

CCA Negotiations

Tentative Agreement

10/20/14

Passed

279 votes

250 yes

29 no

Salary:

COMPARISONS:

1. The parties agree that a salary comparison will be conducted with the following community college districts selected on the basis of comparable (1) FTES; (2) Number of Full-time Faculty; (3) District budget; and (4) geographic proximity affecting potential recruitment of faculty members: Cerritos; North Orange County; Coast; Pasadena; El Camino; Rancho Santiago; Glendale; Santa Monica; Mt. San Antonio; Rio Hondo. This list may be reviewed and adjusted by mutual consent.
2. The Human Resources Department will survey for faculty salaries paid to: (1) entry level faculty with a Master's degree; (2) highest non-doctorate rank at step 20 (numeric, not nominal); and, (3) highest faculty salary earnable, with longevity and a doctorate. The CCA/CTA/NEA Compensation Report will be used to reference the most recent data.
3. New salary schedule (Fair Pay II) effective November 1, 2014 that accomplishes the following:
 - Eliminates the first four salary steps in all columns to increase initial placements and expedites progress to higher steps;
 - Moves LBCC salaries into the top 3rd, 5th, 19th, 27th, & 32nd ranks using the 2013 CCA salary survey
 - The below rankings may be adjusted slightly by mutual agreement pending final reconciliation of data but no later than October 31, 2014.

Master's Degree at Step 1

2013-14 = \$50,555 (CTA statewide rank #47 in 2013)

New = \$63,408 (CTA statewide rank #3 in 2013)

Non-doctorate at Step 10

2013-14 = \$79,054 (CTA statewide rank #50 in 2013)

New = \$93,457 (CTA statewide rank #5 in 2013)

Non-Doctorate at Step 15

2013-14 = \$90,849 (CTA statewide rank #43 in 2013)

New = \$96,506 (CTA statewide rank #19 in 2013)

Non-Doctorate at Step 20

2013-14	= \$93,219	(CTA statewide rank #52 in 2013)
New	= \$98,876	(CTA statewide rank #27 in 2013)
<u>Doctorate (highest earning)</u>		
2013-14	= \$102,163	(CTA statewide rank #46 in 2013)
New	= \$106,352	(CTA statewide rank #32 in 2013)

Article VII

- **Implementation of Retiree Medical Plan (Hartford)**
- Medicare Eligible Retiree Medical Plan Options (Contract Language to be added)
- a. A Medicare eligible employee who retires on or after July 1, 2014 will be required to enroll in a medical plan offered specific to Medicare eligible employees. Exceptions to this provision apply to those retirees who are 65 years of age or older, but whose spouse or dependent children are not eligible for Medicare Parts A and B.
- b. Employees who retired prior to July 1, 2014 who are enrolled in Medicare Parts A and B will be given the option to remain in their current medical plan or they may enroll in another plan specific to Medicare eligible employees.
- c. An eligible retiree who retires on or after July 1, 2014 and is not 65 years of age or older and therefore not Medicare eligible may continue to participate in the District's PPO plan or HMO plans until such time as they reach age 65. Once such retiree becomes Medicare eligible they will be required to convert their plan to a Medicare eligible plan offered by the District.

Article VIII

A. Offices

No one except a law enforcement officer searching for contraband or other illegal objects or substances or a court-appointed officer in the course of his/her official duties shall go through a faculty member's desk, file cabinets, or other materials without first obtaining the permission of the faculty members who are assigned to that office...

Article X – Evaluation

- Mutually create a process for faculty serving as Coordinators
- All faculty teaching a distance learning course shall be evaluated in each distance learning course during his/her normal evaluation cycle
- Revisions and clarifications that are mutually agreed to between CCA and LBCCD
- Add language that specifies that FT faculty also serving as coaches will be evaluated separately for the coaching assignment. The evaluation shall be conducted by the Athletic Director under the supervision of the area dean. The assignment of a coach is separate and apart from his/her FT faculty teaching assignment. A FT faculty can be removed from his/her coaching assignment for violations of District policy, misconduct, and/or unsatisfactory performance in accordance with Article X.H.

