At the September 24th bargaining session,the MSCA and Management exchanged proposals, but no agreements were reached.

MSCA's proposals

Our team proposed improvements to compensation and protections for DGCE faculty, including:

- **Higher teaching stipends:** Increase the stipend for teaching graduate students from 107% to 150%, and provide a 150% stipend for DGCE courses that enroll three or more Day students.
- **Stronger pool and seniority protections:** Count assignments that are canceled or converted to directed studies toward maintaining eligibility in the continuing education pool. Establish seniority after teaching at least three classes across at least two terms within five semesters, and offer available courses in seniority order before making a second round of assignments.
- **Clearer appointment protections:** Remove language making the dean's appointment-rank decision final, since rank is governed elsewhere in the contract, and distinguish cancellation of a course from cancellation of an appointment.

Management asked how our seniority proposal would account for faculty expertise, teaching modality, and changes in course offerings. We explained that chairs would consider both seniority and qualifications when assigning courses and expressed willingness to clarify the language.

Management's proposals

Management proposed additional faculty responsibilities under Article IX, citing student success, financial aid requirements, and data security. Many of these proposals would require additional, significant uncompensated work:

- Posting syllabi in the official learning management system (LMS), including for face-to-face courses.
- Reporting student nonattendance per federal mandates
- Providing midpoint assessments and reporting student progress through the university-designated system.
- Using university email for official business, checking it at least every 24 hours Monday–Friday, and responding within 48 hours.
- Using the official LMS as the central location for syllabi, course navigation instructions, assessments, and grades or assessment feedback.
- Notifying the dean or designee by email before canceling a class meeting.

Issues still under discussion

Our team made clear that some of management proposals are unacceptable, while others may be considered as part of an overall package. We expressed particular disappointment that

management's proposal brought us substantially further away from where we had landed during the previous round of negotiations.

Join us at the bargaining table

Please join our next bargaining session as a **silent representative on October 24, from 2:00–4:30 p.m. on Zoom**. Your presence demonstrates that DGCE members are engaged and united in the effort to secure equitable compensation and stronger working conditions.

Register here: https://forms.gle/6uhDn2ktrbH5WMuH8

In solidarity,
The DGCE Bargaining Team