below to see where we stand in our process. Please remember that you can view the Initial Proposals from CCFA and the District, along with other pertinent negotiation documents on the CCFA Website: [Citrusfac.org](https://www.citrusfac.org/bargaining-updates.html)

**Friday, March 10:**

* CCFA met with the District via Zoom.
* The purpose of the meeting was to refine and clarify language in the MOU for an OPTIONAL, alternate 12-Month Salary Schedule and to work through a District proposal on **Article 5 – Faculty Assignment**.

**The District:**

* Explained that their proposed schedule for electing a 12-Month salary schedule would ensure continuity for faculty who are already on a 12-Month salary schedule.
* Shared a potential form that faculty who elected the 12-Month salary schedule would complete, noting its intentional simplicity.
* Provided their proposed revisions for **Article 5.9.6 – Assignment of Classes** to indicate:
  + Faculty would have no pre-determined limit on the online portion of their teaching loads, provided they retain some portion of their load on-campus/in-person
  + New language for the process of changes to faculty assignments and class cancellations.
* Provided their proposed revisions for **Article 5.8.2 – Counseling Services** to establish a percentage of load that can be performed remotely.

**CCFA:**

* Provided feedback on the alternative 12 -Month salary schedule MOU language, seeking clarification for new hire start dates and providing feedback on the form.
* Raised questions regarding collaboration on schedules and scheduling when faculty are not on contract during intersession terms.
* Agreed to respond to the District Article 5 – Faculty Assignment at the next bargaining meeting.

**Next Meetings:**

* Monday, March 20 – Benefits Committee reconvene meeting with attention to retirement benefits.
* Friday, April 4 – Discussion of proposed language revisions on Article 5.

As a reminder, the **Contract Committee** is active and will be meeting through the negotiation process. Meetings are held in response to the negotiation schedule. If you are interested in participating in the committee, please contact Dave Brown ([dbrown@citruscollege.edu](mailto:dbrown@citruscollege.edu) or [1974dmb@gmail.com](mailto:1974dmb@gmail.com) ) and provide your private email.

CCFA feels strongly that the work we are doing in these negotiations are important and very impactful. We appreciate your support and encourage your participation.

Best,

Senya Lubisich