TA Summary

[\text{NL}] = new contract language

**Article 5: Workplace Collegiality + Appendices O & P**
- Increases enforceability of the article by allowing grievances if the complainant doesn't receive a response within the specified timeline [\text{NL}] [Art. 5, last para.]

**Article 9: Work Environment**
- Stronger WEC and improves cleanliness standards, wifi, temperature control, and cosmetics on campuses. [\text{NL}] [sec. A; sec. E; sec. B.1]
- Adjunct office space access must be conducive to meeting with students. [\text{NL}] [Sec. B.4]
- Improves security protocols and equipment, expands emergency preparedness, and protects safety funds. [\text{NL}] [sec. D1; sec. D3]

**Article 12: Class Size**
- Class size limit of 42 for in-person classes (without instructor’s approval) [\text{NL}] [sec. A]
- Class Size limit intended to influence planning and schedule development, leading to increased availability of sections for faculty to teach
- Enrollment Management: a class may only be canceled (before it begins) within 3 weeks of start date, and with 13 or fewer enrolled (may still be canceled if fewer than 15 students are in attendance during the first 2 weeks) [\text{NL}] [Sec. G]

**Article 13: Assignments**
- Reduces loads from 18 to 15 for: Dance Specialties, Dance Techniques, Dental Hygiene, Nursing, Nursing (Registered), Nursing (Vocational). Reduces load for Radiologic Technology from 21 to 18. [Table A]
- Non-classroom “Professional Time” (flexibility in schedule) [\text{NL}] [Sec. A.1]
  - Provides minimum of 0.2 FTE flexible non-contact Professional Time in contract, to meet dynamic student needs
  - Concrete step towards Counselor self-direction: guarantees and standardizes non-contact time practices; improves current practice from 5 hours or less to a minimum of 7 hours weekly; ends threat of removal of non-contact time (as management did at WLAC)

**Article 14: Assignments, Additional and Coaching**
• Resolving a long-standing inequity in the District, walk-on head coaches will now be compensated wages at the hourly rate for their position, while continuing to receive the coaching stipend [sec. D.2.i]
• Provides $100 stipend for performance (non-athletic) coaches on day of performance, creating structure to provide additional compensation [sec. G]
• Expands maximum number of assistant coaches for each sport [sec. D.5]

Article 17: Chairs
• Improves openness and efficiency of recall process [sec. B.9]

Article 19: Evaluations
• Preserves integrity of the peer review process and protects academic freedom by centering Chairs and faculty, while limiting administrators to passive role. Throughout; also [sec. G.1]
• Protects Counselor/Student confidentiality; no evaluations may include any “monitoring data from software, such as Cranium Cafe” [NL] [sec. H.1.3]
• Maintains tenured faculty evaluations schedule of once every 3 years [sec. B.1]

Article 23: Professional Development
• District must provide support and resources, in the form of training as well as services to assist with logistics, for Dual Enrollment and other off-site faculty [NL] [sec. K2]
• Increases district-wide Professional Conference and Tuition Reimbursement Fund by 20% (to $300,000) [sec. I] and travel reimbursement limit by 33% (to $2000) [sec. D]

Article 27: MBA
• Continues HRA at $1500 annually; balance accumulates year-to-year if not used.
• Maintains plan options and health care cost (preserves District contributions for eligible full-timers, and increases contribution for adjuncts by $1400 over life of contract)
• Fulfills longstanding District promise to fund retiree medical care for all faculty and their spouses by requiring reimbursement of Medicare Part B costs [NL]
• Adjuncts qualifying for medical benefits but who are on their own Medicare will be able to apply for refunds of Medicare Part B to the level of District contribution.

Article 29: Wages
• Career increments for adjuncts [NL] [sec. E.iii]
  ○ provides structural expansion of wage scales (first 2.7% increase of $2.50 after being on Step 10 for 3 years, and second 2.7% increase of $2.50 after an additional 3 years);
  ○ majority receive immediate increases retroactive to July 1st, 2020;
  ○ all benefit from a professional path that increases retention and respect.
• All faculty continue receiving step increases [sec. D.v] and column advancement [sec. E.i], as well as COLA and growth funding (if funded by the State) [sec. B].
● Secures all wages for duration of contract (no re-openers RE budget) [sec. B]
● Faculty have option for 12 Pay Periods instead of 10 [NL] [Sec. C]

**Article 38: Faculty with Noncredit Assignments**

● Reduces full-time load from 25 to 24 hours [sec. C]

**Article 40: Distance Learning**

● Increases funding for faculty DL Coordinator positions on campuses [NL]:
  ○ up to 2.0 FTE per campus for Summer and Fall 2020 [sec. B.1]
  ○ minimum of 0.5 (and up to 1.0) FTE per campus after Fall 2020 [sec. B.1]
● Any district-wide software required for online courses will be funded by LACCD, as well as Districtwide DL Committee recommendations (when accepted)
● Faculty with a State approved CVC-OEI Course are approved to teach online in LACCD