Summary of Tentative Agreements reached for the 2011-2014 Agreement between the Los Angeles Community College District and the Los Angeles College Faculty Guild (AFT)

Article 8 AFT Rights
• Increases AFT released time to 8.5 FTE

Article 9 Work Environment
• Includes plans for office and storage space when designing new buildings or renovating existing facilities
• Makes administration accountable to respond to recommendations from the Work Environment Committee
• Requires administration to provide access to classrooms, either by providing keys or ensuring the door is unlocked before the class meeting time

Article 10 Calendar
• Clarifies the flex obligation of nonclassroom faculty
• Allows flex day may be either of the last two days of the week before the start of the fall semester.
• Sets spring break for the 9th week of the semester for the next three years
• States that colleges need to provide sufficient, high quality professional development activities and follow State Chancellor’s Office guidelines

Article 12 Class Size
• Stipulates that after the first day of class, only instructors can add students

Article 13 Assignment
• Extends consideration to faculty on seniority lists for selection to teach contract ed classes

Article 14 Assignments, Additional and Coaching
• Clarifies that the number of assistant coaches be recommended by the athletic director to the college president for approval

Article 15 Intersession
• Creates a priority list for adjuncts for intersession assignments, with one adjunct list combined for summer and winter
Article 16 Adjunct Rate Assignments, Retention and Seniority

- Restructures the order of the article, adds definitions, and revises language for clarity
- Changes the 4th qualifying semester for placement on a seniority list to the semester in which service has begun rather than the semester for which an assignment is offered and accepted
- Changes when seniority lists will be made available from the 6th to the 8th week of the semester
- Adds that full-time faculty may be assigned more than .4 FTE and up to .6 FTE in extra assignments upon the submission of written verification to their department chair that they are meeting all full-time faculty obligations listed in Section A of Appendix Q
- PACE instructors with 4 or more semesters of service whose assignment ends due to a reduction in offerings or whose program is cancelled may be placed on a discipline’s seniority list, with approval of the chair in consultation with the VP
- Clarifies the placement of retirees on the seniority list after retirement
- Adds situations which count as ‘withdrawals’ instead of ‘refusals’ for the purposes of seniority
- Increases from one to two the number of adjuncts with seniority in the LACCD who apply and meet the requirements for a full-time position who will be invited to a selection interview
- Creates a standardized seniority list template to be used by all District colleges

Article 17 Department Chairs and Departments

- Extends the length of service of an elected Adjunct Representative to a two-year term
- Clarifies the voting procedures for department chairs running for a 3rd or more consecutive term
- Adds that chairs may be assigned more than .4 FTE and up to .6 FTE in extra assignments upon the submission of written verification to their supervising administrator that they are meeting all full-time faculty obligations listed in Section A of Appendix Q as well as department chair duties
- Clarifies chair duties; requires attendance at an annual AFT/District sponsored Department Chair workshop
Article 19 Evaluation

- Allows evaluations for tenured faculty to be conducted in fall or spring
- Combines 'meets expectations' and 'exceeds expectations' into one category on evaluation forms
- Allows adjuncts to request a comprehensive evaluation after a first needs to improve
- Standardizes the process of conducting student evaluations
- Specifies that in departments without faculty chairs, the administrator serving as chair is a nonvoting member of the evaluation committee

Article 23 Professional Growth

- Calls for the District to provide a combined fund for conference/tuition reimbursement of $250,000 each year for the 9 colleges for the duration of the contract
- Increases the maximum conference reimbursement from $1,000 to $1,500 per conference
- Increases the maximum tuition reimbursement from $2,000 to $3,000 per person

Article 25 Leaves

- Qualifies probationary faculty for leaves under the Family Medical Leave Act
- Provides parental leave of up to 10 working days at 50% pay separate from illness days
- Increases the number of illness days faculty may donate to other faculty in need of additional paid days from two to up to five days

Article 27 Master Benefits Agreement

- HRAs will be honored through 2014
- The district contribution for adjunct faculty who participate in the health benefits program will be indexed to 50% of the average cost of the district-sponsored plans
- Adjuncts with seniority who teach at least 50% of a full-time load in their discipline will be eligible for 100% district-paid premium for vision coverage

Article 28 Grievance

- Clarifies the grievance procedure and the options of the Grievance Review Committee

Article 29 Salary

- All elements in the current salary schedule will remain in place for 2011-12
- The Guild and the LACCD will reopen negotiations on salary for 2012-13, and again in 2013-14
Article 40 Distance Learning

- Maintains faculty intellectual property rights regarding ownership of their DL courses
- Clarifies the role of the DL committee and gives AFT 50% representation on the committee
- Requires the district to provide training to adjunct faculty who must learn a new DL platform in order to receive an assignment
- Makes proficiency achieved in a Course Management System portable to any other LACCD college using the same CMS

Article 42 Probationary Evaluation

- Combines ‘meets expectations’ and ‘exceeds expectations’ into one category on evaluation forms
- Requires new FT faculty to take the online orientation
- Standardizes the process for conducting student evaluations
- States that if the faculty being evaluated is a department chair, the chair of the evaluation committee must be a faculty member

Article 43 Ancillary Activities

- Consolidates the list of eligible ancillary activities