

Faculty Association Convocation Meeting

August 20, 2026 8:00-9:00 am, Las Positas College Bldg. 2400, Room 2420

New Officers:

The FA is very excited to report that three new officers have joined the E-Board in the last few months:

Monique Williams, VP for Chabot. Monique is an English instructor at Chabot and will also serve as the district coordinator for the DEIABCT team.

Eric Fanene, Part-Time Representative for Chabot. Eric is a PE/Athletics Assistant

Najla Abrao, Treasurer and webmaster. Najla is a Math instructor at Chabot.

FA Website:

You may have noticed that our website was down for a while. We experienced some technical and provider issues, which since have been resolved. The FA is also in the process of updating the website with a launch date coming soon.

New Faculty MOU's:

An MOU for Library Faculty Remote Working Conditions was signed into effect on June 23, 2026.

The premise was to establish the working conditions, parameters and process for determining Library Faculty options for choosing to remotely perform a portion of their load. Conditions do apply, please the MOU on the FA and/or district website.

[MOU Librarian Remote Work](#)

An MOU for Compliance with CCCCCO Attendance Accounting, Faculty Hour Compensation, Non-Credit Hour Compensation, Non-Credit Instruction Load Factor, Course Outline and Zero-Unit Lab Removal, and Course Classification and Class Size Cap Changes was signed into effect on May 1, 2026.

The MOU establishes agreements regarding faculty hour classifications, Course Outline of Record (COR) revisions and updates to negotiated course classifications and class size caps.

Please see the MOU on the FA and/or the district website

[MOU For Compliance with CCCCCO Attendance Accounting](#)

To reiterate some highlights from the new CBA: These were shared at our last general meeting, but bear repeating!

Article 8 CALENDAR

8D. District and FA each appoint co-chairs to the Alternative Academic Calendar Committee

Article 9 WORKING CONDITIONS

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

a.9R.a: DO funded professional development around AI

b.9R.b: All courses must be taught by instructor of record and no workload can be replaced by AI

c.9R.d: Faculty may use AI to grade objective (but not subjective) assignments

d.9R.e: District and FA will form a standing AI oversight committee

Article 10 WORKLOAD

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

10C.4 Specific to Reassign Time

10C.4: Athletic Counselor now available to be on 11month contract

Newly hired counselors and librarians may be hired under 11month contract

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

10C.4.a(5): 4 CAH/yr for Sabbatical Leave Chair (up from 2)

10C.4.a(6): 9 CAH/yr for Honors Program Coordinator at LPC

10C.4. a (10): reassigned work must be performed on campus unless mutually agreed upon by Admin and faculty member

10D.4 (a/b/c): New language for counselors (17.5 and 16- week schedules and hours)

10D.4(d): New Hawk/Soar Day mandatory

New librarian language

10E.2: Minimum class size for asynchronous classes now 25 vs. 20

10G. Assignment outside of the No Less Than 175 Required Duty Days

Article 12-2 SABBATICAL LEAVES

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

12-1A.9 (b) Ed code 87770, unit member has a service obligation (in writing) twice the time of the sabbatical leave after returning

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

Articles 14, 15 & 18 FACULTY EVALUATIONS

Article 14. Re-ordered for better coherence

14C: New DEIAB language for all professional standards

14E.2/14.F.1.b/14G.H.1.b.: Non-assessed self-reflection within the professional review

14I: Administrators Review

Article 15

15C: additions of DEIA language to professional responsibilities

15D: New language around timeline of evaluations for a 16-week schedule

Article 18 PART-TIME FACULTY

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

18B.3 New language around the distribution of assignments, seniority, and load for dual enrollment instruction

18C.3 New language on overload assignments and limits for FT faculty.

18I.1f Language on the evaluation process. Observations, adherence to faculty standards, professional review, and professional self-evaluation.

18I.1g Language on the evaluation timeline

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

21A.1 Academic Year 2025-2026

- a. The Salary in each cell shall reflect an increase of seven and one-half percent (7.5%) over the salary in effect for 2024-2025;

The adjustment shall be effective Fall Semester, 2025, and will be paid a cumulative amount equaling seven and one-half percent (7.5%) for all compensated work in AY 2025-2026, retroactive to July 1, 2025, no later than September 30, 2026.

21A.2 Academic Year 2026-2027

For Academic Year 2026-2027, the Salary Schedule for Contract, Regular, and Temporary Leave Replacement (TLR) unit members shall reflect a one percent (1%) increase over the salaries in 2025-2026. The adjustment shall be effective July 1, 2026.

21A.3 Academic Year 2027-2028 For Academic Year 2027-2028, the Salary Schedule for Contract, Regular, and Temporary Leave Replacement (TLR) unit members shall reflect a four and one-half percent (4.5%) increase over the salaries in 2026-2027. The adjustment shall be effective July 1, 2027. Part-time and Overload Rates shall be as stipulated in Article 21G.

21B. Salary Adjustment for Academic Years 2027-2028 and Beyond

The District and Faculty Association shall meet and agree to improvements and wages for 2027-2028 and any subsequent Academic Years within forty-five (45) days from when the Governor of the State of California signs the State Budget for the year in question. The District and Faculty Association acknowledge the need to make improvements that impact both Full-time and Part-time unit members.

Article 29 PROFESSIONAL DEVELOPMENT

29F. Diversity, Equity, Inclusion, Access, and Belonging Coordination Team (DEIABCT)

Each college shall have a DEIABCT team that includes one (1) or more coordinators, leads from each academic and counseling division, and a designated member of the Institutional Research area.

29F.1 DEIAB Responsibilities

Chabot and Las Positas DEIABs shall collaborate with: each other, existing equity groups on campus, college Presidents or appointee(s), and the Chancellor or appointee(s) and Vice Chancellor of Human Resources or appointee, to develop a process for setting equity priorities, coordinating actions, and evaluating district-wide outcomes.

29F.2 Reassign Time for DEIAB Coordinator(s) and Faculty Leaders

Reassign time shall be granted to the DEIABCT faculty coordinator(s), at the rate of twelve (12) CAH per site per academic year. Additionally, thirty (30) CAH annually (18 to Chabot College and 12 to Las Positas College) will be provided to perform DEIABCT work in collaboration with the DEIABCT Coordinator(s); this provision will sunset on June 30, 2028.

29F.3 Flex Day Responsibilities of DEIAB

Starting in Fall 2026, the DEIABCT on each campus shall create and approve a minimum of 2 hours of content to be included in Mandatory Flex Days each semester.

29F.4 Unit Member DEIAB Professional Obligations

In an effort to begin District-wide work on DEIAB obligations for Contract, Regular, or Temporary Leave Replacement (TLR) faculty, in academic year 2026-2027, all faculty **shall be required to participate in four (4) hours of professional development.**

29F.5 Data Informed DEIAB Practice in Faculty Evaluations

a. Purpose: To strengthen our culture of continuous improvement and commitment to student success, the District and Faculty Association agree to use disaggregated student success data as part of faculty evaluations. The goal: support faculty growth and student success through structured reflection.

Faculty Association Officers

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