Article XI – Hours of Employment/Service Load

- A. Days of Service in an Academic Year: New faculty who participate in the 3-day New Faculty Orientation shall be paid at his/her hourly rate.
- I.3.f. (new language) Full-time faculty may load bank a maximum of 3 teaching units per academic year from an intersession term which can be applied toward the maximum of 18 teaching units referenced in Article XI.I.3.
- Faculty assigned to teach classes designated as TBA and/or Direct Contact Hours (positive attendance) shall fulfill all State requirements related to TBA classes including the documenting and tracking of student attendance.
- Set a limit on on-line teaching load to no more than 60% of a 100% load. New language that states, *in order to be approved for an on-line teaching assignment, a faculty member must complete the District's on-line teacher training component*.

- Work Experience Classes:

Faculty members teaching a work experience class shall receive 3 TU's. All work experience classes will have a maximum enrollment of 15 students unless the Vice President of Academic Affairs approves otherwise.

Teaching units for field work in a work-experience and clinical practicum shall be calculated as follows:

$$\text{Teaching Units} = \frac{(\text{Number of Students})^* \times (\text{Number of Minutes})^{**}}{120}$$

* The number of students shall be calculated at the end of the 3rd week of the class.
** The number of minutes per student shall be defined as follows:

- 1) Type 1 (wherein Instructor/Coordinators visit multiple job sites over a large geographical area) = 20 minutes/week
- 2) Clinical practicum = 30 minutes/week

XI.K.7:

7. Work-experience and Clinical practicum assignments shall be calculated according to the formula presented in Section D.

- B. Weekly Hours of Service

3. Add italicized language: An exception shall be in the Nursing departments where clinical assignments are *an essential function of a full-time Nursing faculty assignment*. *Clinical assignments shall be compensated on the basis of eight and one half (8.5) hours worked.*
- The District will compensate off-site clinical nursing assignments which take place at a medical facility at 1.0 instead of the current .75;
- CCA agrees not to provide any opposition to the creation of a full-time Program Director in Nursing;

- In accordance with current BRN guidelines, the Program Director of Nursing (once created) will serve (in addition to the area dean) on all nursing faculty evaluation committees.
- C.2. Graduation Day is a paid day of service to the District (XI.A.). Faculty members are required to participate in the graduation ceremony in order to be paid for this day of service unless the faculty member is absent due to illness or has an absence that has been pre-approved.
- J. Reassigned Time for Bargaining Unit – The Association shall be granted 1.0 FTE of paid reassigned time during the academic year. The CCA-LBCC President shall provide written notification to the Human Resources Department prior to May 15 of each year to cover utilization of such time for the succeeding Fall semester. A second notification shall be made by November 15, if a change is made to the Association's reassigned time for the succeeding Spring semester. The District reserves its prerogative to assign to the members of the Association bargaining team, reassigned time to provide for the duties attendant to bargaining. The cumulative total so assigned to the team may be as high as 0.6 FTE. This is undertaken in the spirit of good faith and is not intended as inducement to members of the bargaining team. In any semester where the District and CCA are not actively engaged in on-going negotiations, the District may not assign any reassigned time to the bargaining team.
- K.3. Winter intersession assignments (*remove language because there is no formula any longer*)
~~For purposes of calculating the winter intersession assignment, all service by the faculty member between the end of the fall semester and the beginning of the spring semester shall be included in the formula. For purposes of calculating the summer intersession, all service by the faculty member between the end of the spring semester and the beginning of the fall semester shall be included in the formula. All classes shall be scheduled and taught for the correct number of hours as listed in the College Catalog.~~

Article VII – Salary Advancement

- B.5. MOU already signed needs to be incorporated;
- B. Credit for Advanced Study
 - 8. Add new language: Courses for upgrading on the salary schedule must be of upper division or graduate standing. Credit will only be granted for courses taught at an independently accredited institution. Coursework from an institution operating under another institution's accreditation will not be accepted. An employee shall receive credit for advancement on the salary schedule for a lower division course if he/she can substantiate that the lower division course has a direct bearing on his/her current assignment or retraining for a new assignment with the District and if a request is submitted in advance to the Vice President, Human Resources or designee, and approved by the appropriate Vice President. No credit will be granted for professional development courses, continuing education units (CEU) or any courses not transferable to a post baccalaureate degree (whether or not a degree is obtained).

