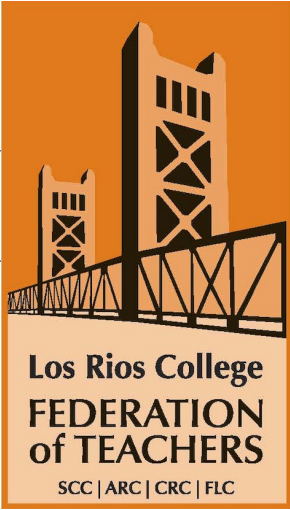


2023-2026

Contract Ratification Forum



1



Negotiation Team

ARC
 LaQuisha Beckum
 Arthur Jenkins
 Oranit Limmaneeprasert
 Veronica Lopez


FLC
 Christian Bauer
 James Telles

SCC
 Katie Carbary
 Belinda Lum

CRC
 Teresa Aldredge
 Jason Newman
 Linda Sneed

LRCFT Staff
 Michael Henderson, LRCFT
 Executive Director
 Robert Perrone (Consultant)

2



Research Teams & Content Experts


<p>Counseling Chris Clark (FLC) Sandra Guzman (SCC) Jackie Vargas Onate (SCC)</p> <p>Leaves Lori Beccarelli (ARC) Sara Smith (ARC)</p>	<p>Chairs Michael Grofe (SCC) Kalinda Jones (FLC)</p> <p>Part Time Leon Smith (CRC)</p>
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3

COLA & Retro

LRCFT negotiates use of the Cost of Living Adjustments (COLA) and our Retroactive Payments every summer after the close of the fiscal year and the signing of the California State Budget.

We expect a COLA and a Retro this year, but will not know the final dollar amounts until the end of July



4



Salary Schedule

Tentative agreement:

\$250 dollars will be added between each step of steps 16-25 in all classes on the A-164 schedule. The amount of money between steps increases from \$620 to \$870, pushing all steps 16-25 up accordingly. The amount will be prorated to the A-174 and all B schedules, starting in the 2023-2024 fiscal year.

5

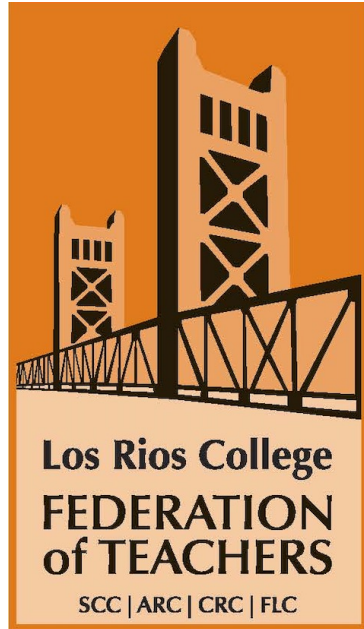
Salary Schedule Placement (New Hires)

Initial Salary Placement of Full Time Faculty

- The cap for accumulated part-time certificated work experience is moved from three (3) to eight (8) years. Part-time teaching that occurred during summers will count towards initial placement
- Part time occupational experience now counts for initial step placement. Accumulated part-time paid occupational experience is converted to full-time equivalent and will count towards initial placement up to a maximum of eight (8) years.

6

Chair Compensation



7



New Chair Compensation Package

- New Appendix G
- New Department Chair Compensation Form
- Changed Contract Language
 - 2.2: Chair Reassigned Time (no stipends)
 - 2.2.4.3 Responsibilities & Duties
 - 2.2.4.6 Department Chair Timeline (New Language)

LRCFT will do a complete overview of Chair Contract changes on May 5, 2023 from 12:30-1:30pm

8

New Chair Reassigned Time

- Chairs are required to take the chair reassigned time as part of their full-time load. Levels 1-3 chairs may combine fall and spring reassigned time if needed in order to take a course release in either fall or spring.
- ****The anticipated average hours per week in the Chair Compensation table is for determining department chair compensation only. The anticipated average hours per week for department chairs may not accurately reflect the total number of hours a department chair is expected or required to work each work day, week, or semester. The Chair Compensation Table may not be used to determine the hourly work week expectations or work hours for any LRCFT members.**
- *****0.5 FTE per semester shall be the maximum reassigned time available to any Department Chair.**

