

### DISTRICT COMPREHENSIVE PROPOSAL 3

February 24, 2023

The Federation submitted on February 20, 2023 its proposed “Federation Package Proposal 1, Articles 10 and 17” that also included in the terms of the proposal at page 6, acceptance of two District proposals (Article 6 and the District’s proposal for PTF paid office hours.) In addition, the Federation proposed additional terms for its package proposal and a 3-year collective bargaining agreement term effective July 1, 2022 through June 30, 2025.

In reviewing the Federation proposal dated February 20, 2023, the District estimated the costs associated with the Federation’s proposed changes detailed in Article 10 (Compensation) and Article 17 (Insurance Benefits) which would drastically reduce the District’s reserve over the course of 3 years as follows:

<b>Costing of AFT Package Proposal1 &amp; Impact on Estimated Reserve Balance</b>	<b>FY 2022-2023</b>	<b>FY 2023-2024</b>	<b>FY 2024-2025</b>
	\$48,665,227	\$26,317,772	-\$718,833

NOTE: The anticipated costs of the Federation’s Package Proposal 1 demonstrate that it is not fiscally feasible to implement.

In response to the Federation’s Package Proposal 1, the District makes the following comprehensive proposals upon ratification of the new 3-year agreement. This is not a package proposal, but rather a comprehensive proposal intended to resolve all outstanding issues.

#### Article 10: Compensation

<b>Effective retroactively to 7/1/2022</b>	<b>Effective 1/1/2024</b>	<b>Effective 1/1/2025</b>
<ul style="list-style-type: none"> <li>• 7% salary increase on all salary schedules effective 7/1/2022</li> <li>• Additional 4% longevity increase commencing at Step 16 effective 7/1/2022</li> </ul> <p>NOTE: 6.56% funded COLA; new salary schedule for full-time faculty attached for your information.</p>	<p>All salary schedules increased by 75% the funded state-wide community college COLA, effective 1/1/2024.</p>	<p>All salary schedules increased by 75% the funded state-wide community college COLA, effective 1/1/2025.</p>

**Article 17 – Health Insurance Benefits**

In terms of District contribution rates to medical plan premiums for full-time faculty, the District proposes the following increases the month following ratification of the new 3-year agreement by both parties, subject to processing payroll by LACOE:

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

<b>Kaiser Comparison Examples</b>			
	<b>Single</b>	<b>Two-Party</b>	<b>Family</b>
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	\$1,444.00	\$1,755.00
<b>NEW Employee Contribution Monthly Amounts</b>	<b>\$0.00</b>	<b>\$65.28</b>	<b>\$207.06</b>
Increased District contribution above current contribution	<b>\$2,556.00</b>	<b>\$3,228.00</b>	<b>\$3,096.00</b>

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.

#### **Articles With No Proposed Changes**

The District proposes no changes to the following monetary items:

- 1) Article 6, Section 3(h) – Severance Grant
- 2) Article 8, Section 21(e) – PT Faculty Paid Professional Development Flex Hours

#### **Additional District Proposals**

The following compensation items should include the following:

- 1) Class Cap Process in District Proposal in Article 8 – current language in most recent proposal; Dean included in the process.
- 2) Full-Time Faculty Office Hours in District Proposal in Article 8 – current language in most recent proposal
- 3) Dual Enrollment in District Proposal in Article 8 – current language in most recent proposal.
- 4) Division Load Committee and College Load Committee Changes in Article 8 – removal of WSCH/FTEF language.

#### **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.

Existing Appendix C-1 Schedule with 7% increase across all steps & columns  
 AND an additional 4% for Step 16 and above

Effective July 1, 2022							% change year to year				
4	\$	74,038	\$	78,461	\$	82,891	\$	87,312	\$	91,734	7.0%
5	\$	77,248	\$	81,670	\$	86,090	\$	90,515	\$	94,938	7.0%
6	\$	80,461	\$	84,877	\$	89,300	\$	93,723	\$	98,154	7.0%
7	\$	83,659	\$	88,087	\$	92,508	\$	96,943	\$	101,356	7.0%
8	\$	86,869	\$	91,286	\$	95,718	\$	100,138	\$	104,558	7.0%
9	\$	90,075	\$	94,500	\$	98,920	\$	103,345	\$	107,768	7.0%
10	\$	93,287	\$	97,705	\$	102,129	\$	106,553	\$	110,979	7.0%
11	\$	-	\$	100,913	\$	105,336	\$	109,758	\$	114,179	7.0%
12	\$	-	\$	104,122	\$	108,543	\$	112,975	\$	117,379	7.0%
13	\$	-	\$	104,122	\$	108,543	\$	116,174	\$	120,599	7.0%
14	\$	-	\$	104,122	\$	108,543	\$	119,381	\$	123,804	7.0%
16	\$	99,086	\$	110,215	\$	114,755	\$	125,883	\$	130,426	11.3%
20	\$	102,381	\$	113,508	\$	118,050	\$	129,178	\$	133,721	11.3%
24	\$	105,676	\$	116,803	\$	121,345	\$	132,476	\$	137,017	11.3%
28	\$	108,969	\$	120,098	\$	124,640	\$	135,767	\$	140,309	11.3%
30	\$	112,265	\$	123,392	\$	127,935	\$	139,063	\$	143,604	11.3%