Article XIII - Department Head Eligibility

Any tenured faculty member is eligible to be a candidate for department head if he/she meets the criteria in this section. In order for a department member to be eligible for candidacy, he/she must be assigned at least sixty percent (60%) to the department as determined by the area of assignment(s) on the faculty service load agreement. Eligibility to run for department head shall include release time if that release time replaces a course or courses whose area of assignment numbers enable eligibility. This will be determined by the potential candidate's faculty service load agreement for the semester of his/her first election. If a faculty member is on sabbatical or other leave of absence during the semester in which the department head election is held, he/she must have been assigned at least sixty percent (60%) in the department during the last semester before his/her sabbatical to be eligible for candidacy. Should no one who meets these standards be available to run for office, a department member with a lesser percentage and/or a probationary department member, if mutually agreed to by the Vice President of Academic Affairs, area dean and the electorate of the department, would be eligible. For those department head positions requiring special license by law, credential, or degree, only those people having those qualifications may be candidates.

N. Minimum Class Size

A class may be cancelled for low enrollment prior to the start of the first day of the class except in special circumstances as determined by the Vice President of Academic Affairs. Except as provided herein, all classes must have a minimum of twenty (20) students enrolled and in regular attendance by the conclusion of the second official week of the class. In the case of classes scheduled at extensions, satellites, in certain classes where auditions are conducted prior to enrollment, or in specific classes designated as exceptions by the Vice President, Academic Affairs, the class must have a minimum of twenty (20) students enrolled and in regular attendance by the conclusion of the third official week of the class. The time shall be reduced proportionately for short-term classes (i.e., for nine [9] week classes, the number of students enrolled by the end of one and one-half [1 ½] weeks of class, etc.). Classes where more than one (1) teacher shares the teaching unit credit proportionately shall have a minimum class size of twenty (20). When attendance falls below twenty (20) during this period of time, the class may be discontinued or combined with another class.

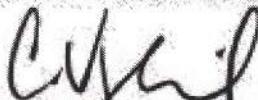
1. When it is in the best interest of the educational program, the area dean may recommend individual exceptions to the minimum class size for consideration by the Vice President, Academic Affairs, based on the following criteria:
 - a. The course is the last in a sequence.
 - b. It is the only course of its kind and it is required for one of our programs.
 - c. It is an academic subject, traditionally recognized as a necessary component of liberal arts and science programs.

- d. It is a new course that is being given a chance to demonstrate its viability.
- e. The department head schedules courses in order to reduce the potential for low enrollment in those courses.

A faculty member may offset an enrollment deficiency in one (1) contract class with an overload in another contract class by accepting students in addition to the maximum class size as specified in Section M, at a rate of two (2) students additional for every one (1) below the minimum class size, up to a maximum enrollment deficiency of five (5).

2. The minimum class size in team-taught classes (classes designated as team-taught classes by the Curriculum Committee and where more than one (1) instructor receives full teaching unit credit) shall be the product of twenty (20) multiplied by the number of faculty members receiving full credit for the class, as defined in Section L.
3. Honors classes are subject to a minimum class size of thirteen (13).
4. The minimum class size in classes for disabled students shall be twelve (12).

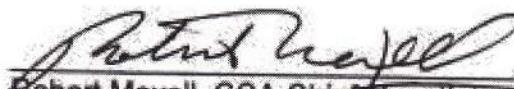
Both parties mutually agree to a 3-year contract agreement with each party having the ability to re-open on one article in 2015-16 and one article in 2016-17.



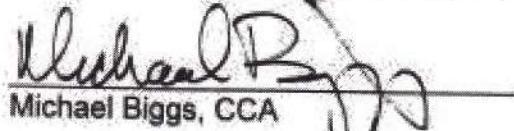
Cindy Vyskocil, District Chief Negotiator



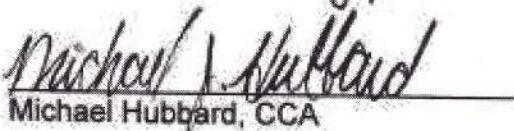
Dina Humble, District



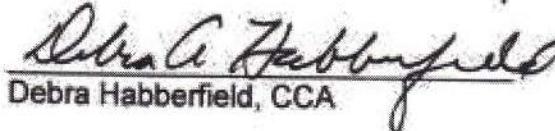
Robert Maxell, CCA Chief Negotiator



Michael Biggs, CCA



Michael Hubbard, CCA



Debra Habberfield, CCA



Lynne Misajon, CCA