



Dear Faculty,

Yesterday, LBCCFA Negotiations Team met with the District Negotiations Team. I'm happy to report on the progress that we made for you!

The District provided a response to all of our financial proposals. We are pleased to share that the District has provided some ongoing and on-schedule increases. Though these increases are a far cry from our proposals and certainly not in proportion to the salary increase awarded to our Interim Superintendent-President this week, we accepted the offer. We also recognize that further improvements may be impossible during this challenging economic climate. A big shout-out to Trustee Malauulu who repeatedly advocated for faculty increases during the open session of this week's Board of Trustees meeting.

We are happy to report that we made progress on the #1 financial priority of faculty, a salary increase, per the Fall 2019 LBCCFA survey. **Additionally**, we maintained our current health benefits & premiums, another financial priority of faculty. Furthermore, we will have 1 financial re-opener and 2 non-financial re-openers for the final two years of our impending three-year contract.

Below are the ongoing and on-schedule improvements that we accepted:

1. 2.92% ongoing, on-schedule increase to our Salary Schedule 1 and 1A, effective 2020-21
2. 1% ongoing, on-schedule increase to Step 20 (across all columns) on the Salary Schedules 1 and 1A, effective 2020-21
3. 40 hours of paid parental bonding leave (This will not come from our sick leave, and this represents an increase from the 0 we have had!)
4. Stipends for large lecture classes, per the Spring 2019 MOU (Memorandum of Understanding)

More importantly, the District shared that LBCCFA faculty will receive a one-time, off-schedule bonus for transitioning to remote in Spring 2020, pending proof of transition to remote. This bonus will be paid from the CARES Act. This is in addition to the \$500 stipend that faculty will receive from the Summer professional development in preparation for the Fall 2020 online semester (per Dr. Kathy Scott's 5/19/20 email).

Here are other (non-financial) improvements that we have made to the contract:

1. Pending approval from the Vice President of Academic Affairs in consultation with the Dean and Department Head, an increase in the % of our load that can be online courses (Article 11.5.4.2)
2. Securing a time-slot for a LBCCFA constituent group meeting on College Day (Article 2.9)
3. 2 additional hours of professional preparation for librarians (Article 11.7.3.2)
4. Improvements to the classroom (E-8.A) and online student evaluations (E-8.F)
5. Improvements to many of the other Faculty Evaluation Appendix, including reducing the number of evaluator narratives to one (1) for all probationary and tenured faculty evaluations
6. Department Head feedback survey (unrated)

The final LBCCFA-District Negotiations Meeting is scheduled for Wednesday, June 3 at 1-4 p.m. We hope to sign a Tentative Agreement (T.A.) for our new contract that day. On Wednesday evening, we will send an update after this meeting to inform faculty of next steps leading to ratification of the T.A.

LBCCFA will hold two General Meetings on Zoom, to discuss the impending T.A.:

Thursday, June 4 @ noon

Monday, June 8 @ 4 p.m.

The entire, proposed T.A. will be available prior to these meetings. Voting on this T.A. could commence as soon as Tuesday, June 9.

Lastly, your support of our negotiating team made a difference! Many thanks to all of you who heeded the call to post on your social media and send emails to our Trustees and Interim Superintendent President Bynum - in support of LBCCFA negotiations. Also, thanks to Vanessa Peralta-Crispin for creating this short video in conjunction with many of our rep. council members.

<https://www.dropbox.com/sh/86c432phmd83y3m/AABpvLiOIEofZT6hPJrllz2La?dl=0>

In solidarity,

Your LBCCFA Negotiations Team

Dr. Janét Hund, Chief Negotiator
Tom Pinkava, Co-Chief Negotiator
Sofia Beas
Dr. Ramchandran Sethuraman
Suzanne Engelhardt
Suman Mudunuri (Observer)
Kim Breen (CTA Staff)