

Tentative Agreement
Dated 05/10/16
Between
Long Beach Community College District (District)
And
Community College Association – Long Beach City College (CCA)

The parties agree to the following:

Salary Schedules 1 and 1A – On-going Increase

On-going salary increases to Schedules 1 and 1A will include a differentiated scale whereby Steps 1-10 will receive a 1.5% increase, Steps 11-19 will receive a 2.0% increase, and Steps 20-26 will receive a 2.5% retroactive to July 1, 2015. (Attachment A1 and A2).

Furthermore, effective July 1, 2015, Steps 11, 17, 18, 22, 24, and 25 will be eliminated from the current Schedules 1 and 1A and replaced with the new steps outlined below. This change will impact the current step placement as follows:

Current Step	New Step
Steps 1-10	No Change – Steps 1-10
Step 11	Step 11
Step 12	Step 11
Step 13	Step 12
Step 14	Step 13
Step 15	Step 14
Step 16	Step 15
Step 17	Step 16
Step 18	Step 16
Step 19	Step 16
Step 20	Step 17
Step 21	Step 18
Step 22	Step 19
Step 23	Step 19
Step 24	Step 20
Step 25	Step 20
Step 26	Step 20

** If the Supplemental Early Retirement Plan noted below is achieved, the revised Salary Schedules 1 and 1A will further be increased by 2.0% effective July 1, 2015. (Attachment E1 and E2)

Salary Schedules 1 and 1A – One-Time Bonus

A one-time off schedule bonus of 2.5% will be provided to Salary Schedule 1 and Salary Schedule 1A, effective July 1, 2015.

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Salary Schedule 3 – Additional Compensation Paid to Academic Employees Based on Additional Time and/or Responsibility

An on-going 10.15% increase will be provided, effective July 1, 2015. Furthermore, title changes have been made to more accurately reflect current titles and a notation was made indicating that Department Head stipends are stipulated in Article XIII. (See Attachment B)

Salary Schedule 5A – Full-Time Faculty Hourly Pay

An on-going increase of 12% will be provided to Step 1 and then each step thereafter will increase by 5% from the previous step, effective beginning of Spring term 2016. (See Attachment C)

Article XII.H. - Evaluation Compensation

The following changes to Article XII.H will be made effective July 1, 2016:

H. Compensation for ~~Part-time~~ Instructor Evaluation Activities

1. Faculty members who conduct an evaluation of a part-time instructor, shall receive hourly pay, not to exceed three (3) hours pay ~~per~~ **for each annual** evaluation, provided that the evaluation is conducted in accordance with the evaluation procedures for hourly instructors specified in the Certified Hourly Instructors (CHI) Master Agreement. No pay shall be provided for incomplete or late evaluations **when submitted after the established committee timelines.**
2. **Effective July 1, 2016, Tenure Review Committee members, excluding the probationary faculty (the evaluatee), who conduct an evaluation of a probationary full-time faculty member, shall receive hourly pay, not to exceed three (3) hours pay for each annual evaluation, provided that the evaluation is conducted in accordance with the evaluation procedures for probationary full-time faculty specified in Article X of this Master Agreement. No pay shall be provided for incomplete or late evaluations when submitted after the established Tenure Review Committee timelines.**

Removal of Head Coaches from Unit & Creation of Director of Sport Operations/Head Coach

The District and CCA signed a Side Letter Agreement dated 03/01/16. (Attachment D)

Supplemental Employee Retirement Plan

A Supplemental Employee Retirement Plan is offered to CCA members that meet the following criteria:

1. The faculty member is at least 55 years of age.
2. The faculty member has a minimum of 15 years of full-time faculty service with the District.

The SERP benefit will be based on 70% of salary and will commence on August 1, 2016.

In order for the SERP to be offered, CCA understands and agrees that all of the following terms and conditions shall be met:

1. At least twenty (20) or more full-time faculty must retire with an effective retirement date of June 10, 2016.
2. Each retiree must retire under STRS and/or PERS.
3. Each retiree must submit their paperwork for retirement to Human Resources between May 16, 2016 and May 27, 2016 and will be irrevocable if and when twenty (20) submissions are received by Human Resources.
4. CCA will garner from the Academic Senate a resolution agreeing that it is in the best interest of the District to delay filling these vacated retirement positions until the fall 2017 term.
5. There will be no other SERP offered sooner than July 1, 2021.
6. Article VI.Q.6. requirements shall be waived for anyone meeting the above mentioned eligibility requirements.

If all the conditions above are met, the District will offer a 2% increase on Salary Schedule 1 and Salary Schedule 1A effective July 1, 2015. (Attachment E1 and E2)

This Tentative Agreement is signed and entered into on May 10, 2016, by and between the Long Beach Community College District and the Community College Association – Long Beach City College.

