



Dear Faculty,

On Wednesday, our LBCCFA Negotiations Team met with the District Negotiations Team.

We are quite pleased to share the news that we have reached a tentative conclusion to our spring negotiations, but we do not yet have a signed tentative agreement. However, we do hope to have a signed tentative agreement (TA) next week – just in time to share with the Rep Council on Friday, May 21.

We have mostly good news to deliver in this update! Let's start with fiscal. The District offered the following – and we accepted!

- 3% off-schedule for 20-21 + \$1500 off-schedule stipend for remote teaching for 20-21
- 3% on-schedule for 21-22 + \$1500 off-schedule stipend for continued remote teaching/transition back to in-person 21-22 (of the 3% on-schedule: we will put 2.5% of that into the Salary 1 & 1A ((with minimum 1.5% going to columns 1-5 and the larger, remaining percentage going to columns 6 & 7 and step 20 on all columns)) and .5% of that into Hourly Schedule 5A)
- we also have added a doctoral column to the Hourly schedule 5A in addition to increases in the entire 5A Schedule

If you are wondering, what is the difference between off-schedule and on-schedule, here is your answer: off-schedule means one-time monies while on-schedule is on-going, meaning this is an increase permanently on the salary schedules. All 2020-21 full-time faculty will receive their 3% off-schedule check and \$1500 stipend sometime this summer, providing the TA is ratified this semester, and the Board of Trustees approves this TA at their June 23 meeting.

Other wins during this negotiations cycle:

1. No language change to the E-10. We will keep the status quo language re: SLO assessments.
2. Article 7: Faculty Ombudsperson and Conflict Resolution Facilitators. These positions have been added to our contract in an effort to address faculty-faculty complaints; this is filling a void in both FA and the District.
3. Article 7: Remote Work. We have added language into the contract that provides a transparent process for taking home technological equipment/supports in the event of future mandated remote work.
4. Article 9: Librarian Evaluation/Observation. We added language desired by the librarians in their evaluation process.
5. Article 9: Specified E-2.A and E-11.A are for in-person class evaluations, and E-2.B and E-11.B are for synchronous/asynchronous class evaluations/observations. We improved the E.2.B and E.11.B language to reflect best-practices. We also added language that clarifies the time-limit and parameters of what can be viewed on CANVAS during faculty evaluations. We also reduced the number of committee observations of tenured faculty members to a minimum of one per committee.

6. Article 10: We added language clarifying the meaning of student office hours as well as a syllabus inclusion statement. Also, we slightly improved the language regarding minimum class size.
7. Article 11: We added language of a Flexible Salary Advancement opportunity for faculty who pursue professional training and lower-division coursework to be used to move columns on the salary schedule; a new committee, Flexible Salary Advancement Committee (comprised of 2 faculty and 2 administrators), will review applications for Flexible Salary Advancement.

We are disappointed to report that we made no progress on CTE Program Leads, Athletic Coaches, or Dance Director during this negotiations cycle. Nor did we improve the language regarding the percentage of our online teaching load – yet, remember that we do have the option to appeal to the Vice President Academic Affairs to teach more than 60% online (a change made in last year’s negotiations which we have not yet had the opportunity to use).

We will be meeting with the District on Thursday, May 20 at 9 a.m. to review all of the said changes – and sign a TA.

As stated earlier, we hope to present this TA to Rep Council on May 21. We anticipate general meetings on May 26 at 4 p.m. and May 27 at 10 a.m. prior to the commencement of voting on the TA on May 28.

In solidarity,

Your LBCCFA Negotiations Team

Dr. Janét Hund, Chief Negotiator

Sofia Beas

Dr. Ramchandran Sethuraman

Suzanne Engelhardt

Suman Mudunuri

Angel Maldonado (CTA Staff)

Veronica Alvarez (Observer)