

**LBCCFA Bargaining Team Report:
October 26, 2017
Negotiation Summary & Highlights**

The following summarizes LBCCFA's October 26th package proposal. This includes a 5.85% on-schedule salary increase over the term of the contract in addition to increases in ongoing costs associated with improvements in lab ratios and dept head reassigned time/stipends.

Contract Term:

- LBCCFA's proposed package would resolve 2016 reopener negotiations as well as negotiations for the successor agreement, with a three-year term, July 1, 2017 through June 30, 2020, with no reopeners.

Article XII, Salary:

- Total on-schedule increase to Salary Schedule 1 and 1A of 5.85% over life of contract.
- 2% one-time off-schedule bonus retroactive to July 1, 2016.

Article XI, Hours of Employment/Service Load:

- **Lecturer/Lab:**
 - Increase lecturer/lab from 0.75 to 0.9.
 - Side letter to establish joint faculty/admin committee to review current lab courses for extensive lab equivalent to workload efforts in a lecturer course.
- **Other Improvements:**
 - Increase counselor weekly prep time from 4 to 5 hours per week.
 - Change librarian semester work schedule from 18 weeks to 16 weeks.
 - Guaranteed addition of .6 reassigned time for LBCCFA Bargaining Team.
 - Correct issues with nursing faculty flex time.

Article XII, Department Heads:

- **Reassigned Time:**
 - Minimum reassigned time for Dept Heads of 50% resulting in increase in reassigned time and corresponding stipend for affected Dept Heads. Maintain current reassigned time formula for those Dept Heads qualifying for more than 50% reassigned time with clarification of one (1) point for each classified employee assigned in the Dept Head's area.
- **Other:**
 - Update and clarify Dept Head job description.
 - Update and clarify Dept Head role in classified staff hiring and evaluation.

Article VII: Fringe Benefits:

- Status Quo. No changes to H&W cost share or threshold language.

Article VIII, Working Conditions:

- **Health and Safety:**
Addition of language obligating District to identify appropriate strategies to support campus safety efforts.

Article X, Faculty Evaluation:

- **Tenure Review Committee:**
 - Expands possible faculty available to serve on tenure review committees to faculty member from evaluatee's department, tenured faculty member with documented equivalency to teach in discipline, or tenured faculty member from a closely related discipline.
 - Establish process for selection of alternate committee member in event member of the Tenure Review Committee is unable to fulfill his/her four-year term of service to committee.
- **Evaluation Process:**
 - Amend required number of annual evaluations to Probationary Faculty to first, second and fourth year. A rating of Needs Improvement in the second-year requires a third-year evaluation. With a rating of Satisfactory in the second-year, evaluation in the third-year shall be at the discretion of the Tenure Review Committee.
 - Require HR to provide evaluation timeline to committees by the last day of the spring semester for the subsequent academic year.
 - Increase flexibility in evaluation completion date from last day of the fall semester to March 1.
 - No additional reference to SLOs in evaluation documents.
 - Clarify process and evaluatee's right to receive copy of student evaluation materials.
 - Clarify that classroom observation shall occur during first 12 weeks of fall semester.
 - Reduce number of required classroom observations from two to one scheduled visit with no more than two additional visits, scheduled or unscheduled if deemed necessary.
 - Add language requiring that in case of overall less than satisfactory observation, evaluator must meet with evaluatee to discuss observation within 5 days of conducting the observation.
 - Improve overall probationary faculty evaluation rating scale, limiting ability of one committee member to sway entire evaluation to needs improvement rating.
 - Clarify timelines for Board of Review process.
 - In case of Board of Review, require Superintendent complete written recommendation for action to Board of Trustees.
 - Update evaluation forms for counselors and others similarly affected faculty.

Article VI, Leaves:

- **Sick Leave:**
Clarify 11 days/88 hours sick leave per year consistent with CBA, Ed Code, and STRS.
- **Parental Leave:**
Updates CBA consistent with statutory right to a faculty member who has at least 12 months of service with the District to take up to 12 weeks of leave for birth, adoption, or foster care of child. Leave paid from accumulated sick leave. Should accumulated sick leave be exhausted, remaining time paid at 50% of salary.