District Representatives:



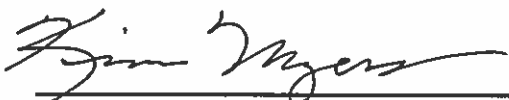
Ann-Marie Gabel
Chief Negotiator



Eva Bagg Ph.D.
LBCCD Negotiator



Nohel Corral
LBCCD Negotiator

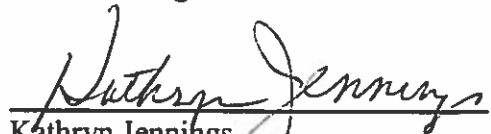


Kim Myers
LBCCD Negotiator

CCA-LBCC Representatives:



Tom Pinkava
Co-Chief Negotiator



Kathryn Jennings
Co-Chief Negotiator



Aundrea Tavakkoly
CCA Negotiator



Javier Villaseñor
CCA Negotiator

Attachment A1

Salary Sch. 1 - Tentative Agreement 5/10/16

Step	Current	Column 1 New	Column 1 Old	% Change	Column 2 New	Column 2 Old	% Change	Column 3 New	Column 3 Old	% Change	Column 4 New	Column 4 Old	% Change	Column 5 New	Column 5 Old	% Change	Column 6 New	Column 6 Old	% Change	Column 7 New	Column 7 Old	% Change
1	1	60,261.60	61,165.52	1.50%	64,356.32	65,121.12	1.50%	66,097.94	66,835.20	1.50%	67,637.73	68,392.96	1.50%	69,926.35	70,950.96	1.50%	72,015.22	73,321.20	1.50%	75,451.44	76,993.88	1.50%
2	2	62,631.72	63,571.20	1.50%	66,764.06	67,481.36	1.50%	68,503.73	69,205.32	1.50%	70,243.40	71,263.32	1.50%	73,332.27	74,421.02	1.50%	77,421.02	78,826.48	1.50%	82,568.72	84,244.44	1.50%
3	3	65,008.88	65,981.98	1.50%	69,172.29	69,866.52	1.50%	70,914.52	71,577.72	1.50%	72,651.39	73,568.48	1.50%	74,469.01	75,608.16	1.50%	79,739.18	81,043.44	1.50%	86,388.00	87,968.00	1.50%
4	4	67,381.44	68,392.16	1.50%	71,578.08	72,238.64	1.50%	73,320.19	73,952.76	1.50%	75,062.95	76,013.40	1.50%	77,153.60	78,368.16	1.50%	83,839.18	85,403.44	1.50%	91,488.00	93,328.00	1.50%
5	5	69,748.76	70,796.01	1.50%	73,968.87	74,695.28	1.50%	75,728.42	76,322.64	1.50%	77,487.48	78,383.64	1.50%	79,593.39	80,738.52	1.50%	87,645.10	89,244.48	1.50%	97,488.00	99,408.00	1.50%
6	6	72,119.76	73,201.56	1.50%	76,396.98	77,081.56	1.50%	78,146.28	78,692.88	1.50%	79,873.27	80,759.00	1.50%	81,965.31	83,128.52	1.50%	92,461.44	94,844.48	1.50%	106,388.00	109,328.00	1.50%
7	7	74,494.56	75,611.88	1.50%	78,802.77	79,354.44	1.50%	80,544.76	81,068.18	1.50%	82,284.73	83,128.58	1.50%	85,375.49	86,461.44	1.50%	97,968.00	100,544.48	1.50%	119,488.00	122,608.00	1.50%
8	8	75,070.80	76,196.86	1.50%	79,380.77	80,587.08	1.50%	82,950.43	84,234.08	1.50%	86,894.73	88,358.58	1.50%	92,549.49	94,188.52	1.50%	108,888.00	111,712.48	1.50%	139,488.00	142,968.00	1.50%
9	9	75,647.04	76,811.75	1.50%	80,000.77	81,262.80	1.50%	84,730.19	86,108.48	1.50%	90,882.48	92,383.64	1.50%	98,819.19	100,444.48	1.50%	119,968.00	122,844.48	1.50%	159,488.00	162,968.00	1.50%
10	10	76,223.28	77,366.63	1.50%	80,585.65	81,739.58	1.50%	85,509.96	86,781.84	1.50%	92,062.12	93,453.72	1.50%	101,761.71	103,244.48	1.50%	125,488.00	128,444.48	1.50%	174,488.00	177,968.00	1.50%
11	11	76,799.52	77,919.85	2.00%	81,315.80	82,459.28	2.00%	86,119.96	87,308.00	2.00%	91,178.56	92,408.00	2.00%	99,361.71	100,644.48	2.00%	119,488.00	121,844.48	2.00%	164,488.00	167,328.00	2.00%
