

<b>LCC-LCCEA Tentative Agreement Reached 2/25/2026</b>	
<b>Contract Length</b>	<b>Agreements Reached</b>
<b>Term</b>	Four-year contract with economics set for all four years! (Art. 2)
<b>Economics</b>	<b>Brief Summary and Article(s)</b>
<b>Steps</b>	Steps for all eligible faculty each year; Longevity step of 1.5% added to top of <b>all</b> salary schedules July 1, 2026, including FT, PT, Flight Tech (Art.26)
<b>COLA for All faculty</b>	3.0% in year 1 retroactive to July 1, 2025; 3.0% in year two; 3.1% in year three; 3.1% in year four (Art. 26)
<b>Insurance</b>	Preserving Moda 1 as base plan for College contributions; Added HSA option for faculty choosing HSA-eligible plan with College contributions to HSA account; Incorporated better eligibility language and expanded family insurance coverage for part-time faculty from SB 551 & HB2611 MOAs into contract (Art. 33)
<b>Sec. 125</b>	Status quo language for college contributions and payments (Art. 33)
<b>Paid time</b>	Updated schedule for inservice; added reference to religious accommodation process, plus one day paid leave for religious observance (Art. 9)
<b>Subs</b>	1/2 hour pay for prep time for subs; faculty not required to find subs when ill (Art. 32)
<b>Pay Parity</b>	1% pay parity adjustments compounded on COLA each year for 4 years for all part-time faculty, including coaches and Flight Tech
<b>CD rate (Art. 23)</b>	\$35/ hour CD rate with no adjustment for inflation
<b>Flight Tech salary and benefits</b>	Updated language, 3.0%, 3.0%, 3.1%, and 3.1% COLAs, plus 1% pay parity adjustments each year, plus 1.5% longevity step added July 1, 2026 (Art. 26)
<b>PT Coaches</b>	Extended part-time coaches MOA; 3.0%, 3.0%, 3.1%, and 3.1% COLAs, plus 1% pay parity adjustments each year

<b>Initial Salary Placement</b>	Update salary schedule placement to be more equitable for faculty in the trades & for nurse practitioners to be commensurate with qualifications, reasonable time limits to address errors (Art. 27)
<b>Faculty Prof. Dev.</b>	Maintain FPD funding level at 2.5% of total salaries; maintain 55% of annual budget allocation as carryover; Change committee structure to include 3 Faculty Council appointees, 3 LCCEA appointees, and 3 managers for FPD Oversight and Sabbatical Committees; Change committee composition for short-term leave to 3 faculty appointed by Faculty Council and 3 by LCCEA; Change number of terms of sabbatical leave to a minimum of 7 per year with a maximum of 10. On a one-time, non precedent setting basis return \$200,000 in excess carryover to LCC (Art. 23)
<b>LMS</b>	12 hours paid at hourly rate per faculty member on migration committee; 6 hours paid time at Spring Conference for class prep and/or training; 12 hours paid time during Fall inservice for class prep and/or training
<b>Retirement</b>	Maintained Post-retirement rights (email, locker access) for all faculty; maintained post-retirement insurance and stipend benefits for contracted faculty; incorporated re-employment of retirees MOA into contract (Art. 41)
<b>CCN &amp; MTM</b>	Renewed Common Course Numbering MOA & Added compensation for Major Transfer Map statewide committee work (MOA)
<b>Non-Economics</b>	
<b>Revision</b>	Revise full contract for gender neutral language
<b>Work Year</b>	Maintain Fall, Winter, Spring as the default academic year
<b>Workload, including TLCs for Lab &amp; Lecture-Lab</b>	See attached for more details. More standardized and equitable workloads with clarifying language. Annual workload 44-46 TLCs. Term workload max set at a norm of 15, not to exceed 18.5 TLCs. Class sizes not to exceed 34 for lecture or 25 for lab or writing or current size, whichever is higher. Lab rate increased from 0.682 to 0.75 TLC; Lec-lab increased from 0.762 to 0.788; Lec-lab for Adv. Tech increased to 0.8 TLC; Nursing lecture increased from 106 to 120 max; Voluntary overloads for contracted faculty after part-time faculty with seniority receive assignments. Exception to class max for lecture workload with consent of faculty member, 525 weekly student contact hours = 1.0 FTE; office hours and dispute resolution language maintained in contract. Increases to Lab and Lec-Lab TLC factors decrease workload for FT faculty and increase compensation for part-time faculty. (Art. 35)

<b>Job security</b>	Maintain, strengthen, and add new job security provisions. Maintain March 15 contracted faculty layoff notice deadline, preserving legal rights to negotiate over both the decision to have layoffs and the impacts; Reduce the min. contracted faculty FTE threshold to 50%; Ensure full-time positions are not converted to part-time; Add numerous protections for faculty job security if minimum qualifications change; maintained manager teaching settlement MOA preserving faculty work for faculty (Art. 10)
<b>Part-time Faculty</b>	Increase annual round up to 0.75 FTE; Establish accrual families for Florence: 2-hr increase to PT faculty Winter personal leave (Art. 21, 34)
<b>Privacy</b>	Updated privacy rights (16.2)
<b>Safety</b>	Establish committee with timeline to address lockdown safety; New benefits added in the tragic event of a violent act resulting in death or harm to a faculty member while working (New Art. 45)
<b>Budget Exigency</b>	Updated language limiting budget exigency to 5% decrease in CCSF plus property tax revenue; limit any negotiations to unpaid furlough days & inservice hours (Art. 6)
<b>Academic Freedom</b>	Updated language to protect academic freedom in distance learning courses (Art. 15)
<b>Non-discrimination</b>	Updated language to protect against discrimination on the basis of ethnicity, color, ancestry, creed, gender, gender expression, military status, familial status, disability status under ADA, domestic violence survivorship, union membership or activity, and immigration status. (Art. 7)
<b>Evaluations</b>	Incorporated distance learning evaluation principles, ensuring evaluation of distance learning courses is similar in scope to in-person courses and protecting faculty and student privacy in distance learning courses; updated to add OSCQR as evaluation tool that may be used for distance learning courses (Art. 13)
<b>Assn. / Legal Rights</b>	Updated dues deduction schedule to align with the rest of the state for contracted faculty at 10 months per year; updated grievance procedure to clarify definition of working days & added 5 days to formal level timeline for both parties; expanded Association rights to release time without loss of compensation for Membership Chair, Treasurer, and Bargaining Team members (Art. 11, 31, 36)
<b>Oregon Residency</b>	Update to exempt faculty living out of state as of Feb. 25, 2026 through the 2029 end of contract (Art. 25)

<b>Governance</b>	Incorporated governance MOA and reassignment time into contract
<b>MOAs</b>	
<b>MOA elimination</b>	See attached. Several MOAs incorporated into contract; numerous MOAs eliminated for contract simplification or due to expiration