

Chabot-Las Positas Faculty Association Circular — January 2026

Preliminary Summary of our TA

The District and FA reached a Tentative Agreement (TA) in December 2025, for our successor Collective Bargaining Agreement (CBA). Here's a quick, less than exhaustive, summary:

Article 8 CALENDAR

8C No more variable flex days. Two Mandatory flex days before start of Fall and Spring semesters.

Article 9 WORKING CONDITIONS

9B Virtual and physical door cards must be posted by end of first week of instruction

9R New rules regarding AI and the use of AI:

- District will provide professional development on pedagogically sound and ethical use of AI
- All courses must be taught by instructor of record
- No faculty workload can be displaced by AI
- Faculty may appropriately use AI tools in development and delivery of instruction, but remain solely responsible for accuracy and fairness, and can use AI to grade objective assessments, but not subjective ones
- Faculty shall properly cite all materials created by AI
- District and FA will form a standing AI oversight committee

10 WORKLOAD

10A Switch from WSCH/FTEF to FTES/FTEF for productivity analysis and reporting.

10C.4 Specific to Reassign Time

10C.4 Athletic Counselor now available to be on 11 month contract; Newly hired counselors and librarians may be hired under 11 month contract

10C.4 6 CAH/yr for Curriculum Tech. Chair (new)

10C.4 4 CAH/yr for Sabbatical Leave Chair

10C.4. 9 CAH/yr for Honors Program Coordinator at LPC

10C.4. Reassigned work must be performed on campus unless mutually agreed upon by Admin and faculty member as appropriate to assignment

10D.4 (a/b/c): New language for counselors--17.5 and 16 week schedules and hours; no less than half of full-time counselors shall be on a 17.5 week assignment, 16 week assignments are voluntary; New Hawk/SOAR Day attendance; no Wednesday before Thanksgiving for 17.5 week assignments; Counseling assignments during Intersession shall not start before first day of instruction in January and shall end one week prior to beginning of Spring semester

10D.5 No less than half of full-time librarians shall perform a 17.5 week assignment, 16 week assignments are voluntary; those librarians who perform a 17.5 week assignment shall serve 3 weeks outside instructional calendar to be agreed upon with immediate supervisor; no Wednesday before Thanksgiving for 17.5 week assignments; the District and FA will meet in Spring 2026 to negotiate remote work hours for librarians

10E.2 Minimum class size for asynchronous classes now 25 vs. 20; effective Summer 2026 all fully online asynchronous class maximums shall increase by 2 students

11 Leaves

11E Banked load or unbanked carryover can be used to augment compensation for pregnancy disability leave

11F Clarification of use of intermittent Parental Leave

12-2 SABBATICAL LEAVES

12-1A.6 Sabbatical Leave letter of intent is due by April 1. Application is due by the beginning of the Fall semester, all submissions have to be in electronic form

12-1A.9 Faculty has a service obligation twice the time of the sabbatical leave after returning

12-1A.9 Penalties for non-compliance of sabbatical standards in report changed from seven (7) to ten (10 years)

12-1A Sabbatical leave report to the college within Academic Year upon return, and publicized to both colleges, failure to do so will affect future eligibility

12-2. 1 Banked leave does not apply to unit members with loss of overload priority

12-2.2 Recent load sheet has to be attached with workload leave request

Article 13 Transfers

13B.1 New language for administrator returning to faculty

Articles 14, 15 & 18 re: FACULTY EVALUATIONS

New Diversity, Equity, Inclusion, Access, and Belonging (DEIAB) language for professional standards, articulated throughout these 3 articles

Non-assessed self-reflection within the professional review, which includes disaggregated student success data

Administrators allowed to share relevant substantiated information with evaluation committees, faculty will be allowed a response to this information

Administrator Review portion for evaluations

Article 18 PART-TIME FACULTY

18B.1 Beginning Fall 26 new part-time seniority process for newly hired PT faculty. MOU for late grades added.

18B.3 Administrators can assign dual enrollment assignments based on program need, these assignments do not deduct from administrators 20% discretionary FTEF. Faculty hired exclusively for dual enrollment not eligible to be in corresponding discipline seniority list.