12	12	77,274.36	78,419.65	2.00%	81,946.58	83,112.24	2.00%	86,736.06	87,944.56	2.00%	91,788.45	93,038.00	2.00%	99,968.00	101,212.48	2.00%	121,488.00	123,844.48	2.00%	171,488.00	174,328.00	2.00%
13	13	77,749.20	78,904.18	2.00%	82,471.91	83,648.00	2.00%	87,266.06	88,484.56	2.00%	92,138.54	93,398.00	2.00%	100,355.54	101,612.48	2.00%	122,488.00	124,844.48	2.00%	172,488.00	175,328.00	2.00%
14	14	78,224.04	79,388.52	2.00%	83,000.44	84,188.00	2.00%	87,888.46	89,112.00	2.00%	92,712.65	93,978.00	2.00%	101,026.26	102,288.00	2.00%	123,488.00	125,844.48	2.00%	173,488.00	176,328.00	2.00%
15	15	78,698.88	80,272.86	2.00%	83,530.44	84,724.00	2.00%	88,424.66	89,632.00	2.00%	93,202.82	94,418.00	2.00%	101,544.66	102,768.00	2.00%	124,488.00	126,844.48	2.00%	174,488.00	177,328.00	2.00%
16	16	79,173.72	80,757.19	2.00%	84,054.04	85,256.00	2.00%	88,918.86	90,132.00	2.00%	93,632.82	94,858.00	2.00%	102,068.86	103,298.00	2.00%	125,488.00	127,844.48	2.00%	175,488.00	178,328.00	2.00%
17	17	79,647.72	81,240.24	2.00%	84,578.04	85,788.00	2.00%	89,442.06	90,664.00	2.00%	94,102.82	95,338.00	2.00%	102,588.86	103,828.00	2.00%	126,488.00	128,844.48	2.00%	176,488.00	179,328.00	2.00%
18	18	80,121.72	81,698.24	2.00%	85,102.04	86,318.00	2.00%	89,566.06	90,792.00	2.00%	94,222.82	95,458.00	2.00%	103,108.86	104,348.00	2.00%	127,488.00	129,844.48	2.00%	177,488.00	180,328.00	2.00%
19	19	80,595.72	82,207.63	2.00%	85,626.04	86,848.00	2.00%	90,090.06	91,318.00	2.00%	94,342.82	95,578.00	2.00%	103,628.86	104,868.00	2.00%	128,488.00	130,844.48	2.00%	178,488.00	181,328.00	2.00%
20	20	81,069.72	83,086.46	2.50%	86,150.04	87,378.00	2.50%	90,654.06	91,888.00	2.50%	94,772.82	96,018.00	2.50%	104,152.86	105,398.00	2.50%	129,488.00	131,844.48	2.50%	179,488.00	182,328.00	2.50%
21	21	81,543.72	83,465.02	2.50%	86,674.04	87,908.00	2.50%	91,178.06	92,418.00	2.50%	95,292.82	96,548.00	2.50%	104,672.86	105,928.00	2.50%	130,488.00	132,844.48	2.50%	180,488.00	183,328.00	2.50%
22	22	82,017.72	83,943.91	2.50%	87,198.04	88,438.00	2.50%	91,702.06	92,948.00	2.50%	95,816.82	97,078.00	2.50%	105,196.86	106,458.00	2.50%	131,488.00	133,844.48	2.50%	181,488.00	184,328.00	2.50%
23	23	82,491.72	84,422.80	2.50%	87,722.04	88,968.00	2.50%	92,226.06	93,478.00	2.50%	96,340.82	97,578.00	2.50%	105,720.86	106,988.00	2.50%	132,488.00	134,844.48	2.50%	182,488.00	185,328.00	2.50%
24	24	82,965.72	84,902.69	2.50%	88,246.04	89,498.00	2.50%	92,750.06	94,018.00	2.50%	96,864.82	98,108.00	2.50%	106,244.86	107,508.00	2.50%	133,488.00	135,844.48	2.50%	183,488.00	186,328.00	2.50%
25	25	83,439.72	85,383.58	2.50%	88,770.04	89,978.00	2.50%	93,274.06	94,548.00	2.50%	97,388.82	98,638.00	2.50%	106,768.86	108,028.00	2.50%	134,488.00	136,844.48	2.50%	184,488.00	187,328.00	2.50%
26	26	83,913.72	85,864.47	2.50%	89,294.04	90,458.00	2.50%	93,802.06	95,068.00	2.50%	97,912.82	99,168.00	2.50%	107,292.86	108,548.00	2.50%	135,488.00	137,844.48	2.50%	185,488.00	188,328.00	2.50%

