



## TA Summary

**[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 **[NL]** [Art. 5, last para.]

### **Article 9: Work Environment**

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

### **Article 12: Class Size**

- **Class size limit of 42** for in-person classes (without instructor's approval) **[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) **[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)** **[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