

TENTATIVE AGREEMENT

Between

**Chabot-Las Positas Community
College District**

and

**Chabot-Las Positas Faculty
Association**

July 1, 2025 – June 30, 2028

TENTATIVE AGREEMENT

**Between Chabot-Las Positas Community College
District and Chabot-Las Positas Faculty Association**

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Date

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Date

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Note: New language is underlined and deleted language is marked with ~~strikethrough~~.

ARTICLE 4

FACULTY ASSOCIATION RIGHTS

TENTATIVE AGREEMENT

4A. Information Provided by The Parties

Upon written request, the District's Chancellor or designee and the Faculty Association shall provide information of a nonconfidential nature pertaining to matters that may be of concern and interest to each other. Other information (e.g., District and College Budgets) will be provided as long as it is used solely for Faculty Association business.

4B. Meeting Facilities

The District and/or College facilities will be made available to the Faculty Association for meetings concerned with the exercise of rights guaranteed by Government Code Section 3540, et seq. without cost at reasonable times. The Faculty Association must follow the District and/or College procedures for reserving facilities. These meeting facilities will be made available when said use does not interfere with the educational program or student services.

4C. Equipment, Supplies, and Services

4C.1 Use of District/College Equipment

The Faculty Association's use of District and/or College equipment will be permitted without cost upon the approval of the appropriate manager immediately responsible for the equipment. The Faculty Association will follow District and/or College procedures for equipment reservation and care, as appropriate. Equipment will be made available when its use does not interfere with the educational program or student services.

4C.2 Cost of Copied Materials

At the cost of the Faculty Association for consumable materials/services, the Faculty Association shall have the right to have two thousand (2000) pages of Faculty Association materials copied per month and produced at either College's Media Production Center for distribution to unit members.

4C.3 Cost of Personnel and Supplies

All personnel and supplies required by the Faculty Association will be provided without cost by the District.

4C.4 Responsibility for Damaged Equipment

The Faculty Association shall pay for the repair or replacement of any equipment damaged by the Faculty Association during use.

4D. Faculty Association Office Space

The District shall provide office space, office furniture, a telephone, and a computer at each campus. Email access shall be available at various locations. The provision of this office space and service must not interfere with either the educational process or student services. The scanner/printer/copier in the Faculty Association office at Las Positas College is the property of the Faculty Association. The shredders at each Faculty Association Office are the exclusive property of the Faculty Association.

4E. Communications—Mailboxes

The Faculty Association may have the use of the Intra-District mail system, employee mailboxes assigned to unit members, and email for purposes of distributing communications to unit members. Copies of materials distributed through mailboxes will contain the date of distribution and the identification of the Faculty Association. The Faculty Association President or designee shall authorize all materials distributed through the District mailboxes. A copy of all mass distribution materials distributed via Campus Mail will be delivered to the Chancellor, Vice Chancellors, Presidents, Vice Presidents, and Deans at the same time as distributed and/or posted.

4F. Communications—Email and Telephone Usage

The Faculty Association shall have the right to use telephone and email lines between the college campuses and the District provided said use shall not interfere with, nor interrupt, normal District operation.

4G. Communications—Bulletin Boards

The Faculty Association may use at each college at least one (1) bulletin board in each Faculty Office building, staff lounge, mailroom, and such other areas as designated by the District. It is understood that the Bulletin Board in the Chabot College Mail Room is the exclusive property of the Faculty Association. All postings will be dated and bear the official identification of the Faculty Association. Bulletin Board spaces will be maintained in a neat and timely manner. Copies of all postings will be delivered or emailed to the Chancellor, Vice Chancellors, Presidents, Vice Presidents, and Deans at the same time as posted.

4H. District/Faculty Association Meetings

The Chancellor or his/her their designee will meet with the Faculty Association's President or his/her their designee to discuss mutual problems of the Colleges/District within five (5) working days, or a reasonable time thereafter, at the request of either party. Such a meeting is not intended to bypass the grievance procedure and shall not constitute an invitation to continuously renegotiate the provisions of this Agreement. Both parties shall submit via email an Agenda of items they wish to discuss at least twenty-four (24) hours before the meeting.

4I. Reassign Time

The Faculty Association will receive ~~two and one third (2.33)~~ three (3) FTEF (Full-time Equivalent Faculty) Reassign Time per Academic Year [~~seventy ninety~~ Calculated A Hours (~~70 90~~ CAHs)] funded by the District. The Faculty Association may carryover up to ~~three~~ four (4.0) FTEF (Full-time Equivalent Faculty) from one (1) Academic Year to the next. The Faculty Association may purchase from the District [at the average level of Part-time Faculty hourly pay] up to four (4) additional Full-time Equivalent Faculty (FTEF) and/or one hundred and twenty (120) Calculated A Hours (CAHs) of Reassign Time for Faculty Association work per Academic Year.

The Faculty Association may utilize no more than six [(6.0) FTEF (180 CAHs)] in any one (1) Academic Year. This represents the total Reassign Time, including Faculty Association business and/or negotiations, for the Faculty Association provided by and/or purchased from the District.

The Faculty Association shall designate, at its sole discretion, who shall receive Reassign Time. The reassigned unit member shall be paid at his/her their full salary and benefits while on Faculty Association Reassign Time. The fifty percent (50%) overload limit in [Article 10D.11](#) applies.

