

**The Lake Tahoe Community College District (“District”)  
and the  
Faculty Association (“FA”)  
Memorandum of Understanding,  
effective July 1, 2021**

**INTENT:**

The District’s intent with this economic package and proposal for the clarification of language in the collective bargaining agreement with the FA is as follows:

1. To provide a salary increase across the full-time faculty salary schedule in alignment with the economic packages proposed to other bargaining and meet and confer groups on campus and in order to continue to be competitive in hiring;
2. To provide a salary increase across the part-time faculty salary schedule at a higher rate, in alignment with the expressed goals of the FA and to continue to bring and/or maintain the part-time faculty salary schedule into an ongoing competitive status;
3. To compensate faculty for additional work done to support students, student life, advising, pathways, quality instruction, and for professional development.
4. To declutter the bargaining agreement of unnecessary and inappropriate detail and clarify terminology and language.

**PROPOSAL:**

This proposal constitutes a complete economic package for the 2021-2022 Fiscal Year. All other economic elements in the Collective Bargaining Agreement shall remain as is. Below is a summary of key elements of the total agreement.

1. Salary:
  - a. 2% across the board on FT salary schedule (10-00, 11-00, 12-00)
  - b. 3.65% across the board on PT salary schedule (15-00)
2. Health and Welfare Cap remains at \$18,456. Health plans have actually improved in coverage and deductibles and out-of-pocket caps have been reduced. Additionally, transgender exclusions and outpatient mental health pre-certifications have been removed.

3. Salary Placement:

In alignment with salary placement across the previous several years, address an unanticipated column shift due to salary advancement by moving one faculty member from step 19 to step 20 on column V on which the member was placed starting in the 2020-2021 academic year.

4. Article 5:

- a. Allow for 4 units up front to be distributed to negotiators (to cover meeting time and caucusing time during contiguous negotiations meetings). FA can buy additional units. District will match units purchased by the FA, up to a total of 6 (including the 4 already provided).

5. Article 6:

- a. Effective July 1, 2021, add “All But Dissertation” to Column IV of FT salary schedule.
- b. Provide FT faculty the opportunity to advance on part-time salary schedule (15-00) for overload and summer (with a requirement of training/professional development), with PT faculty having priority to limited spaces available in LTCC-provided trainings for salary advancement.

6. Article 7:

- a. Peer Online Course Review (POCR) stipend to replace OEI stipend: \$1000 per course divided by 2 reviewers and 1 reviewee (\$400, \$400, \$200)
- b. POCR training stipend: \$500 (plus the requirement of the basics of online training – ABCs of Course Design and Accessibility Training prior to serving as POCR)
- c. Change art gallery units to stipend (from 6 units to \$2000/per primary term or \$6000 total)
- d. \$250 honorarium for in-house faculty lectures (District to schedule)
- e. Compensation for special projects courses (#students x #units x 0.10 x tier)

Other:

1. Additional MOU for banking up to regular load bank (8 units) due to COVID for faculty on Reduced Workload (see attached)

2. Choose units for adjunct evaluations (eliminate the choice of stipend) for clarity of assignment (Article 5)
3. Remove percentages related to assignments but include agreement to negotiate changes (Article 5)
4. Remove excess language and consolidate language around non-instructional faculty assignments (Article 5)
5. Add clarifying language to the 4-unit assignment limitations (Article 5)
6. Move all unit-based assignments into (Article 5) and all stipends into (Article 7)
7. Add a section (Article 5) allowing part-time faculty to take certain assignments as units that will not count toward load but will act as “college service” assignments
8. Change to EVE, DE, and Hybrid stipend language to clarify that both faculty and District have ability to share shells (Article 7)
9. Define “right of assignment,” “ancillary duties,” and faculty on special assignment (fosa)
10. Add previously agreed-upon clarifying language (see attached articles 5, 6, and 7)
11. Agree on and approve 2022-2023 Academic Calendar (see attached)

**PLEASE NOTE:**

Much of the language included in the attached articles is clarifying, not added. Where language has been **added as new or moved**, it is highlighted in green. Typos, errors, and numbering corrections will also be corrected once the changes are accepted. The District will also ensure that the use of specific terms (such as reassigned time vs. release time, part-time vs. adjunct, and WTCH vs. units) is consistent throughout.

  
Michelle Risdon (Jun 29, 2021 19:48 PDT)

---

Michelle Risdon, Ph.D.  
Vice President of Academic Affairs

Jun 29, 2021  
DATE

  
Mike Spina (Jun 29, 2021 19:55 PDT)

---

Mike Spina  
Faculty Association President

Jun 29, 2021  
DATE