

Summary of Impacts of LCC Administration Workload Proposal	
Discipline, Department, or Division	Estimated Workload Net Impact (based on current workload configurations; courses with lecture-lab would generally have more workload increases than outlined below; reduced lec-lab rate reduces part-time pay; net reduction in work available for part-time faculty across the college; provided as summary & may vary by individual)
All	Mandatory overloads increase contracted workloads and reduce sections available for part-time faculty ; net compensation for mandatory overload course paid at well below 85% overload rate ; Class sizes up to 150% ; Removes workload maximums such as # of sections, # of preps, # of students; Reduces TLC factor for Lecture-Lab to 0.700 ; Remove Workload Taskforce Findings MOA from contract; Removes compensation for assessment work for part-time faculty; mandatory overloads not paid until Spring each year
Example A of mandatory overload course compensation	A faculty member regularly teaching 44 TLC/credits would be assigned one additional 4-credit mandatory overload course for a total of 48 required credits per year but paid for only 3 of the 4 credits at the 85% overload rate, resulting in net salary rate of 63.75% for the mandatory overload course.
Example B of mandatory overload course compensation	A faculty member regularly teaching 43.5 TLC/credits would be assigned one additional 4.35 TLC mandatory overload course for a total of 47.85 TLC/ year but paid for only 2.85 of the 4.35 TLCs at the 85% overload rate, resulting in net salary rate of 55.7% for the mandatory overload course.
ABSE, ALS, ESL	No additional classes with existing workload configurations
Adv. Tech*	Continue current teaching hours with net reduction in pay ; Eliminates current overload compensation by increasing workload for lecture-lab hours by approx. 12.5%; Maintains 51 TLC/year workload.
Arts: Performing*	One or more additional classes per year; In Music at least one more class every term; Mandatory overload class at below regular 85% overload rate
Arts: Studio*	One or more additional classes per year; Additional class(es) at below regular 85% overload rate; unclear impact: proposal excludes independent study from TLC factor
Drafting*	Mandatory overload class with net compensation for the course at below regular 85% overload rate
Business*	Mandatory overload class with net compensation for the course at below regular 85% overload rate
CIT*	Increases to workload due to substantially reduced lecture-lab rate
Communication	One additional mandatory overload course every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate

Health	One additional required course per term
Health Professions*: Some disciplines; some faculty	One additional mandatory overload course every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Languages	One additional mandatory OL course every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Math*	Would result in one additional mandatory OL course every year for anyone with less than 45 TLC; Reduced TLC for lec-lab; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Non instructional: for example, Counseling	Increase student contact hours by 4 hrs/ week and require manager OK for choice of committee service work
Nursing	Varies; 1st Year faculty would need to pick up more assignments to meet 45 minimum
Science: Chemistry*	One additional mandatory course every other year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Science*: Some other disciplines; some faculty	One additional mandatory overload course every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Social Science	Two to three+ additional mandatory classes every year; Mandatory overload class with net compensation for the course at below regular 85% overload rate
Writing	Three additional mandatory courses per year, including one mandatory overload class with net compensation for the course at below regular 85% overload rate

**Workloads also increased by approx 8.8% for all lecture-lab time, decreased compensation per course for part-time faculty for any course with lecture-lab*