

## LBCCFA Negotiations Update 5/5/2017

The District responded to LBCCFA's proposals.

### **Article XII Salary**

The District responded to LBCCFA's request for salary increase and restructure, contending that its response is based on fiscal impact issues. LBCCFA will respond to the District on 5/15.

### **Article XI Hours of Employment/Service Load**

- Hourly pay for subs was improved (this applies to full time faculty)
- Counseling Contracts: the District agreed to additional time for planning
- Librarians will be scheduled to 16 weeks from 18 weeks.
- The District agreed that Bargaining unit faculty will receive 1.6 for reassigned time
- Pay for Nursing faculty on Flex Day when these faculty members would normally be scheduled for a clinical day
- LBCCFA continued to address the need for greater lecture/lab parity

### **Article XIII –Department Heads**

LBCCFA disagrees with the District's position to eliminate certain DH duties.

LBCCFA's position is that the duties assigned to DH's should be supported through both appropriate and equitable compensation.

### **Article X-Faculty Evaluation**

- The Tenure Review Process for Probationary Faculty Members: LBCCFA and the District discussed language changes regarding the conversation following an overall "Satisfactory" evaluation. Both sides discussed how this specific rating can be communicated via email or other method(s) as opposed to a scheduled in-person meeting.
- LBCCFA proposed a change to the current Annual Evaluation Report for Probationary Faculty (Appendix E-6) in an effort to support faculty who receive a majority of "Satisfactory" ratings from their committee colleagues.