

DISTRICT’S LAST, BEST, AND FINAL PROPOSAL

March 10, 2023

In response to the Federation’s proposals presented on March 10, 2023, the District makes the following comprehensive last, best, and final proposals for a new 3-year agreement. This is not a package proposal, but rather a comprehensive proposal intended to resolve all outstanding issues. To date, the parties have already reached tentative agreement on the following Articles:

- Article 13 – Sabbatical Leaves
- Article 20 – Evaluations
- Article 22 – Grievance Procedures
- Article 23 – Work Stoppage
- Article 12 – Unpaid Leaves
- Article 15 – Holidays
- Article 9 – Winter/Summer Session Assignments
- Article 11 – Paid Leaves
- Article 3 – Rights of the Federation (pending signatures)
- Article 4 – Intracollegiate Relations (pending signatures)

Article 10: Compensation

In terms of compensation, the District has made a significant move in its proposal to the Federation to implement salary increases in Year 2 of the agreement to take effect 6 months earlier than its previous proposal on July 1, 2023 rather than January 1, 2024.

Effective retroactively to 7/1/2022	Effective 7/1/2023 (6 months earlier than previous proposal)	Effective 1/1/2025
<ul style="list-style-type: none">● 7% salary increase on all salary schedules effective 7/1/2022● Additional 4% longevity increase commencing at Step 16 effective 7/1/2022 <p>NOTE: 6.56% funded COLA; new salary schedule for full-time faculty attached for your information.</p>	All salary schedules increased by 75% the funded state-wide community college COLA, effective 7/1/2023.	All salary schedules increased by 75% the funded state-wide community college COLA, effective 1/1/2025.

* See attached Salary Schedule effective 7/1/2022.

Article 17 – Health Insurance Benefits

In terms of District contribution rates to medical plan premiums for full-time faculty, the District maintains its proposal to increase contribution amounts and implement such changes the month following ratification of the new 3-year agreement by both parties, subject to processing payroll by LACOE:

District Contribution Proposal			
	Single	Two-Party	Family
Current District Monthly Contribution Rates	\$717	\$1,231	\$1,542
Current District Contribution Annualized	\$8,604	\$14,772	\$18,504
Proposed District Monthly Contribution Rates	\$930	\$1,500	\$1,800
Proposed District Contribution Annualized	\$11,160	\$18,000	\$21,600
Proposed District % Increase	30% increased contribution	22% increased contribution	16.73% increased contribution

Kaiser Comparison Examples			
	Single	Two-Party	Family
Current Monthly Premium for Kaiser	\$754.64	\$1,509.28	\$1,962.06
Current District Contribution Monthly Amounts	\$717.00	\$1,213.00	\$1,542.00
Current Employee Contribution per month	\$37.64	\$278.28	\$420.06
Proposed District Contribution Monthly Amounts	\$930.00	\$1,500.00	\$1,800.00
NEW Employee Contribution Monthly Amounts	\$0.00	\$9.28	\$162.06
Increased District contribution above current contribution	\$2,556.00	\$3,228.00	\$3,096.00

In addition, the District proposes the following compensation items:

- 1) **PT Faculty Medical Insurance Premium Reimbursement** – up to \$1,500 each Fall semester and up to \$1,500 each Spring semester for all PTF. Implementation to commence at the end of Fall 2023 and disbursement of reimbursement payments in Spring 2024 and on-going with medical insurance premium reimbursements processed each Spring. The \$3,000 maximum annual reimbursements would replace the current \$75/semester stipend, Article 17, Section 12(b).
- 2) **PT Faculty Paid Office Hours** commencing Fall 2023 - instructional PTF eligible to be paid up to 3 hours per week per 20% load for office hours per the District’s February 2, 2023 proposal that will provide at Article 10, Section 9(a)(1) as follows:

Part-time instructional faculty who choose to offer office hours shall submit to the Dean/Associate Dean/Director a schedule of office hours prior to the start of the semester and shall maintain their office time schedule on campus, or at a designated workplace that is mutually agreeable to the part-time faculty member and the Dean/Associate Dean/Director. Approved office hours shall be included on the syllabus, and the District learning management system, when appropriate. Part-time faculty office hours shall be compensated at the rate of one (1) hour for each 20% of lecture load or equivalent rounded down to the nearest whole hour, up to a maximum of three (3) paid

office hours per week. Office hours shall be payable at the Appendix D-1, Lecture, Step 1 rate.

Modified Article 8, Section 3(g) as follows:

Part-time faculty may offer ~~up to 2 hours per semester of~~ office hours with the goal of providing focused attention and additional learning support for students, but especially for racially minoritized students, to improve academic success. Office hours shall be payable ~~in accordance with Article 10, Section 9(a)(1). at the appropriate column of Appendix D-1, Lecture, Step 1 rate.~~ Part-time faculty office hours shall not be computed as part of the teaching load.

- 3) **PT Faculty Loaner Laptops** – up to 200 laptops available to PT Faculty commencing Fall 2023.
- 4) **Non-Credit Instructional Faculty** – paid on the same Salary Schedule as faculty teaching credit courses and at the applicable step and column on the appropriate Salary Schedule designated for full-time and part-time instructional faculty. Note that for full-time faculty, a non-credit load must equate to 25.0 contact hours per week.

Additional District Proposals – copies attached

- 1) Article 8 (Hours and Working Conditions) – District proposal dated 3/10/23
- 2) Article 10 (Compensation) – District proposal dated 3/10/23
- 3) Article 17 (Insurance Benefits) – District proposal dated 2/2/23
- 4) Appendix A (Position Descriptions) – District proposal dated 3/10/23
- 5) Appendix B (Teaching Load) – District proposal dated 3/10/23
- 6) Appendix C-1 (Academic Salary Schedule) – District proposal dated 2/24/23
- 7) Appendix C-2 (Fiscal Salary Schedule) – to incorporate 7% increase and 4% longevity starting at Step 16.
- 8) Appendix D-1, 2, 3, 4 (Part-Time Faculty Salary Schedule, Coaching Stipends, Special Rates of Pay for Faculty, Salary Schedule for Coaching Stipend) – to incorporate COLA increases proposed above effective on dates proposed above.
- 9) Appendix J.5.c (Student Survey of Counselor Effectiveness) – to incorporate signed MOU from 2/24/22 into contract) – District proposal dated 3/10/23
- 10) Appendix M-1 (Tenure-Track Faculty Hiring Procedures) – District proposal dated 3/10/23
- 11) NEW Appendix C-3 regarding salary schedule for Counselors on a 200-Workday Schedule, 7% added to salary schedule and 4% longevity starting at Step 16 effective July 1, 2022.

Term of Agreement

The District proposes a 3-year agreement effective January 1, 2023 through December 31, 2025 with no reopeners. Training on interest-based bargaining to start in Year 2 of the ratified agreement in preparation for successor agreement negotiations to commence in 2025.