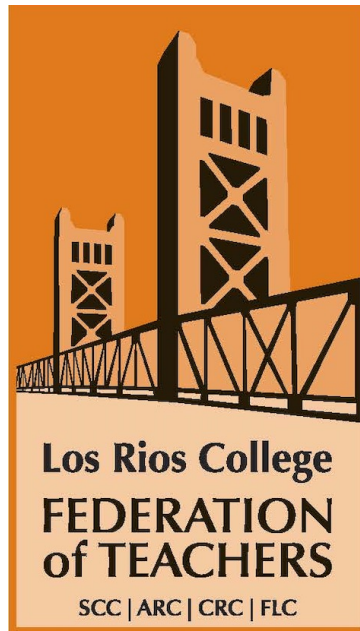
<u>Dept FTE/FTEF:</u>	<u>Level</u>	<u>Chair Reassigned Time*</u>	<u>Anticipated Average Hours/Week**</u>
Less than 5 FTE	1	0.1 FTE per semester	3.5 hours
5.0 to less than 10.0 FTE	2	0.2 FTE per semester	7 hours
10.0 to less than 16.0 FTE	3	0.3 FTE per semester	10.5 hours
16.0 to less than 25 FTE	4	0.4 FTE per semester	14 hours
More than 25 FTE	5	0.5 FTE per semester***	17.5 hours

LRCFT will do a complete overview of Chair Contract changes on May 5, 2023 from 12:30-1:30pm

9

Part-time Faculty

LRCFT will do a review of PT Faculty Contract changes on May 8, 2023 from 3:30-5:00pm



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Part-time faculty contract changes

- All adjunct faculty are eligible for two-year LRCCD parking passes.
- Expansion of paid college service and professional development opportunities for adjunct faculty. Payment will be at class and step.
- 0.6 Preference a permanent sub-category of second-level preference.
- Adjunct faculty undergoing performance review will be allowed a peremptory challenge to remove a member of the review team.
- Preferenced adjunct faculty can provide feedback for annual the Department Chair Feedback Form

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PT Faculty (continued)

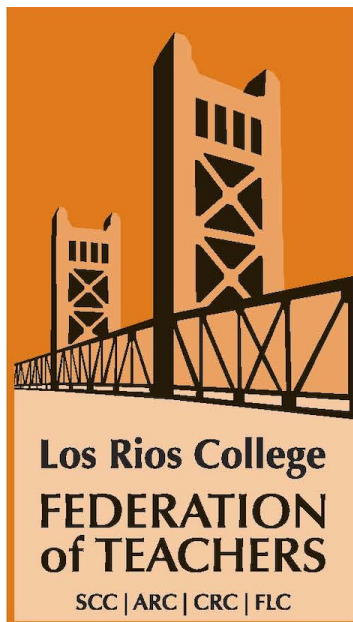
- Office Hours paid at Class and Step on the B-2 Schedule
- Adjunct faculty are permitted to hold all their office hours online.
- Online office hours must be provided in the syllabus and must be time and day specific. Faculty must offer students the opportunity to use a video conferencing system such as Zoom, but faculty may also offer other communications formats

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Part-Time Faculty (cont)

- Preferred adjunct faculty who receive a written reprimand for substantiated misconduct as the result of a misconduct investigation will lose their preference and be considered new adjunct faculty for the purposes of assignment. This is a pilot program.

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Counselors

14

Counselor College Service

- During peak weeks, counselors typically have their service time reduced to zero. Counselors' service time is reduced to not less than one hour per week during peak times.
- Counselors may now participate in Academic Senate retreats, committees, and subcommittees as identified in LRCCD regulation 3412 which includes Curriculum Committee and the Diversity, Equity, Student Success Committee, even if it exceeds the one (1) hour of college service during peak week.
- The Dean may approve counselor participation in other committees during peak time without reducing service.
- Counselors may attend up to 3 hours of the Friday Convocation during peak week.

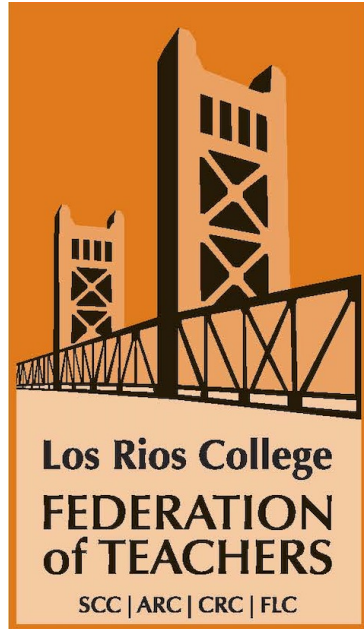
15

Counselor Schedule Change

- After 174-day schedules are approved for the new academic year, the area dean may change, at the request of either party, the approved 174-day schedule to accommodate emergent work-related needs of the administration or counselor, provided sufficient time remains in the contracted year and departmental needs for coverage are met.

