

**Governing Board**

Diana Honig, President
Fernando Sandoval, Vice President
John E. Márquez, Secretary
Rebecca Barrett
Andy Li

Chancellor

Mojdeh Mehdizadeh

College Presidents

Kimberly R. Rogers, Ph.D., Contra Costa College
Monica Chahal, Ed.D., Diablo Valley College
Pamela Ralston, Ph.D., Los Medanos College

Joint Communication
Contra Costa Community College District (4CD)
and United Faculty of 4CD (UF)

May 22, 2026

SPRING AND FALL 2026 NEGOTIATIONS

Background

The updated 2024-2027 4CD/UF Contract is posted on the District website. Please go to the website at <https://www.4cd.edu/hr/ufcontract/index.html> to review the contract. Currently, we are concluding year 2 of a 3-year agreement.

Negotiating Teams

4CD: Jeffrey Michels (CHRO); Carlos Montoya (LMC VPBAS); Micaela Ochoa (EVC, Administrative Services); Sara Parker (DVC VPBAS); Amy Lehman-Sexton (DVC Senior Dean); A'Kilah Smith (LMC VPI); Kenyetta Tribble (CCC VPSS)

UF: Marina Crouse (President); Sandra Gardiner (DVC PT Faculty); Katie Krolkowski (CCC VP); Marcie Lapriore (LMC VP); Matthew Powell (DVC VP)

Spring 2026 Reopeners

Spring 2026 reopeners included the following articles and topics:

- Article 17 and Appendix X (Faculty Evaluations)
- Article 10.4 and Appendix A (Flex)
- Article 21 (Benefits)
- Article 7 (Load)
- Total Compensation (Salary and 4CD's Contribution to Benefits) for 2026-2027 and 2027-2028
- Article 20 (Salary)
- Faculty Assignments under College and Career Access Pathways (CCAP) Dual Enrollment Agreements (currently not covered by contract)

Spring 2026 Negotiations Summary

4CD/UF Negotiating Teams met three times during the spring semester (on 2/20; 2/27; and 4/17) with a focus on three primary areas:

1. Faculty salary placement and advancement (particularly for Career Technical Education—CTE faculty); and
2. Improvements to the faculty evaluation process, including the use of improvement plans.
3. College and Career Access Pathways (CCAP) Agreements

Both parties affirmed shared interests of fairness, transparency, consistency, and supporting faculty success. Discussions on salary placement highlighted challenges in recognizing non-traditional experience, industry certifications, and professional training—particularly in CTE fields—along with interest regarding clarity, consistency, and timeliness in the process.

The teams agreed to continue this work with additional data from peer districts and subject-matter experts to ensure equitable and competitive practices that support faculty recruitment, retention, and student success.

Progress was made in identifying opportunities to strengthen the evaluation and improvement plan process. Both teams recognized that current practices lack clarity and consistency, with concerns related to unclear timelines, inconsistent training, variation across campuses, and confusion about roles, expectations, and outcomes. There is a shared commitment to reframing improvement plans as supportive, proactive tools that promote professional growth. Key areas of focus moving forward include clarifying processes and responsibilities, improving training for evaluators and faculty, aligning guidebooks, enhancing institutional support, and exploring tools and structures (such as mentoring and technology solutions) to ensure consistency and accountability across the District.

On CCAP Agreements, the teams reviewed current practices and timelines, discussing in particular how and when faculty may be assigned to classes offered at local area high schools as well as the training and support offered to faculty who teach in these programs.

Overall, the negotiations have been grounded in a spirit of collaboration, with both the District and UF expressing commitment to continuous improvement, clear communication, and a supportive environment for faculty. Future discussions will build on this foundation by refining proposals, engaging additional stakeholders, and developing practical solutions that align with shared goals of high-quality instruction, equitable processes, and organizational effectiveness. We will continue to negotiate in fall 2026.

Fall 2026 Negotiations

We have the following 4CD/UF Negotiations dates scheduled:

- Friday, August 28
- Friday, September 11
- Friday, October 10
- Friday, October 16
- Friday, October 30 (if needed)
- Friday, November 13 (if needed)
- Friday, December 11 (if needed)

ADDITIONAL IMPORTANT ITEMS

Compensation Committee: The UF/4CD compensation committee will meet at the end of May 2026, following the release of the Governor's May Revise, and will resume negotiations related to total compensation in August 2026, when we return from summer break.

UF/4CD Contract: The UF/4CD Contract and Guidebooks have been updated to include language from the 2024-25 TA that the Governing Board approved in November 2025. Effective July 1, 2026, the updated Contract and Guidebooks will be found on the District Website at <https://www.4cd.edu/hr/ufcontract/index.html>

Reduced Workload: UF/4CD are rolling out a consistent, standardized, user-friendly application for faculty interested in participating in the Reduced Workload Program (Article 14.2). Effective July 1, 2026, the form will be placed on the District Website under United Faculty.

Wishing you a healthy, restful and happy summer break.