

College's Proposal on 5.23.25 at _____

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

~~ARTICLE 9 – CALENDAR~~

~~...~~

~~9.1 **Work Year.** Employees contracted to work a three (3) term year shall work one hundred seventy-three days (173) as scheduled by the College. The 173 days include 165 instructional days, and eight (8) non-instructional days. (The contracted faculty salary schedule shall be increased commensurate with the number of increased work days.)~~

~~...~~

~~9.2 **Non-instructional Days**~~

~~9.2.1 **Non-instructional Days – Contracted.** Eight non-instructional days may be scheduled by the College for contracted faculty prior to the beginning of classes each fall term. Six of the non-instructional days shall be assigned for Fall in-service activities as described in Article 9.3. The remaining two non-instructional days that fall outside of fall in-service may be scheduled and assigned by mutual agreement of the faculty member and her/his manager. In addition to these five-eight non-instructional days, one (1) day of in-service shall be scheduled during the Winter or Spring term.~~

~~9.2.2 **Non-instructional Days – Part time.** Each part-time faculty member shall be compensated for attendance of a maximum of forty-four (44) hours of college-wide in-service scheduled activities every academic year. Part time faculty will be compensated at their hourly rate for all hours attended.~~

College's Proposal on 5.23.25 at _____

~~9.2.2.1 Up to a maximum of twenty-eight (28) hours of in-service attendance for part-time faculty members shall be compensated each year prior to or during the fall term if the employee works as a member of the bargaining unit during fall term. These hours will typically be scheduled prior to and contiguous with fall term. The primary purpose of these hours is for in-service attendance. Part-time faculty members not utilizing all twenty-eight (28) hours during in-service may use any and all remaining hours for meeting attendance and/or on-campus workshops and trainings prior to the end of the next Spring term. Faculty members shall report such activities via their electronic time sheet.~~

~~9.2.2.2 Up to an additional sixteen (16) hours of in-service attendance for part-time faculty members shall be compensated by the College each year for part-time faculty at the rate of eight hours per term in the winter and spring terms if the employee works as a bargaining unit member during the term the in-service is held. This additional time for part-time faculty in-service shall be scheduled for a college-wide activity or event and is not available for a discretionary assignment. The primary purpose of these hours is for in-service attendance. Part-time faculty members~~

College's Proposal on 5.23.25 at _____

~~not utilizing all sixteen (16) hours during in-service may use any and all remaining hours for meeting attendance and/or on-campus workshops and trainings any time during the current academic year. Faculty members shall report such activities via their electronic time sheet.~~

~~9.3 Fall In-service. Fall in-service shall be held on the Thursday (i.e. eleven days prior to the beginning of Fall term), and Friday morning, Tuesday, Wednesday, Thursday, and Friday immediately prior to the first week of classes in fall term. The first Thursday shall be scheduled by the College. Tuesday morning shall be scheduled for professional development activities, mutually planned, agreed to, and implemented, by a committee including no less than three faculty members, including the Faculty Professional Development Coordinator and selected by the Faculty Professional Development Oversight Committee. Wednesday morning may be scheduled by departments/divisions for faculty meetings; Tuesday afternoon may be scheduled for faculty sabbatical reports. Thursday morning may be scheduled by the College for the President to meet with the faculty. Thursday afternoon may be scheduled by the Association for an All Faculty Meeting; no other faculty events may be scheduled during the All Faculty meeting. Wednesday afternoon, and the first Friday morning and the second Friday shall be class prep days; no other required activities may be scheduled for faculty members on class prep days. One half day of class prep~~

LCC/LCCEA 2025 Bargaining – This proposal is regarding the Article 9 Language from the Reopener Agreement for July 1, 2022 – July 30, 2024, which amended the 2010-2024 Main Agreement

College's Proposal on 5.23.25 at _____

~~time shall be floating for faculty use sometime during the academic year.~~

9.4 Faculty Connections. ~~Faculty Connections is a faculty organized orientation~~

~~of new faculty members. Faculty Connections shall be held the Tuesday~~

~~and/or Wednesday immediately prior to Fall in-service or as determined by the~~

~~Faculty Connections Steering Committee.~~

...

9.6 Recognized Paid Holidays Listed. ~~The following holidays will be recognized by the College as paid holidays if the employee's contract incorporates such days so that he/she is required to work the last day preceding and the first day following the holidays, excluding weekends: Juneteenth, Veterans' Day; Thanksgiving Day, and the following Friday; Martin Luther King, Jr.'s Birthday; President's Day; Memorial Day; New Year's Day; 4th of July; Labor Day; Christmas Eve; Christmas Day; and the day following Christmas. When Christmas falls on Wednesday, the following two (2) days are observed as holidays instead of the last working day before and the first working day after Christmas day.~~