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Remote Work



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Definitions of Online & Remote Work

- Remote Work refers to faculty members performing their professional responsibilities (as listed in Article 8 of the CBA) in a location other than their campus of assignment or any other LRCCD facility.
- Online refers to the modality in which faculty provide instruction, services, or resources to students.
- Eligibility is not a guarantee of a remote assignment. It is an 'up to' amount. No amount of remote assignment is guaranteed in a given semester.

18

FT Faculty Online Office Hours

- Online office hours must be provided in the syllabus and must be time and day specific. Faculty must offer students the opportunity to use a video conferencing system such as Zoom, but faculty may also offer other communications formats
- All full-time faculty, regardless of instruction modalities, may choose to hold up to two online and remote office hours per week per semester.
- Faculty teaching online or hybrid courses may hold one online office hour remotely for each 0.2 FTE of online or hybrid instruction, up to a maximum of four (4) remote online office hours per week per semester.

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Remote work

Classroom/Instructional Faculty

- Tenured, tenure track, long-term temporary, and adjunct faculty are eligible to teach up to 100% of their load remotely/online.

Counselors

- Tenured, tenure track, long-term temporary, and adjunct counseling faculty are eligible to receive 0.4 FTE of remote assignment in any given scheduling period
- All counselors who are currently enrolled or have completed the Online Counselor Training CVC OEI Online College Counselor Course) are eligible for up to 0.6 FTE

Remote work for Coordinators, Librarians, and Nurses

- Tenured, tenure-track, long-term temporary, and adjunct coordinators/nurses/librarians are eligible for up to 0.6 FTE of remote assignment (or 0.8 FTE by mutual agreement) in any scheduling period with the approval of the Area Dean.

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Performance Review

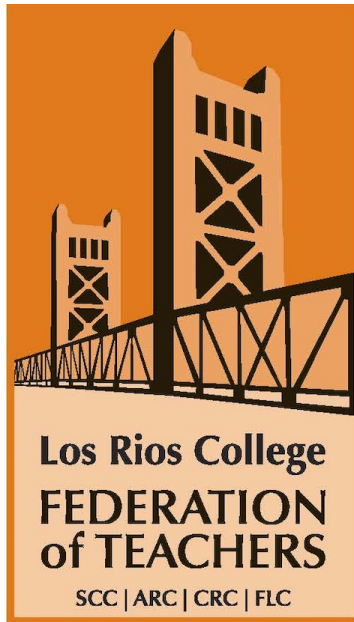
- Counselors and librarians teaching classes in overload, will have performance review teams that include a faculty member from the discipline or related discipline of the course they're teaching in.
- Clarifications of the mandatory performance reviews for Spring Full-time hires.
- Equity reflection pilot language removed. This means faculty still complete the reflection but it is not used as part of the evaluation process.

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Student Reviews

- Defaults to online reviews for all classes.
- Faculty teaching on-ground or hybrid courses may elect to have on ground student reviews.
 - If you opt for on-ground reviews, must inform the dean by the end of the second week of the semester.
- Online student reviews will occur:
 - Week 6 of the semester for 8-week-1 classes
 - Week 12 of the semester for 16-week classes
 - Week 4 of 8-week-2 classes.
 - For 16-week classes, faculty may move reviews to any time in the 6th-12th week with agreement from review team.

22



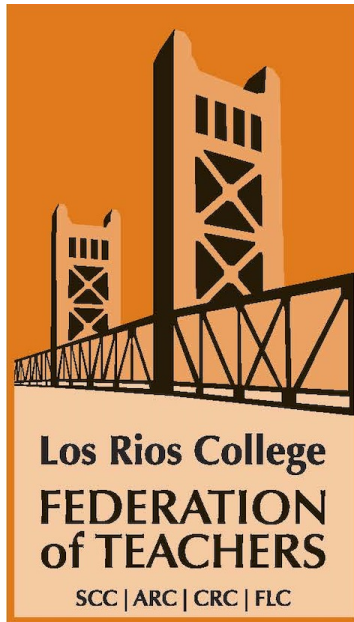
Article 11: Professional Expectations

23

Article 11 Changes

- Mandatory use of the LMS (Canvas)
 - Use the LMS gradebook consistent with the grading procedure outlined the faculty member's syllabus, ensuring compliance with 8.4.1.8.
- Type A and B Leave Clarifications
 - Type A is leave of one (1) semester at full pay or one (1) year at half pay.
 - Type B is leave at full pay of up to one hundred percent (100%) reassigned time for up to one (1) year in duration.

