



Dear Faculty,

On Wednesday, our LBCCFA Negotiations Team met with the District Negotiations Team. Thank you to the following individuals who created a short video (see in the attached visual) to show our opposition to the District proposal to add SLO RESULTS to faculty evaluations: Vanessa Peralta-Crispin, Trisha Wilging, Francisca Mejia-Lopez, Veronica Alvarez, Diep Burbridge, Becky Beck, Robyn Arias, Nicole Glick, and Jackie Ward.

At the meeting, LBCCFA presented our Article 9 counterproposal, with the following highlights: new librarian evaluation language, clarification of E-2.A & E-11.A Observation Report (in-person class) and E-2.B & E-11.B Online Course Checklist/Observation (asynchronous or synchronous class), parameters for the time spent on an evaluatee's CANVAS page and content to be reviewed, and reduction in the number of observations for tenured faculty evaluations.

The District presented their counterproposals to Article 7 (Working Conditions), Article 10 (Hours of Employment/Service Load), and Article 11 (Salary). Regarding Article 7, the District did not show support for strengthening the language on maintenance, cleaning, health, and safety. However, the District did support language of an MOU (Memorandum of Understanding) into the contract that would be utilized in the event of a future pandemic/declared emergency. Additionally, the District did support our language regarding faculty ombudsperson and conflict resolution facilitators.

Regarding Article 10, the District did not agree to our language regarding minimum class size and criteria for exceptions to minimum class size nor did they express support for more flexibility for the percentage of our online teaching load. However, the District did agree to language regarding counselor non-student contact time and our additions to the syllabus (student office hours, inclusion statement).

Finally, the District responded to our Article 11 proposals by offering a much lower on-schedule (2021-22) salary increase than we proposed as well as a much lower off-schedule (current year) salary increase than we proposed. The District expressed support for some of our language regarding flexible salary schedule adjustment. However, the District showed little support for our proposed changes to the Schedule 3 stipends (e.g. program leads, head coaches, dance director).

In essence, the meeting was a mixed bag. While the District agreed to some language in our proposals, we are rather far apart in our Article 11 proposals. We found it particularly offensive that the District will be receiving more than \$80 million in COVID relief funds but has not offered any of that directly to faculty – despite the fact that the government has specified the monies can be used for payroll and so many faculty have endured significant out-of-pocket expenses during this remote learning period.

Our next meeting with the District will be May 12, at which time we will provide our Article 7, 10, and 11 counterproposals and await a response from the District regarding our Article 9 counterproposal. In May, we will also have more clarity about the state budget with the May Revise to be unveiled, and we will know how many LBCC faculty plan to retire on the SERP, which will help clarify the ongoing cost-savings - which we will

continue to argue should be funneled back into faculty. Remember, the District reserves have steadily increased over the past decade (nearly \$40 million now!); why should the cost-savings of the SERP be placed in the District reserves rather than in the pockets of our hard-working faculty who deliver student success?

In solidarity,

Your LBCCFA Negotiations Team

Dr. Janét Hund, Chief Negotiator

Sofia Beas

Dr. Ramchandran Sethuraman

Suzanne Engelhardt

Suman Mudunuri

Angel Maldonado (CTA Staff)