

College's Proposal on 5.23.25 at \_\_\_\_\_

~~The 2019-2024 CBA shall be modified as follows.~~

~~**ARTICLE 29 – CONTRACTED AND PART-TIME  
FACULTY STEP PLACEMENT**~~

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~~29.1.3 Language Skills: Initial Placement. One (1) two additional step shall be granted for faculty members who use bilingual or multilingual skills, including American Sign Language, in their faculty work.~~

~~29.1.3.1 Language Skills: Subsequent Advancement. Faculty members who begin to use bilingual or multilingual skills, including American Sign Language, in their faculty work after initial salary placement and who did not receive steps for language skills in their initial placement per 29.1.3 shall be granted one two additional steps effective July 1 after an approved request to HR.~~

~~29.1.3.2 The Faculty Step Advancement Committee (See Art. 28.3) shall make determinations for any faculty appeals pertaining to bilingual or multilingual skills, including American Sign Language, not approved by HR under 29.1.3 or 29.1.3.1.~~

~~29.1.4 A maximum five additional steps will be provided for relevant work experience.~~

LCC/LCCEA 2025 Bargaining – This proposal is regarding the Article 29 Language from the Reopener Agreement for July 1, 2022 – July 30, 2024, which amended the 2010-2024 Main Agreement

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~~29.1.4.1 The step granted for language skills under 29.1.3 and  
associated sub-articles shall not be subject to this five  
step maximum.~~

~~29.1.5 Experience required for minimum qualifications shall not be subtracted  
for the purpose of original placement.~~