JWB
K7

Attachment A2

Salary Sch. 1A - Tentative Agreement 5/10/16

Step	Column 1		Column 2		Column 3		Column 4		Column 5		Column 6		Column 7	
	Current	New	Old	New	Old	New	Old	New	Old	New	Old	New	Old	New
1	67,070.76	68,076.82	1.50%	71,628.27	72,479.28	1.50%	73,666.47	75,503.09	76,677.60	77,827.76	78,968.04	80,152.56	81,378.72	82,636.37
2	69,709.72	70,754.35	1.50%	74,307.87	75,117.48	1.50%	76,244.24	78,180.38	79,315.68	80,505.42	81,600.24	82,830.33	84,020.20	85,291.50
3	72,352.44	73,437.73	1.50%	76,988.32	77,760.84	1.50%	78,927.25	80,860.71	81,959.04	83,188.43	84,249.24	85,512.98	86,758.28	88,097.15
4	74,992.80	76,117.69	1.50%	79,665.97	80,398.36	1.50%	81,604.33	83,543.72	84,602.28	85,871.31	86,889.72	88,193.07	89,598.12	91,077.61
5	77,631.00	78,795.47	1.50%	82,348.86	83,039.40	1.50%	84,284.89	86,221.12	87,240.24	88,548.84	89,527.80	90,870.72	92,441.04	94,149.76
6	80,269.84	81,472.87	1.50%	85,395.56	85,879.88	1.50%	88,965.08	89,898.65	89,878.44	91,226.62	92,168.64	93,551.17	94,541.04	96,038.15
7	82,912.08	84,155.78	1.50%	87,706.72	88,320.60	1.50%	90,228.60	91,582.03	92,521.32	93,909.14	94,809.36	96,231.50	97,180.44	98,717.87
8	85,553.38	86,806.66	1.50%	90,387.05	90,958.68	1.50%	92,323.06	94,265.04	95,162.16	96,589.59	97,449.96	98,911.71	100,461.52	103,998.44
9	88,194.64	89,457.56	1.50%	91,254.63	91,813.68	1.50%	93,190.89	96,945.37	97,802.88	99,269.92	100,090.44	101,591.80	103,122.24	106,678.77
10	90,835.92	92,108.46	1.50%	92,122.21	92,668.68	1.50%	94,058.71	98,247.05	99,065.44	100,571.72	102,731.28	104,272.25	105,852.24	109,445.48
11	93,477.20	94,815.56	2.00%	93,823.68	94,316.16	2.00%	98,077.56	100,368.00	100,368.00	103,183.08	105,298.04	107,940.15	110,310.48	113,661.66
12	96,118.48	97,525.92	2.00%	93,886.68	94,316.16	2.00%	98,202.48	100,577.79	101,159.88	103,183.08	105,823.68	107,940.15	110,310.48	113,661.66
13	98,759.76	100,233.20	2.00%	96,255.48	96,509.52	2.00%	97,010.69	101,116.48	101,951.76	103,980.80	106,351.32	108,478.35	111,368.78	114,594.12
14	101,401.04	102,948.48	2.00%	98,806.88	99,081.00	2.00%	97,819.02	101,655.16	102,743.64	104,798.51	106,878.96	109,016.54	111,894.84	114,732.74
15	104,042.32	105,669.92	2.00%	101,354.08	101,638.40	2.00%	98,627.35	102,193.84	103,535.52	105,606.23	107,406.60	109,554.73	111,422.96	114,871.42
16	106,683.60	108,342.56	2.00%	103,901.28	104,185.60	2.00%	97,435.68	102,732.52	104,327.40	106,413.95	107,934.24	110,092.92	112,951.08	115,210.10
17	109,324.88	111,024.00	2.00%	106,448.48	106,732.80	2.00%	98,013.60	101,245.68	102,855.04	104,861.88	106,461.88	108,461.88	110,478.72	113,478.72
18	111,966.16	113,715.20	2.00%	109,000.00	109,284.32	2.00%	98,541.24	101,773.20	103,382.68	105,382.68	106,989.52	108,989.52	111,006.36	113,006.36
19	114,607.44	116,416.48	2.00%	111,547.20	111,831.52	2.00%	99,068.88	102,300.72	103,910.32	105,910.32	107,517.16	109,517.16	111,534.00	113,534.00
20	117,248.72	119,107.52	2.50%	114,098.40	114,382.72	2.50%	99,596.00	102,807.76	104,417.36	106,417.36	108,024.00	110,024.00	112,030.84	114,030.84
21	119,889.60	121,838.40	2.50%	116,649.28	116,933.60	2.50%	100,123.12	103,131.04	104,740.64	106,740.64	108,347.28	110,347.28	112,354.12	114,354.12
22	122,530.48	124,579.28	2.50%	119,199.84	119,483.68	2.50%	100,650.40	103,943.84	105,553.44	107,553.44	109,160.08	111,160.08	112,767.92	114,767.92
23	125,171.36	127,220.16	2.50%	121,750.72	122,034.56	2.50%	101,179.20	104,456.64	106,069.28	108,069.28	109,676.92	111,676.92	113,284.76	115,284.76
24	127,812.24	129,869.04	2.50%	124,301.60	124,585.44	2.50%	101,708.00	104,969.40	106,582.04	108,582.04	110,189.68	112,189.68	113,797.52	115,797.52
25	130,453.12	132,517.92	2.50%	126,852.48	127,136.32	2.50%	102,236.80	105,482.24	107,094.88	109,094.88	110,601.52	112,601.52	114,209.36	116,209.36
26	133,094.00	135,171.80	2.50%	129,403.36	129,687.20	2.50%	102,765.60	106,000.00	107,612.00	109,612.00	111,118.16	113,118.16	114,726.00	116,726.00

Attachment B

District Proposal to CCA on 01/21/2016

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~~2008-2009~~
~~2015-2016~~

Long Beach Community College District

Schedule 3

Additional Compensation Paid to Academic Employees Based on Additional Time and/or Responsibility

Total Amount For School Year

~~\$2,626~~ ~~\$2,782~~

Assistant Swimming*
Assistant Water Polo*
Cross Country (M&W)*

Drama Costume Coordinator*
Pepster Advisor

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~~\$3,144~~ ~~\$3,430~~

Assistant Baseball*
Assistant Softball*

Assistant Track (M&W)*
Assistant Volleyball (M&W)*

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~~\$3,709~~ ~~\$4,085~~

Academic Standards and Policies Subcommittee Chair
Assistant Basketball (M&W)*
Band Director
Children's Theater Director
Choir Director
Dance Director
Drama Director
Forensics Director
Golf*
Instrumental Jazz Director

