

CEER Committee | November 06, 2025

[VIEW RECORDING - 59 mins \(No highlights\)](#)

Meeting Purpose

[Finalize contract language and plan a faculty survey on class hour reductions.](#)

Key Takeaways

- **Scheduling Form Language Approved:** [New language clarifying counselor/librarian scheduling duties was approved. Monica will send it to the negotiations team to pursue an MOU for implementation by Spring 2026.](#)
- **Contract Article 10.4 Discussion Paused:** [A debate over Article 10.4's "contemplated changes" language was paused. The core issue is whether the union must be consulted before policy approval to negotiate impact on working conditions.](#)
- **Faculty Survey Scope Narrows:** [The survey will focus on faculty interest in reducing class hours due to new FTES accounting rules, not a block schedule redesign. A ~67% supermajority will be required for any change.](#)
- **Survey Distribution Strategy:** [The survey will go to all faculty, but responses from Health Sciences \(whose hours are fixed by accreditation\) will be analyzed separately to prevent skewing results.](#)

Topics

Scheduling Form Language

- [Approved new contract language clarifying counselor and librarian scheduling duties.](#)
- **Key Change:** [Added examples and specified assignments are "due to the faculty member" \(counselor/librarian\).](#)
- **Next Step:** [Monica will send the proposal to the negotiations team \(Ray, Vy, Emmanuel, Heather\).](#)
- **Implementation Path:**
 - **Goal:** [An MOU for Spring 2026 implementation.](#)

- **Rationale:** The first deadline under the new process is April 10, 2026, making an MOU preferable to waiting for spring negotiations.

Contract Article 10.4 Interpretation

- A discussion on CEER member roles led to a debate over the meaning of Article 10.4, which covers "contemplated changes" to board policies and regulations.
- **Jesse's View:** The union must be consulted *before* policy approval to negotiate impact on working conditions.
 - **Rationale:** This prevents the union from being forced to fight over the implementation of an already-approved policy.
 - **Example:** Negotiating the workload impact of a new accessibility AP *before* it is finalized.
- **Ray & Vy's View:** The union negotiates the *impact* of a policy, not the policy itself, which is the purview of shared governance (Faculty Senate, College Council).
- **Resolution:** The team paused the discussion to review the article and consult constituents.

Faculty Survey on Class Hour Reductions

- **Background:** The survey was prompted by new state FTES accounting rules that no longer fund the extra 20 minutes in Ohlone's current block schedule.
- **Scope Shift:** The survey will focus on faculty interest in reducing class hours, not a block schedule redesign.
 - **Rationale:** A redesign is a massive undertaking with limited potential gains (e.g., creating a late-afternoon block).
- **Survey Design:**
 - **Questions:** Approved as-is.
 - **Response Scale:** Force-choice (no "neutral" option) to ensure actionable data.
 - **Required Fields:** Department and FT/PT status to enable data segmentation.
- **Distribution Strategy:**
 - **Audience:** All faculty.
 - **Analysis:** Health Sciences responses will be analyzed separately.
 - **Rationale:** Their hours are fixed by accreditation, so their feedback is not relevant to this specific decision.
- **Decision Threshold:** A supermajority (~67%) will be required to approve any change, avoiding a divisive 50/50 split.

Next Steps

- **Monica:**
 - [Send the scheduling form language to the negotiations team.](#)
 - [Revise the faculty survey introduction to focus on FTES accounting, not block scheduling.](#)
 - [Add Article 10.4 to the next agenda.](#)
- **Ray:**
 - [Share block schedule data and the relevant state memo with the team.](#)
 - [Meet with Deans Rob and Lori to review their scheduling forms.](#)
- **All:**
 - [Review contract Article 10.4 and consult constituents.](#)

Action Items

- Update scheduling form language: add 'due to faculty member'; correct Spring 2026 date to Apr 24 - [WATCH \(5 secs\)](#)
- Email scheduling form language proposal to Raymond, Vy, Emmanuel, Heather for review - [WATCH \(5 secs\)](#)
- Meet deans Rob and Lori re: scheduling form alignment - [WATCH \(5 secs\)](#)
- Update CEER Roles doc: use 'District representatives' and 'Union representatives' - [WATCH \(5 secs\)](#)
- Add Article 10.4 review to next CEER agenda - [WATCH \(5 secs\)](#)
- Discuss Article 10.4 w/ ET (admin perspective) - [WATCH \(5 secs\)](#)
- Send reminder to Monica re: Article 10.4 review - [WATCH \(5 secs\)](#)
- Email Sarah Cooper and Andrew Lamont re: block scheduling history/perspectives - [WATCH \(5 secs\)](#)
- Verify FTES/contact-hour data; email to Monica, Jesse, Vy - [WATCH \(5 secs\)](#)
- Email CIO memo re: 2026–27 FTES/SAA transition to Monica, Jesse, Vy - [WATCH \(5 secs\)](#)
- Revise faculty survey: remove 'block schedule'; set required Department/FT/PT; update intro; prep for next CEER - [WATCH \(5 secs\)](#)