

March 3, 2021

To: Academic Department Chairs and Deans, AP Department Business Officers and Staff

From: Cindy Doherty, Academic Personnel Director

Re: Lecturer Bargaining Update

The University and the UC-AFT recently reached a tentative agreement regarding COVID related impacts on instruction and work of Lecturers and Supervisors of Teacher Education (STE). While much of the agreement reflects current University and Campus practice, there are a number of items that represent a change in procedure.

- **Deferral of mentoring meetings.** At the request of the Lecturer/STE, the department must defer any formal mentoring meeting that was due to take place during the period of remote instruction. All deferred mentoring meetings must be rescheduled and take place no later than the end of the 2021-2022 academic year.
- **Deferral of Excellence Review.** A Lecturer/STE who will reach the 18th quarter of service during the 2020-21 academic year may request deferral for up to a full calendar year. The effective date of the Continuing appointment and associate pay increase will be deferred according to the deferred review schedule.
- **Spring 2020 teaching evaluations.** On an exceptional basis, for Lecturers/STEs who taught in Spring 2020, student evaluations shall not be included in a merit or excellence review file, unless requested by the Unit 18 faculty member. Should the Lecturer/STE request that student evaluations be considered in a review file, all student evaluations for all course will be included. The request to include Spring 2020 student evaluations must be made within 45 calendar days of receiving notice of the initiation of their review by the department. Current year cases that have already been considered by the department are not impacted. If a case has not yet been considered by the department, the lecturer should be consulted regarding the inclusion of the Spring 2020 evaluations.

The final effects bargaining agreement will be posted to [the Office of the President website](#) in the near future.

Negotiations on a new contract are continuing for Lecturers/STEs and we remain in status quo until such time as an agreement is reached. Please continue to refer to the

[Collective Bargaining Agreement](#) and [Red Binder section II](#) for matters pertaining to Lecturers/STEs.

Questions may be directed to Lia Cabello lia.cabello@ucsb.edu or Helly Kwee helly.kwee@ucsb.edu

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