Newspaper Director
Orchestra Director
Radio Director
Soccer (M&W)*
Stage Director*
Swimming, Head Coach*
Tennis (M&W)*
Vocal/Jazz Director
Volleyball, Head Coach (M&W)*
Water Polo*

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~~\$5,043~~ ~~\$5,555~~

Intramurals*

Track, Head Coach (M&W)*

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~~\$6,644~~ ~~\$8,214~~

Activities Coordinator*
~~Coordinator~~ Associate Degree and General Education Subcommittee Chair
Baseball, Head Coach*
Committee on Curriculum and

DSPS Coordinator*
Football Assistant*
Matriculation Coordinator*
Program Review Subcommittee Chair
School & College Relations Coordinator*
Softball, Head Coach*

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Articulation Coordinator

Instruction Chair
Department Head*(1)

~~Transfer Coordinator*~~

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~~\$6,235~~ ~~\$6,869~~

Basketball, Head Coach (M&W)*

~~\$7,568~~ ~~\$8,336~~

Athletic Director (M&W)*

Football, Head Coach*

Faculty members on Special Assignments can be placed on this schedule as required

(Additional pro rata daily amounts will be paid to those instructors whose teams compete in post-season events.)

(When recommended by the Superintendent-President, the additional compensation may be continued for certain employees during the summer months if their responsibilities continue into the summer and are identical to the regular school year.)

Payment will be made in a lump sum at the end of each activity, or if the activity covers the entire year, a prorated payment will be made at the end of each semester.

*Assignments indicated by an asterisk will have the additional compensation paid as part of their regular monthly salary over the period of the assignment.

(1) Department Head stipends are stipulated in Article XII

Note: Represents a 10.15% increase to current rates, effective July 1, 2015

Handwritten notes:
1/21/16 @ 2:42pm
Nathan Jay 1/21/16
7:11 am

Attachment C

5/10/2016

CCA Salary Proposal - Tentative Agreement 5/10/16

Schedule 5A - Effective Spring Term 2016

Step	Column A		Column B		% Change	Column B	
	Less than Master's	Less than Master's	Master's or More	Master's or More			
1	50.46	12.00%	56.52	53.93	12.00%	60.40	
	0%		5%	0%		5%	
2	50.46	17.62%	59.35	53.93	17.60%	63.42	
	7%		5%	7%		5%	
3	53.93	15.56%	62.32	57.69	15.43%	66.59	
	7%		5%	7%		5%	
4	57.69	13.43%	65.44	61.78	13.18%	69.92	

- Notes:**
- 1) Retroactive to Spring Term 2016
 - 2) Provides a 12% increase to Step 1 current rates, adds 5% increment to Step 2 and Steps 3 and 4 thereafter
 - 3) Effective average salary schedule rate increase = 14.6%

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Attachment D

Side Letter

Between Long Beach Community College District (District)
And
Community College Association – Long Beach City College (CCA)

Full-Time Head Coaches

This Side Letter ("Agreement") is entered into by the Long Beach Community College District ("District") and the Community College Association – Long Beach City College ("CCA"). Where appropriate, the District and CCA will collectively be referred to as the "parties." Subject to ratification and acceptance by the parties, this Side Letter shall be made part of the current collective bargaining agreement.

Whereas, full-time head coach assignments are currently made as extra duty assignments to full-time faculty bargaining unit member assignments.


Whereas, the District desires to hire full-time head coaches as management positions not within the CCA bargaining unit.

Whereas, extra duty assignments are subject to Ed Code 87484.

Therefore, the parties agree as follows:


1. The District shall have the ability to hire full-time head coaches as management positions not represented by CCA, separate from full-time faculty bargaining unit positions. The full-time head coach (management) position description is attached to this Side Letter as Appendix A. Nothing in this agreement shall preclude the District from continuing to assign full-time faculty bargaining unit members to an extra duty assignment as a full-time head coach.
2. Full-time faculty bargaining unit members who are currently serving as full-time head coaches as of the date of this agreement shall retain their full-time head coaching extra duty assignment and shall not be impacted based solely on this change. Continued assignment of current full-time faculty bargaining unit members as full-time head coaches shall be subject to the provisions of the collective bargaining agreement related to faculty assignments and evaluation.
3. This Side Letter contains the sole and entire agreement and understanding of the parties with respect to the entire subject matter hereof, and any and all prior discussions, negotiations, commitments and understandings related hereto are hereby merged herein. No other agreements not specifically referred to herein, oral or otherwise, shall be deemed to exist or bind any of the parties hereto.

For Long Beach Community College District:


Ann-Marie Gabel, Chief Negotiator

3/1/14
Date

For Community College Association
Long Beach City College:


Kathryn Jennings, Chief Negotiator

3/1/14
Date

Appendix A

Full-Time Head Coach (Management) Position Description

Under the direction of the Athletic Director, the Full-Time Head Coach is responsible for the development and maintenance of an effective and competitive California Community College Athletics Association (CCCCAA) Sport Program(s) including the planning, organizing, and directing of sport program activities; scheduling and coordinating program events on campus; serve as a liaison between the Athletic Director, personnel, outside agencies, vendors, boosters, students and parents; and supervise and evaluate the performance of assigned personnel. This position may include serving as Head Coach in multiple sport programs. This position may also serve as a lead administrator in the absence of the Athletic Director.