18C. Part-time Preference forms due no later than

November 1 for following academic year assignments

18D.4 Updated language on meetings and activities

18F.2 Clarifying language on CalSTRS contributions

18G References article 11 for PT leaves

18I Language on the evaluation process. Observations, adherence to faculty standards, professional review, and professional self-evaluation.

Establishes a procedure for when there is a disagreement between faculty and administrative evaluations; establishes language on what material an evaluator may evaluate in the LMS; establishes language on when an evaluation can take place and what should be provided to the evaluator; changes to administrative portions of the evaluation and what may or may not constitute a needs improvement or unsatisfactory evaluation; modifies language about when administrators must be notified and convene a meeting with faculty who receive a needs improvement; establishes a timeline for reevaluation after a needs-improvement, including option for administrator to defer to next term; modifies language about seniority and subsequent assignments when an unsatisfactory evaluation is received; modifies language around training for evaluators

Article 19 DISTANCE ED.

New and streamlined standards for online course evaluations

Article 20 BENEFITS

20C.6 All FT retirees are eligible to obtain their own medical benefits and be reimbursed up to the cost of Anthem Blue Cross HMO High plan. Also, eligible retirees can enroll in a traditional Medicare plan with a supplement as opposed to a Medicare Advantage plan and be reimbursed

Article 21 SALARIES

2025-26 Salary increase will be 7.5%, this raise will be retroactive to all compensated work in 25-26 and that retroactive payment will be made no later than September 30, 2026. To be eligible for the 7.5% raise, unit members must be employed by the District as of May 29, 2026

2026-27 Salary increase will be 1%

2027-28 Salary increase will be 4.5%. If it is determined that TCR will exceed \$162 million in FY 2027-28 and/or the estimated Unrestricted General Fund Reserve's ending balance in FY 2027-28 is at twelve percent (12%) or higher, the parties agree to review overall fiscal conditions and collaboratively determine if adjustments above the 4.5% are feasible and appropriate.

Article 26 ENROLLMENT MANAGEMENT

At the end of each semester, each area related to the SCFF, beyond those that generate FTES, will report on their productivity, goals, and strategies.

The DEMC will be chaired by 2 faculty, one from each college, and one administrator appointed by the District.

Prior to each FTES reporting period to the state, the District and FA agree to review FTES figures and reconcile between internal reports and external reporting.

Article 29 STAFF DEVELOPMENT

No more variable flex obligation.

29F Each college will have a Diversity, Equity, Inclusion, Access and Belonging Coordination Team (DEIABCT). The District and each college will have one or more coordinator(s) who will be appointed by the FA and the District. Each college will receive reassigned time to support faculty leads, one lead from each division. The District, in collaboration with the DEIABCTs will provide professional development modules and professional development opportunities to support faculty

learning and ensure that faculty are able to meet the DEIAB evaluation standards in articles 14, 15, and 18. In academic year 26-27, all regular and contract faculty will be required to participate in at least 4 hours of DEIAB professional development, and Part-Time faculty must attend at least 2 hours. Thereafter, all faculty will be required to participate in at least 2 hours of DEIAB professional development during the semester in which they are being evaluated. Insofar as the time is not accounted for as part of the unit member's Mandatory Flex obligation as per Article 29C.2, above, the unit member will be paid hourly at the "F" Hour rate on the Faculty Salary Schedule. (See Article 21G.2.) Each faculty member will receive a customized disaggregated data set relevant to their work and asked to reflect on this data as part of their evaluation. This reflection and the accompanying data is not an evaluative or scored element. Reflections will not be rated and will not be used punitively. The focus is on professional growth and equity-minded teaching and service.

34 Resignation and Retirement

Deadline, notification and confirmation requirements clarified.

37 DURATION

CBA effective July 1, 2025 through June 30, 2028

UPDATED FORMS

- Part-time Preference Form
- Evaluation Forms (to better address DE)
- F2F Form to be used for Synchronous DE classes