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Article 9: Family and Related Leaves

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Key changes in leaves

- Redefine "immediate family"
- Redefine sick leave to include mental health, mental illness, and physical illness of the employee
- Expanded parental leave (pilot)
 - An employee will be granted 8 consecutive weeks of paid parental leave
 - A week means seven (7) consecutive 24-hour periods.
 - Leave is not deducted from any other leave category.
 - Limited to one use per fiscal year.
 - Additionally, can use up to 12 weeks of accumulated sick leave for parental leave. Runs concurrently with CA Family Rights Act

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Leaves (cont)

- **Critical Illness Leave (pilot)**
 - All regular, adjunct, and overload faculty shall be granted seven (7) work days per year of salary entitlement in the case of critical illness or accident of a member of the immediate family.
- **Bereavement Leave**
 - Eliminates pilot language and makes permanent the salary entitlement for bereavement leave.

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Leaves

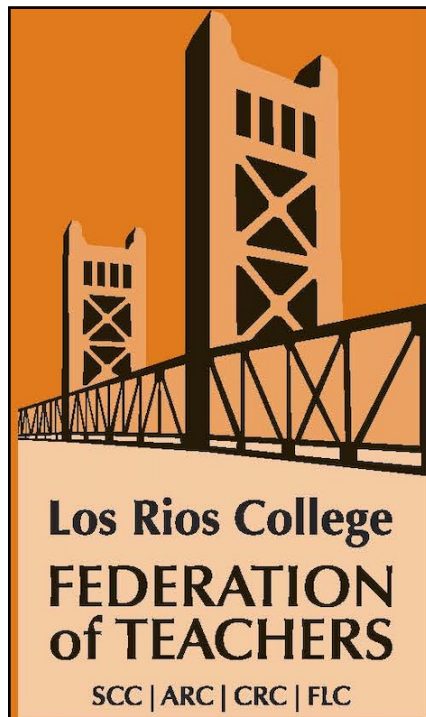
- **Paid Employee and Immediate Family Catastrophic Leave (Pilot)**
 - FT Faculty are eligible to apply to the catastrophic leave program
 - Employee: Program extends the leave for faculty who exhausted all sick leave benefits including the five-month law and are still unable to return to work.
 - Faculty who are on full or partial health leave and exhausted all sick leave can apply to receive a 50% supplement above partial earnings. This salary and medical benefit will be for a period of no longer than four (4) weeks.

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Leaves (cont.)

- Immediate Family: extends the leave for faculty in the case of critical illness or accident of a member of the immediate family and have exhausted all Personal Necessity Leave, Critical Illness Leave, and Personal Business Leave (15 days in total) and have partial or full leave can qualify for up to an additional fifty percent (50%) salary supplement above the partial earnings for a period no longer than 4 weeks.

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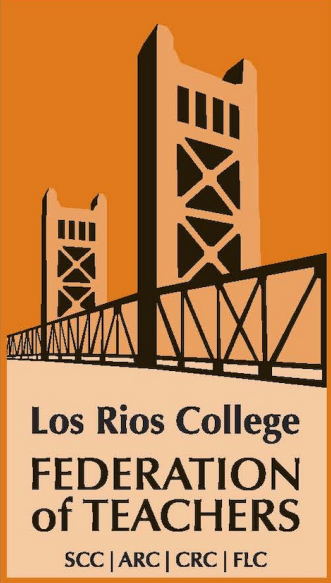


Federation Rights

- Increases the reassigned time provided by the District to the LRCFT for purposes of representation and other union related duties from 3.5 FTE annually to 4.0 FTE annually.

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Memorandums of Understanding



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MOUS

Adjunct Faculty Paychecks: Monthly equalization and payment on first day of the month	Adjunct Faculty: Immediate Healthcare Eligibility	Athletic Coach Stipends
Lab Lecture Parity	Office Time for FT Counselors Working Overload	Prison Education Program (PREP) Extension

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