General Responsibilities

- Administer, direct and supervise all aspects of the sport program(s) as they relate to facilities schedules, athlete eligibility, physical examinations, equipment, transportation, and insurance; assist with game supervision and management of home athletic contests.
- Recommend for hire, supervise, and evaluate head coaches, assistant coaches or staff associated with the sport program.
- Work with the Athletic Director to develop short and long-range planning for the overall student success initiative, including student academic progress, matriculation, and degree completion and transfer; and for the success of the LBCC athletic program at the local and state levels.
- Oversee outreach and student recruitment for sport program(s), including planning and coordinating student recruiting visits and coordinating the recruiting database and notification system.
- Develop, allocate, and monitor sport program budget(s) and ensure budget compliance; approve and direct the purchase of equipment, supplies, and materials connected with the sport program(s).
- Assist the Athletic Director with the overall fundraising/sponsorship initiatives, including the Hall of Champions banquet and the annual golf tournament and other activities as related.
- Direct and participate in the preparation of a variety of statistical and narrative reports. Records and files related to assigned operations and programs; compile sport program statistics and reports as required.
- Assist the Athletic Director in ensuring continuity, equity and compliance with sport program(s); remain current on all new legislation impacting sport programs and keep program faculty and staff informed.
- Establish and maintain an environment conducive to the welfare and academic success of the student-athlete that fosters collaboration with students, faculty, staff, administrators, alumni, and the public; participate in and represent the Athletic Department at community events, such as Century Club meetings, as directed.

Minimum Qualifications

- A Master's degree from an accredited institution in Physical Education, Kinesiology, or Education with an emphasis in Physical Education, Kinesiology, Physiology of Exercise, OR a Bachelor's

KJ


degree in any of the above and a Master's degree in any Life Science, Dance, Physiology, Health Education or Physical Therapy, AND

- A minimum of one year formal training, internship, or leadership, or leadership experience reasonable related to the administrative assignment.
- Evidence of sensitivity to and understanding of the diverse academic, socioeconomic, cultural, disability, and ethnic backgrounds of community college students.

Desirable Qualifications

- Five years coaching experience at the collegiate level, preferably in the designated sport.
- Five years recruiting experience at the collegiate levels.
- Two years of experience supervising personnel.
- Two years of fundraising experience at the collegiate level.

KNOWLEDGE and ABILITIES

Knowledge of:

- Applicable laws, codes, regulations, policies, and procedures, including California Community College Athletics Association (CCCAA) bylaws and regulations and Title IX.
- Operations, services and activities of an intercollegiate sport program.
- Methods and techniques of leadership and management.
- Public relations principles and techniques,
- Interpersonal skills, using tact, patience, and courtesy.
- Educational and tutorial programs.
- Budget preparation and control.
- Oral and written communication skills.
- Principles and practices of administration, supervision, and training.
- Operation of a computer and assigned software.
- Facility maintenance, use, planning and safety regulations.

Ability to:

- Plan, organize, control and direct intercollegiate sport program activities.
- Supervise the performance of assigned personnel.
- Serve as a liaison between administrator, personnel, parents, students, and outside agencies.
- Communicate effectively both orally and in writing.
- Interpret, apply, and explain rules, regulations, policies, and procedures.
- Establish and maintain cooperative and effective working relationships with others.
- Operate a computer and assigned office equipment.
- Analyze situations accurately and adopt an effective course of action.
- Meet schedules and timelines.
- Work independently with little direction.
- Plan and organize work.
- Prepare comprehensive narrative and statistical reports.
- Ability to analyze and assess programs, policies, operational needs and make appropriate adjustments.
- Develop, coordinate and manage programs and services to meet the District's goals and objectives.

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CAB

LICENSE AND/OR CERTIFICATE:

A valid California driver's license and the ability to maintain insurability under the District's vehicle insurance policy.

