

# LOUD and CLEAR

*Your connection to faculty contract action alerts*



## TENTATIVE AGREEMENTS REACHED ON FACULTY WORKING CONDITIONS

Focusing on the working conditions of faculty on our campuses, the Guild Negotiating Team has successfully negotiated improvements in several key articles in our contract.

Because each member of the Guild Negotiating Team actively participated in the talks, Management gained a clearer picture of the needs and interests of full-time and part-time, classroom and non-classroom faculty. All Tentative Agreements - including salary - are subject to approval by the Guild Executive Board, ratification by our members, and a vote by the LACCD Board of Trustees.

### **Article 5: Collegiality in the Workplace**

Created a process for dealing with incidents of non-collegiality involving faculty

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

Strengthens language dealing with access to office space for adjunct faculty, added language on creating emergency preparedness plans and drills for earthquakes, fire, and active shooter situations

### **Article 13: Assignment**

Deals with the implementation of the Student Success Act, SB 1456, through an MOU that clarifies the essential role of counseling faculty. This MOU has already been agreed to by the Guild and

Management and is now in effect.

### **Article 15: Assignment, Summer and Winter Intersessions**

Restructured the prioritization of adjunct assignments to achieve a true rotation

### **Article 16: Adjunct Assignments, Retention and Seniority**

Clarifies the scheduling process to give more consideration to adjuncts with seniority when making additional hourly assignments

### **Articles 19 & 42: Evaluation**

Provides for training of evaluators, encourages the use of improvement plans and professional growth activities (when needed),

and clarifies the roles of the Academic Senate and the administrative representative on evaluation committees

### **Article 40: Distance Learning**

Clarifies DL committee membership, strengthens DL proficiency language, and addresses class size concerns

### **Article 43: Adjunct Faculty Pay Principles**

Strengthens the language in the ancillary approval form in Appendix J by improving the process for requesting payment for performing ancillary activities

### **Article 44: Clerical/Technical Support**

Gives colleges the option of sharing clerical support staff among academic departments in order to maximize support

# FACULTY SALARIES

The next phase of the process centers on financial issues.

The Guild's position is clear.

Enormous sacrifices by faculty enabled the LACCD to survive the era of austerity, triggered by the 2007 financial meltdown. During this time, faculty took on many additional responsibilities. But we're now entering a period of growth, and faculty salaries are a top priority for the Faculty Guild.

Our pay has fallen behind other California community college faculty in regions of the state with much lower costs of living.

In a recent comprehensive salary comparison study undertaken by the California Federation of Teachers, LACCD's full-time salaries ranked 41 out of 72 districts in comparing where faculty ranked when initially hired, 54 out of 72 when comparing salaries for faculty with an MA and ten years of experience, coming in below Victor Valley and Antelope Valley. Our faculty at the highest column with a PhD ranked 37 out of 72, behind College of the Desert and Yuba.

Having successfully completed the first phase of the 2014–17 negotiations, we look forward to continuing our collaborative working relationship with District Management in resolving these critically important economic issues.

