

Preliminary Summary of our TA

The District and FA reached a Tentative Agreement (TA) at 2:00 on Saturday morning, for our successor Collective Bargaining Agreement (CBA). Some minor and ancillary details remain to be sorted out, but here's a quick summary:

SALARY DEAL — Article 21

Article 8 CALENDAR

8C.3. Faculty go to both graduation ceremonies when it's your year, when applicable.

8D. District and FA each appoint co-chairs to the Alternative Academic Calendar Committee

8E. Juneteenth included as a holiday

Article 9 WORKING CONDITIONS

9A.3. DE considerations added to FT bumping rights

9B. Zoom link on syllabus for virtual office hours

9E. (TB Testing) District will cover the cost for QuantiFERON test when recommended by doctor

9Q. District to provide campus email address to all FT & PT faculty upon hiring

9P. Automatic creation of LMS (*e.g.*, Canvas) shells

Article 10 WORKLOAD

10C. Online teaching modality incorporated into Rotational Seniority

10C.4 Specific to Reassign Time

— More coordinator positions added to list for mandatory specified reassign (6 or 9 CAH annually)

— 200 CAH annually for core reassign time is reduced from 250, but is indemnified in the contract (no sunset). Impact offset by the above.

10D.1(d) Change to D Hour (see 10D.4 below)

10D.1(f) Change to F Hour: based on 32.5 weekly

hours, but no longer subsumes the 5 professional hours for FTers. Result is 1 CAH = 38 Hours

10D.2(a). Work Experience & Service Learning now at 0.125 CAH per student

10D.2(e). Clarifying language for Forensics coaches.

10D.3(a). Clarification that virtual office hours can be held between 7 a.m. and 11:00 p.m., Monday through Sunday.

10D.3(c). SLO and other work to improve pedagogy should occupy one of the 5 professional hours

10D.4. Specific to Counseling Faculty

— Effective Spring '23: Full load is 27.5 hours per week, which includes 2.5 hours of follow-up on student contact via phone and email

— 2.5 hours of professional counseling duties

— One day per week may be done remotely

— Impact on PT faculty still to be determined (including hourly rates)

10D.6. Streamlined language on Faculty coaching by Instructional Faculty

10D.11. Commensurate FT overload limits during summer, to protect work for PT faculty

10F. Language on Distance Education struck from Article 10, and moved to new article, Article 19 (Existing Article 19 moved towards end of CBA)

10H. FT faculty may perform Noncredit teaching assignments for load or overload, without cap

Article 12-2 SABBATICAL LEAVES

12-1A.4. Faculty on full-year sabbatical to be paid between 76% and 100% of regular salary by applying 0, 3, 6 or 9 banked CAH.

Articles 14, 15 & 18 FACULTY EVALUATIONS

— Some bullets added to the list of professional responsibilities

- New criteria given in Faculty Standards for Distance Education instruction; provides for evaluator access to LMS (e.g., Canvas)
- Procedures for evaluating Mental Health Counselors
- Report of class visit due 20 working days after the date of visit (standardized timeline)

Article 18 PART-TIME FACULTY

18B.1a. Clarifications on Seniority List placement, including Break in Service

18C.3. PT Preference Form to include option of indicating preferred teaching modalities

18J.3. Expansion of 67% Law exclusions

Article 19 DISTANCE ED. (New Article)

(Existing Article 19 to be moved)

19B. DE Intellectual Property Rights for Instructor-created course content

19C. General DE Working Conditions

19D. Assignment of DE Classes to Unit Members; master schedule precedes course selection

19E & F. Minimum DE Standards and Evaluation of DE sections, includes differentiated standards for asynchronous and synchronous instruction

19G. CVC-OEI. Includes better compensation for POER Reviewers

19H. Course review by DE or COOL Committee

19I. Provisions for Hyflex Instruction

Article 20 BENEFITS

20A.6. D and FA will meet and confer about the \$200M for PT Health Benefits when state issues sufficient guidance.

20C.6. Options for out-of-state pre-12 retirees

Article 21 SALARIES

Salary Schedule Enhancements for 2022-23*: \$10,502 will be added per cell; in addition, two new post-15 steps for FT, will now be 18, 21, 24, 26, 28 & 30. (No more five-year plateaus from 15 to 25)

- Step 1 *eliminated* from FT and PT Schedules
- Step 11 *added* to PT Schedule; advancement to 11 based on CAH earned at Step 10 since Fall 21
 - Net Impact about 11% — (works out to a little under 11% for FT, and a bit more than 11% for PT)
 - Biggest impact at entry level & at added steps; lowest impact at the middle steps, but impact evens out over time
 - Salaries to increase 4% in Year 2, and at least 2% in Year 3
 - 4 hours Evaluation pay Asynchronous DE classes
 - F Hour: \$2,300 per CAH or \$60.53 per hour, new definition of 38 Hours per CAH, effective Fall 22
 - * Most improvements effective Fall 22

Article 22 FACULTY SERVICE AREAS

New language to clarify that FSAs are specifically for a Reduction in Force, and to define how to qualify for an FSA outside your primary discipline

Article 26 ENROLLMENT MANAGEMENT

New language to define how Counseling will be incorporated into the scope of District and college-level Enrollment Management work

Discipline planning includes rationale for modality

Article 29 STAFF DEVELOPMENT

New language to establish a college-level Diversity Equity, Inclusion and Access Coordination Team (DEIACT) at each college, which will recommend how DEIA competencies are introduced to CLPCCD faculty, and to “roll out” unit member professional development obligations that are promulgated at the State level

District will fund in 2022-23, FA will go back to table to determine 2023-24 DEIA work, based on recommendations of DEIACTs

UPDATED FORMS

- Part-time Preference Form
- Evaluation Forms (to better address DE)
- F2F Form to be used for Synchronous DE classes

Article 37 DURATION

CBA effective July 1, 2022 through June 30, 2025