

Subject: Campus Update
Date: Thursday, May 22, 2025 at 4:05:58 PM Pacific Daylight Time
From: Duncan, Willy
To: Duncan, Willy
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Dear Sierra College Colleagues,

As we conclude another successful academic year, I want to extend my heartfelt gratitude to each and every one of you for your unwavering dedication, hard work, and commitment to excellence. Your collective efforts ensure that Sierra College remains a pillar of our community and laser focused on our goals of increasing student success and eliminating equity gaps.

Like all years, this year has presented us with challenges, and I am particularly appreciative of how you have navigated these with resilience and grace.

As you know, one of the significant issues facing many California community colleges, including Sierra, is pending litigation regarding part-time faculty compensation. While the college believes it has a strong case against the lawsuit's claims, we cannot ignore the potential liability it poses to our finances and operations – as well as to our ability to deliver on our educational mission.

Sierra deeply values its part-time faculty members and the exceptional service they provide our students. To bring greater clarity and certainty to our part-time faculty and address the potential litigation impacts, Sierra worked collaboratively with the Sierra College Faculty Association and California Teachers Association for months to update our contract with new language regarding our pay methodology for part-time faculty. We were very pleased to have reached a tentative agreement in April that could be presented to all faculty for a vote.

Regrettably, CTA/SCFA rescinded this signed agreement before faculty were given the opportunity to have their voice heard. We believe rescinding a signed agreement represents bad faith bargaining under California's collective bargaining laws. For this reason, Sierra College has asked an independent state agency to review CTA/SCFA's actions and advise on potential remedies. You can read the filing [here](#).

Having served as your president for 14 years, one of the things I am most proud about is our labor-management climate. Through collaboration, we have been able to serve students and our community effectively and sustainably, while rewarding our dedicated employees. I truly hope this remains our long-term path together. I appreciate the efforts of the prior SCFA leadership team to collaborate on solutions, and I look forward to developing a

strong relationship with new SCFA leadership in the future.

For now, we have an urgent obligation to protect the college in the courts and use every tool we can to negotiate new contract language regarding part-time faculty pay. Action is necessary to ensure the sustainability and stability of Sierra College, including implementing necessary fiscal measures, while upholding the high standards of education and student-centered service that define our work.

My hope is that these issues do not overshadow a tremendous year of meaningful success for Sierra College, our students and our employees. However, I felt a duty to communicate with each of you before the summer recess so that you have information and we are acting transparently. If you are curious about the status of this issue over the summer, you can check [here](#) for updates on the Collective Bargaining webpage at your convenience.

Thank you for your exceptional contributions this year to Sierra College and our students. I am confident that, with your continued support and collaboration, we will overcome these challenges and emerge stronger.

Sincerely,

Willy



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