



Bridge the Gap & Make Us Whole

LBCCFA financial proposals to District

- 2020-21 across the board salary increase + additional increase for step 20
- 2021-22 across the board salary increase
- Hourly faculty increase
- Retiree medical benefits to match LBCC classified staff & management
- SERP: Supplemental Early Retirement Program (2020-21)
- Miscellaneous (Lecture Lab Parity, Parental Leave, increased LBCCFA & VN reassigned time leave, flexible salary schedule adjustment)

Where the District can find money to support LBCCFA

- 2.68% COLA from 2017-2020 which did not filter to LBCCFA
- SERP savings
- Potential cuts restored if/when HEROES Act passes in Congress
- \$2.3 million in savings from not hiring new faculty in 2020-21
- CALSTRS & CALPERS employer reduction contributions in 2020-21 & 2021-22
- \$33 million in LBCCD reserves

One-time bonus to faculty NOW to support our transition to remote

Where the District can find money to support LBCCFA (one-time monies) to compensate faculty for making the huge transition remote in Spring 2020

- CARES Act (\$7 million discretionary funds to support the COVID-19 response)
- FEMA reimbursement of LBCC costs related to COVID-19
- Savings in Spring 2020 and 2020-21 academic year due to COVID-19 (e.g. minimal utilities, cancelled on-campus graduation, cancelled campus events, cancelled student sporting events, cancelled hospitality expenses, and cancelled academic/administrative conference travel)

\$446,883 = cost of a 1% salary increase for LBCCFA