

*Good morning, FA Members!*

***\*\* 40 Days with a Ratified Contract - Contract Celebration this Month, see below\*\****

***Spring 2024 Week 5:***

***Welcome to week 5 of the Spring semester. I hope you are well.***

○ ***Fun facts to know:***

- ***Work is being done to determine parameters for pre-approval for discretionary days regarding graduation. We will keep you posted. Graduation 2023 statistic overview - 178 present, 143 absent using some form of LOA, to include approximately 19 discretionary days, several accommodations, and some taking a non-paid day.***
- ***10.4.2 Graduation is a paid day of service to the District (Section 10.1). 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 preapproved (the use of discretionary leave, under 5.12, is not applicable to Graduation nor the first week of the fall and spring terms, unless the discretionary day is pre-approved by the area VP a week before the day of graduation or the first week of the term).***
- ***10.3.4 Underload/Bumping***
  - ***If you are currently underload and need to make up classes, see article 10.3.4.***

- *Your Summer and Winter intersession classes can be used to compensate for your underload.*
- **Probationary Faculty.**
  - **9.4.3.3.7 Annual Evaluation Conference**
    - *b) Within five (5) working days of the date of the Annual Evaluation Conference, the evaluatee may submit a written response to the Tenure Review Committee's findings, which will be attached to Appendix E-7.*
    - *c) All the Committee's evaluation documents (Appendix E-1 through E-7), student evaluations (Appendix E-8), and the evaluatee's response will be forwarded to the Human Resources Office for inclusion in the evaluatee's personnel file. Copies of all tenure review documents will be maintained in the tenure review file until completion of the tenure review process, at which time these copies will be provided by the Committee Chair to the evaluatee.*
  - *If you have any questions or concerns please contact Suzanne Engelhardt at [lbccfa.email@gmail.com](mailto:lbccfa.email@gmail.com).*

**Organizing:**

- *We have two events scheduled to celebrate our new contract. The first will be from 4-7 on March 20th at Tamarindo. See attached flyer for all the details. The second event will be from 4-7 on March 28th at Jimmy E's. There will be a flyer for this event in next week's MMM.*

***Negotiations:***

- ***The negotiations team is working on proof reading the new contract.***  
***Once completed the contract will be posted on the school website***

*and the LBCCFA website. Additionally, hard copies will be made available if requested.*

***Membership:***

- *Opportunities - Interested in leadership positions beyond your local chapter? Consider saving the date for April 26 - 28, 2024. Click [here](#) for more information.*
- *If you have any questions or concerns regarding membership and membership benefits please contact our Membership Chair Ama Boakyewa at [aboakyewa226@gmail.com](mailto:aboakyewa226@gmail.com)*

***Wall 2 Wall (W2W) UPDATE(s):***

- *The W2W group has resumed meeting this semester and will send out more information in the coming weeks.*

***This week in labor history:***

- *March 4, 1801: In his inaugural address, President Thomas Jefferson declares: “Take not from the mouth of labor the bread it has earned.”*
- *March 8, 2024 - International Women’s Day*

***Respectfully,***

***Your LBCCFA Executive Board***

***Accommodations:***

*If you require sign language interpreting services, please contact Rebecca Lucas at [rlucas@lbcc.edu](mailto:rlucas@lbcc.edu) at least 5 business days prior to the event.*

*If you require Communication Access Realtime Translation (CART) services, please contact Jaymee Hunt at [cart@lbcc.edu](mailto:cart@lbcc.edu) at least 5 business days prior to the event.*

*\*Please note requests are based on provider availability\**

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***LBCCFA email: [cocalbccoffice@gmail.com](mailto:cocalbccoffice@gmail.com)***