

LBCCFA Negotiations Brief Summation 4/27/2017

Article VII Fringe Benefits

LBCCFA's position is to maintain current threshold language and reject any increased contributions by faculty.

Article VIII Working Conditions

The District responded to LBCCFA's request for clarification and validation of LBCCFA faculty representation on College-wide safety committees.

Article X Faculty Evaluation

The District requested that faculty tenure review committees be chaired by the area dean instead of the department chair. The District cited issues regarding timely submission of final tenure reports and the influx of new faculty as reasons for giving the District more "control." LBCCFA responded and asked for clarification on this proposal.

(Issues for LBCCFA to consider are the effects on faculty, the department head work-load formula--if this duty is removed, and the the one extra Discretionary Day currently offered DH's in the contract for this work)

The District also proposed two evaluation report additions:

Appendix E-4 : Self-Evaluation Report

8 Check boxes under the heading "Assessment of Student Learning Outcomes"

LBCCFA responded that SLO's should not be tied to faculty evaluations

New Appendix form: College Service Hours

The District proposed a grid for faculty to fill out that identifies and describes college service hours/ details.

Article XII Salary

LBCCFA proposed a salary restructure with an across the board raise and elimination of steps 10 and 12. The schedule will be maintained by adding steps 19 and 20. LBCCFA also proposed a 25-year longevity bump. The salary proposal includes an increase to hourly pay and retro July 2016/July 2017. The District will review this proposal and respond at our next negotiations.