AG
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Attachment E1

Salary Sch. 1 - Tentative Agreement, 5/10/16

Step	Column 1		Column 2		Column 3		Column 4		Column 5		Column 6		Column 7				
	Current	New	Old	New	% Change	Old	New	% Change	Old	New	% Change	Old	New	% Change	Old	New	% Change
1	60,261.60	62,370.76	65,121.12	67,400.36	3.50%	66,835.20	69,174.43	3.50%	68,892.96	71,304.21	3.50%	70,950.96	73,434.24	3.50%	75,451.44	78,092.24	3.50%
2	62,631.72	64,823.83	67,491.36	69,853.56	3.50%	69,205.32	71,627.51	3.50%	71,263.32	73,757.54	3.50%	73,321.20	75,887.44	3.50%	77,826.48	80,559.41	3.50%
3	65,008.88	67,282.12	69,866.82	72,311.85	3.50%	71,577.72	74,082.04	3.50%	73,368.48	75,938.38	3.50%	75,868.00	78,345.36	3.50%	80,196.72	83,003.61	3.50%
4	67,381.44	69,739.79	72,238.64	74,764.92	3.50%	73,952.76	76,541.11	3.50%	76,013.40	78,673.87	3.50%	78,068.16	80,800.55	3.50%	82,969.48	85,459.41	3.50%
5	69,749.76	72,191.00	74,466.78	77,220.60	3.50%	76,322.64	78,993.93	3.50%	78,383.64	81,327.07	3.50%	80,438.52	83,253.87	3.50%	84,943.68	87,916.71	3.50%
6	72,119.76	74,643.95	76,891.56	79,675.91	3.50%	78,811.56	81,447.13	3.50%	80,754.00	83,680.39	3.50%	82,811.28	85,709.67	3.50%	87,314.40	90,371.40	3.50%
7	74,494.56	77,101.87	78,981.56	82,131.85	3.50%	81,254.44	83,905.65	3.50%	83,128.56	86,493.06	3.50%	85,183.68	88,165.11	3.50%	89,686.56	92,825.59	3.50%
8	75,070.80	77,698.28	79,567.08	83,407.63	3.50%	81,724.56	84,584.92	3.50%	83,443.08	86,363.59	3.50%	85,501.32	88,493.87	3.50%	92,059.32	95,281.40	3.50%
9	75,647.04	78,264.69	80,004.04	84,004.04	3.50%	82,492.80	86,583.72	3.50%	85,874.08	89,949.67	3.50%	89,928.72	93,076.23	3.50%	94,431.96	97,737.08	3.50%
10	76,223.28	78,891.09	81,739.56	84,600.44	3.50%	83,261.04	86,175.18	3.50%	87,351.84	90,409.15	3.50%	93,453.72	96,724.60	3.50%	96,808.88	100,195.12	3.50%
11	76,799.52	79,415.80	82,315.80	84,600.44	4.00%	84,029.28	86,119.96	4.00%	88,119.96	90,178.56	4.00%	94,605.96	96,724.60	4.00%	99,111.24	100,195.12	4.00%
12	77,274.36	80,366.33	82,790.76	86,102.39	4.00%	84,741.24	88,130.89	4.00%	88,119.96	90,178.56	4.00%	94,605.96	96,724.60	4.00%	99,111.24	100,195.12	4.00%
13	77,749.20	80,859.17	83,265.60	86,596.22	4.00%	85,453.20	88,871.33	4.00%	89,069.16	91,601.52	4.00%	95,554.20	98,683.28	4.00%	99,585.84	103,569.27	4.00%
14	78,224.04	81,353.00	83,740.44	87,090.06	4.00%	86,165.16	89,611.77	4.00%	89,543.77	93,125.52	4.00%	92,313.00	95,265.58	4.00%	95,554.20	98,683.28	4.00%
15	78,698.88	81,846.84	84,216.40	87,584.02	4.00%	86,877.12	90,352.20	4.00%	90,018.36	93,619.09	4.00%	93,024.48	96,745.46	4.00%	96,502.32	100,562.41	4.00%
16	79,173.72	82,340.67	84,600.24	88,077.85	4.00%	87,589.08	91,092.64	4.00%	90,492.96	94,112.68	4.00%	93,735.96	97,485.40	4.00%	96,976.44	100,955.50	4.00%
17	79,647.72	82,834.52	85,164.24	88,571.52	4.00%	88,063.08	91,092.64	4.00%	90,966.96	94,209.96	4.00%	93,735.96	97,485.40	4.00%	96,976.44	100,955.50	4.00%
18	80,121.72	83,328.44	85,638.24	89,066.96	4.00%	88,537.08	91,440.96	4.00%	91,440.96	94,683.96	4.00%	94,450.44	97,924.44	4.00%	97,924.44	101,958.12	4.00%
19	80,595.72	83,819.55	86,112.24	89,556.73	4.00%	89,011.08	92,571.52	4.00%	91,914.96	95,591.56	4.00%	94,683.96	97,924.44	4.00%	97,924.44	101,958.12	4.00%
20	81,069.72	84,311.86	86,588.24	90,042.62	4.50%	89,485.08	93,511.91	4.50%	92,388.96	96,546.46	4.50%	95,631.96	99,935.40	4.50%	98,872.44	102,334.38	4.50%
21	81,568.80	85,239.40	87,095.28	91,014.57	4.50%	90,019.08	94,069.94	4.50%	92,932.92	97,114.90	4.50%	96,206.04	100,535.31	4.50%	99,466.44	103,942.43	4.50%
22	82,059.72	86,202.72	87,555.36	91,976.13	4.50%	90,480.08	95,033.26	4.50%	93,384.84	96,666.96	4.50%	96,666.96	101,498.63	4.50%	99,927.36	104,905.75	4.50%
23	82,490.64	86,202.72	88,015.44	91,976.13	4.50%	90,480.08	95,033.26	4.50%	93,384.84	96,666.96	4.50%	96,666.96	101,498.63	4.50%	99,927.36	104,905.75	4.50%
24	82,951.56	87,156.67	88,475.52	92,914.57	4.50%	91,401.84	96,049.72	4.50%	94,315.68	97,588.80	4.50%	97,588.80	101,498.63	4.50%	100,849.20	104,905.75	4.50%
25	83,412.48	88,135.60	88,935.60	93,554.29	4.50%	91,862.76	96,614.05	4.50%	94,776.60	98,049.72	4.50%	98,049.72	101,310.12	4.50%	105,302.16	109,559.10	4.50%
26	83,938.44	87,715.67	89,525.64	93,554.29	4.50%	92,453.64	96,614.05	4.50%	95,382.48	98,674.69	4.50%	98,645.64	103,084.69	4.50%	106,348.82	111,134.82	4.50%

