

## **LBCCFA Department Head Bargaining Proposal Summation** **UPDATED May 30, 2017**

As many of you are aware, LBCCFA is currently in successor negotiations with the District. One of the articles being discussed at the bargaining table is Article XIII, Department Heads. Discussions around the current terms and conditions of work for Department Heads was initiated by LBCCFA at the request and direction of our Department Heads. Discussions between LBCCFA and the District on this subject have included an exchange of proposed changes to Article X, Faculty Evaluation and Article XIII, Department Heads.

### **The District has proposed the following changes to Article XIII (updated May 30, 2017)**

- Revise evaluation of probationary faculty to remove department heads as chairs of probationary tenure review committees and replace with area deans. This would eliminate current language providing one additional discretionary day per tenure review committee per year.
- ~~Revise current work responsibilities and remove current language stating that department heads may supervise classified employees. This would alter the way the current Department Head reassigned time formula by excluding the number of classified employees from the formula and lower the current reassigned time allotted for all Department Heads.~~

Additionally, the District has stated at the table that the current appeals process is working and those who apply who warrant additional reassigned time receive additional reassigned time. The District has also stated that the majority of Department Heads work an overload suggesting that arguments that Department Heads are overworked can be remedied by the Department Head reducing their course load overload. While the District believes the current reassigned time formula should be calculated differently, they have offered no alternative formula for consideration. Lastly, the District has stated their concerns regarding the overall costs associated with granting any additional reassigned time.

### **LBCCFA's position regarding Department Head working conditions is as follows:**

We have rejected the District's proposal to remove Department Heads as chairs of probationary tenure review committees, have stated our opposition to eliminating the number of classified employees per department in the current calculation for reassigned time, and have argued that the current appeals process for additional reassigned time can be improved.

Additionally, LBCCFA's position at the negotiating table has been that any increased costs to the District are necessitated by the current DH workload and the additional work Department Heads are doing to implement and support numerous college initiatives.

LBCCFA has argued for 2 key changes in Article XIII, Department Heads:

1. A minimum across the board 40% reassigned time; this would raise approximately 10 Department Heads from the minimum reassigned time amounts. Those who currently receive more than 40% reassigned time would be unaffected by this change.
2. In addition, LBCCFA introduced language to improve the appeals process. This includes altering the committee composition to be more faculty focused, clarifying reasons for appeal, and providing a minimum guarantee of 1.0 FTE paid reassigned time available for appeals. Currently, the committee is made up of two administrators and one faculty member and there are no guarantees that any additional reassigned time will be available for such appeals.

It is important to note that this proposal is part of a package proposal on all other remaining open issues. As part of the package, we are trying to resolve the areas identified as top priorities for the membership which include salary, restructure for top step, lecture/lab, among department head reassigned time.

### **What department heads can do/call to action**

The District has repeated two items:

1. Cost concerns
2. The current appeals system is working

We know this is not true. To support our efforts at the table and to make your voices heard, please do the following:

- *Submit your appeals for reassigned time ASAP* (the soft deadline is this Friday, 5/26—also a negotiating day). One of the District's claims is that the current system is working; it's hard to argue the need for a minimum across the board reassigned time if appeals are not requested.
- Respond to LBCCFA data and survey requests. We use this information to represent you at the table. Thank you to those who have responded and given us feedback.
- Speak out at Board of Trustees meetings. We have a new Superintendent-President and Board members who are up for re-election--they need to hear directly from you as well.
- Help us organize this summer and next fall. We will also attend DH meetings at your request.