

A decorative border of various colorful flowers and leaves surrounds the central text. The flowers include orange, pink, purple, yellow, and red blooms, some with dark brown stems and green leaves. The background is a light, textured grey.

Faculty Assembly Education Event

April 10, 2026



Exec/Negotiating Team

President: Mary

VP: dara

Annie Ngo (2025)

Ombuds: Luke

Treasurer: Billy

Michelle Farnam (2026)

A decorative border of stylized flowers in various colors (orange, pink, purple, yellow, green) and shapes, arranged in a repeating pattern around the central text.

FACCC Contract District Tentative Agreements Contract Clean Up

FACCC CONTRACT DISTRICT



FACCC dues now paid for all MCCFA members as a benefit of membership



Other benefits: MCC Rep on FACCC Governing Board; FACCC workshops, trainings, advocacy, and 5 Registrations and 2 hotel rooms at FACCC's Advocacy & Policy Conference in Sacramento, etc.

ACADEMIC FREEDOM



For the first time, the language will live in our Collective Bargaining Agreement (Contract). Previously, language lived in a Board Policy and lacked the strength of binding language and changes only through bi-lateral negotiations



Hard fought negotiations with FA Team remaining steadfast and committed to strong language and protections for faculty



Academic Freedom

INTELLECTUAL PROPERTY



Clear contractual language defaulting to "Professors' Privilege" i.e. faculty ownership of our intellectual property



Clear definitions. Codifies Faculty Ownership, District Ownership, Joint Ownership, Sharing IP, groundbreaking language on Artificial Intelligence



Intellectual Property

OTHER CONTRACT UPDATES AND CLEAN UP



Most updates for clarity and corrections; codifying previously approved MOU language; agreed upon reopeners for 2026-2027



New item for PAID one-hour Training prior to Conducting Associate Faculty Evaluation (Fall TREC Development; Spring Launch)



C.9.0 NON-CONTRACTUAL ASSIGNMENTS: INTERSESSIONS

The District and Assembly agree to reopen this section in 2026-2027 to negotiate impacts of a winter intersession.



Faculty Observation and Evaluation

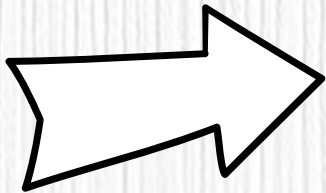
Faculty carrying out observation and evaluation of associate faculty shall be compensated for 3.0 work hours (0.091 non-contractual non-teaching LHE) per observation at the applicable non-teaching non-contractual hourly rate. When two faculty members are involved in a single evaluation, this compensation may be distributed according to the work

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DISTRICT/FACULTY ASSEMBLY AGREEMENT JULY 2025-JUNE 2028 – UPDATED JUNE 1, 2026

performed by each. An additional 1.0 hour will be paid to faculty conducting an off-site dual enrollment course evaluation.

Beginning Spring 2027 any full-time faculty conducting an evaluation will complete a one-hour self-paced training on best practices. The training must be completed every three years and faculty will be paid for one hour at their non-contractual hourly rate.





Honors Contracts

Faculty teaching honors contracts shall be compensated for 7.50 hours per student upon completion at the end of the term, paid at the applicable non-contractual hourly rate ~~uncapped~~, and upon approval by the appropriate dean and vice president.

A maximum of seven (7) honors contracts may be accepted per faculty member per semester, unless an exception is granted by the appropriate vice president. If the faculty member conducted work on an honors contract for a student who subsequently dropped, they will notify the appropriate dean and vice president and submit hours worked (not to exceed 7.5).

Work Experience and, Internships ~~and Honors Contracts~~

Faculty teaching work experience and, internship classes, ~~and honors contracts~~ shall be compensated for 7.50 hours per student ~~upon completion at the end of the term, paid at the applicable non-contractual hourly rate, and upon approval by the appropriate dean and vice president.~~ enrolled at census, paid at the applicable non-contractual hourly rate (0.227 non-contractual LHE) ~~uncapped~~.