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[Signature]

Attachment E2

Salary Sch. 1A - Tentative Agreement 5/10/16

Step	Column 1		Column 2		Column 3		Column 4		Column 5		Column 6		Column 7	
	Current	New	Old	New	% Change	Old	New	% Change	Old	New	% Change	Old	New	% Change
1	67,070.76	69,416.24	72,479.28	75,016.05	3.50%	74,387.28	76,990.83	3.50%	76,877.60	79,361.32	3.50%	78,968.04	81,731.92	3.50%
2	69,708.72	72,148.53	75,117.48	77,746.59	3.50%	77,025.00	79,720.88	3.50%	79,315.68	82,091.73	3.50%	81,506.24	84,462.46	3.50%
3	72,352.44	74,884.78	77,617.55	80,348.09	3.50%	80,398.36	82,930.08	3.50%	81,959.04	84,627.61	3.50%	84,249.24	87,197.96	3.50%
4	74,992.80	77,617.55	80,398.36	83,212.30	3.50%	83,039.40	85,945.78	3.50%	84,602.28	87,583.38	3.50%	86,898.72	89,930.86	3.50%
5	77,631.00	80,348.09	83,039.40	85,945.78	3.50%	85,678.68	88,478.68	3.50%	87,240.24	90,293.65	3.50%	89,527.60	92,681.27	3.50%
6	80,268.84	83,078.25	85,678.68	88,478.68	3.50%	88,320.60	91,411.82	3.50%	89,870.44	93,024.19	3.50%	92,168.64	95,394.54	3.50%
7	82,912.08	85,814.00	89,434.93	92,168.07	3.50%	90,968.68	94,142.23	3.50%	92,521.32	95,759.57	3.50%	94,809.38	97,127.69	3.50%
8	85,553.36	88,477.73	92,168.07	95,052.75	3.50%	93,052.75	96,122.48	3.50%	95,162.18	98,492.84	3.50%	97,449.98	100,660.71	3.50%
9	88,194.64	91,131.68	94,835.92	97,605.18	3.50%	96,813.68	99,512.08	3.50%	97,802.88	101,225.98	3.50%	100,080.44	103,593.61	3.50%
10	90,835.92	93,516.56	96,477.20	99,161.56	4.00%	99,523.68	102,549.91	4.00%	99,085.44	102,563.43	4.00%	102,731.28	106,326.87	3.50%
11	93,477.20	96,065.80	99,113.80	101,718.18	4.00%	101,718.18	104,197.64	4.00%	101,159.88	105,206.28	4.00%	105,296.04	110,056.63	4.00%
12	96,118.48	98,995.78	101,718.18	104,197.64	4.00%	104,197.64	107,181.18	4.00%	103,535.52	107,676.94	4.00%	107,934.24	112,251.61	4.00%
13	98,760.76	101,925.26	104,197.64	107,181.18	4.00%	107,181.18	110,165.68	4.00%	104,327.40	108,500.50	4.00%	108,461.88	114,251.61	4.00%
14	101,402.04	104,655.04	107,181.18	110,165.68	4.00%	110,165.68	113,150.12	4.00%	105,382.68	110,146.73	4.00%	108,989.52	114,099.36	4.00%
15	104,043.32	107,784.52	110,165.68	113,150.12	4.00%	113,150.12	116,134.56	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
16	106,684.60	110,913.92	113,150.12	116,134.56	4.00%	116,134.56	119,118.00	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
17	109,325.88	114,043.32	116,134.56	119,118.00	4.00%	119,118.00	122,102.48	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
18	111,967.16	117,172.72	119,118.00	122,102.48	4.00%	122,102.48	125,186.92	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
19	114,608.44	120,302.16	122,102.48	125,186.92	4.00%	125,186.92	128,271.36	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
20	117,249.72	123,431.60	125,186.92	128,271.36	4.00%	128,271.36	131,355.80	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
21	119,891.00	126,561.04	128,271.36	131,355.80	4.00%	131,355.80	134,440.24	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
22	122,532.28	129,690.48	131,355.80	134,440.24	4.00%	134,440.24	137,524.68	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
23	125,173.56	132,819.92	134,440.24	137,524.68	4.00%	137,524.68	140,609.12	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
24	127,814.84	135,949.36	137,524.68	140,609.12	4.00%	140,609.12	143,693.56	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
25	130,456.12	139,078.80	140,609.12	143,693.56	4.00%	143,693.56	146,778.00	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
26	133,097.40	142,208.24	143,693.56	146,778.00	4.00%	146,778.00	149,862.44	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
27	135,738.68	145,337.68	146,778.00	149,862.44	4.00%	149,862.44	152,946.88	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%
28	138,379.96	148,467.12	149,862.44	152,946.88	4.00%	152,946.88	156,031.32	4.00%	108,989.52	110,146.73	4.00%	108,989.52	114,099.36	4.00%