~~A maximum of seven (7) honors contracts may be accepted per faculty member per semester, unless an exception is granted by the appropriate vice president. If the faculty member conducted work on an honors contract for a student who subsequently dropped, they will notify the appropriate dean and vice president and submit hours worked (not to exceed 7.5).~~





C.13.4 Class Size Maxima Process

This process allows faculty to request a class size maximum (CSM) for new courses and changes to existing courses. The process encourages a partnership with the school dean and includes a review process that allows faculty to resolve differences. Faculty who choose to maintain the comparable or default CSM as established in the curriculum process, including for honors, labs, or equivalent courses, are not required to engage in the CSM process as outlined in C.13.4; instead, the CSM will be confirmed during the technical review process.



E.1.1. Department Chair Election

Elections will be held every two (2) years. The Office of Instruction shall send a reminder on or before February 1 to departments required to hold department chair elections. Faculty members may submit nominations for department chair to the administrative assistant assigned to the department on or before February 15. Thereafter, if only one faculty member accepts the nomination by the deadline, they are considered elected. If two or more department members accept the nomination, the administrative assistant shall arrange for the department chair election as described below. The department chair election process must be completed on or before March 5.





E.2.4 Winter Intersession Compensation

Department chairs required to work during the winter intersession shall be compensated via a stipend at their non-contractual, non-teaching hourly rate. The department chair must first discuss the work to be completed with the appropriate dean. If approved, shall submit a personnel requisition will be to their submitted by the dean's office for all approved hours worked, not to exceed thirty (30) hours total. The personnel requisition must include a description of work and activities to be completed. If agreed to by the dean, a department chair may share these hours with others in the department to cover the required time commitment. The department chair or other faculty who work over the winter intersession will be responsible for entering their time worked into Workday for payment.



F.13.0 SABBATICAL LEAVE

Every faculty member, as a condition to being granted a leave of absence pursuant to this procedure, shall agree in writing to render a period of new service to the district following their return from the sabbatical leave that is equal to twice the period of the leave (i.e. 30 LHE of base contractual load).



Timing of Student Surveys: All surveys shall be complete by the following time:

- Cycle 1: The end of week ten (10-); with an exception for late start courses by the end of week eleven (11).
- Cycles 2–4 (Fall): The end of week nine (9); faculty with late start or eight week courses that start in the second half of the semester are allowed an extension to with an exception for late start courses by the end of week eleven (11) to complete their surveys, if needed.
- Cycles 2–4 (Spring): The end of week fifteen (15).



H.3.10 Appeals for Tenured Faculty Members


A TFM may appeal the PRC's recommendation of Does Not Meet Expectations – Improvement Needed (*Corrective Action Plan* prescribed) or rating of Unsatisfactory.

Appellants shall complete an appeal form and submit it to the TREC chair and Human Resources (evalsupport@miracosta.edu) within ten (10) calendar days of the written notification of the PRC's recommendation that generated the appeal. The TFM may consult the [Faculty Assembly president or designee or Vice President of Human Resources or designee](#) ~~TREC chair~~ regarding the appeals process.



K.2.0 REDUCED WORKLOAD

In accordance with Education Code sections 87483, 89516, faculty may be allowed to reduce their workload and receive full ~~STRS~~-service credit provided that they meet the qualifications described below:

- The faculty member must have reached the age of fifty-five (55) prior to the ~~reduction in workload~~ first day of academic year that the reduction in workload is in place.
Examples: A classroom faculty member who turns age 55 in July of 2028 could submit an application in March 2028 to be approved for a reduced workload effective August 2028. A non-classroom faculty member who turns 55 in June 2028 could submit and be approved for a reduced workload to be effective in July 2028.
 - The faculty member must have been employed in a full-time position requiring certification for at least ten years, of which the immediately preceding five years were full-time employment at the district. Sabbaticals and other approved leaves do not constitute a break in service. Such leave, however, is not used to compute the requirement of five years of full-time service prior to entering the program.
 - The minimum part-time employment level, averaged over the academic year, shall be the equivalent of at least half of the number of days of service required by the contract of employment during the last year the faculty member served in a full-time academic position. Faculty members on the reduced workload program shall work for the duration of the reduction, as mutually agreed by the faculty member and the district, at a minimum:
 - 100% of one semester and 0% of the other semester, or
 - 50% each semester, or
 - Any assignment that will average 50% or more for two (2) semesters of the academic year.
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NEXT STEPS



Copies of Intellectual Property, Academic Freedom, and Contract Clean Up will be sent to Faculty



FA Members will get a ballot to Vote on the collective updates. Vote to occur May 11-15.

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THANK YOU

Final 2026 FAC Meeting and Social Event

May 8, 2026