The Faculty Association shall notify, in writing, the Chancellor, appropriate College President and the Vice Chancellor of Human Resources at least thirty (30) days prior to the beginning of the semester of the unit member(s) being granted Faculty Association Reassign Time as provided for herein.

4J. Appointment to Committees

The Faculty Association retains the right to appoint unit members to District and College committees.

4K. Consultation

As members of the College communities, the Faculty Association has the right to contribute to the establishment of educational goals and objectives of the District. The Faculty Association shall be kept apprised of the development of the annual District Budget and long-term financial planning.

4L. Distribution of this Agreement

The District shall place this completed written Agreement on the District's internet website within (30) days after it becomes effective. The District shall also provide written hard copies of this Agreement for Faculty Association Executive Board members, Division offices, and campus Libraries. A printed copy will be provided to any other unit members upon request.

4M. No Action in Violation/Inconsistent with this Agreement

The District, its representatives, and the Faculty Association and its members shall take no action in violation of, or inconsistent with, any provision of this Agreement.

4N. Access to Information

Upon request for records under the California Public Records Act, the Faculty Association shall be furnished:

- (1) Agenda Materials and Minutes of Board of Trustees' meetings;
- (2) Non-confidential information regarding financial matters, personnel, budgetary requirements, allocation of State and Federal funds, student enrollment, etc.; and,
- (3) Any other information which is necessary to assist the Faculty Association in representing members of the unit.

The Faculty Association recognizes that all such information will be provided pursuant to the provisions of the California Public Records Act (i.e. California Government Code Section 6250, et seq.). Specific reports the District agrees to provide are:

- CCFS 311;
- CCFS 311 (Q);
- CCFS 320
- the opening day, Census Day and Final Day ARGOS Reports for each college campus for each semester and ~~Inter-session~~ Intersession. See [Article 1C.1r](#) for ARGOS definition; and, [Article 1C.1cc](#) for Census Definition;
- the Self Study and Team Accreditation Reports for each college campus;
- the Adoption Budget;
- the Annual Report reflecting new Fiscal Year budgeted revenues and expenditures; and
- the prior Fiscal Year actual revenues and expenditures by object and activity at the four (4) digit level.

All written requests for information from the Faculty Association President shall be responded to within thirty (30) days of receipt, and the Faculty Association President shall respond to written requests for information from the District within thirty (30) days.

If appropriate, the response(s) shall be provided earlier.

Days when the District Office is closed for holidays are excluded from this tabulation.

4O. Access to Unit Member Information

Upon completion of this Agreement, the District shall furnish the Faculty Association with a listing of name, address, and telephone numbers of all unit members except those individuals who specify in writing that they wish to keep this information confidential. No more than three (3) times a year the District, upon request and within thirty (30) consecutive working days, shall provide the Faculty Association with the list of the members of the bargaining unit.

Upon request, the District shall provide the Faculty Association President with a list of unit members paying membership dues for the period requested within thirty (30) calendar days of receipt of the request.

4P. Transaction of Official Faculty Association Business

Unit members duly authorized as representatives of the Faculty Association shall be permitted to transact official Faculty Association business as provided by law throughout the District. However, this activity shall in no way interfere with the educational process, student services, or assigned duties of employees.

4Q. Rights and Benefits

Rights and benefits of unit members set forth in this Agreement shall accrue to unit members.

4R. Faculty Association Rights to Attend and Present at New Faculty Orientation

The Faculty Association President shall be notified of all new group faculty orientation sessions that occur at the beginning of each semester. The Faculty Association shall be invited to present materials about the Faculty Association at these orientation sessions or, for online training/orientation, the Faculty Association may provide an informational video that shall be included as part of the online orientation.

See [Article 8C.6 – Orientation of New Faculty](#).

4S. Website

The District may include a link to the Faculty Association Website on the District's Human Resources website.

4T. Convocation Day

See [Article 8C.5](#) for Faculty Association Rights on Convocation Day.

ARTICLE 8

ACADEMIC CALENDAR

TENTATIVE AGREEMENT

8A. Academic Calendar Committee

The annual Academic Calendar shall be developed by a committee composed of twelve (12) employees. The District shall appoint six (6) members exclusive of Classified Professional bargaining unit work members, and the Faculty Association shall appoint six (6) members from the Faculty bargaining unit.

The Committee will be co-chaired by a representative designated by the Faculty Association and a representative designated by the District.

The Committee shall negotiate annually any ~~minor~~ Academic Calendar changes including, but not limited to, start and end dates, early start courses and/or other ~~minor~~ exceptions to the regular Academic Year.

8B. Deadline and Deadlock

The Academic Calendar Committee shall start the process no later than September 10 and complete deliberations by October 1 of each Academic Year. This deadline can be extended by mutual agreement of the Faculty Association President or designee and the Chancellor or designee. In the event the Academic Calendar Committee cannot reach agreement by that date, the Chancellor will establish the Academic Calendar using the factors listed in [Articles 8C](#) and [8E](#) below.

8B.1 Multi-Year Calendar

The Academic Calendar will be developed two (2) Academic Years in advance. The parties shall meet each Academic Year to develop a two (2) year Academic Calendar. Upon mutual consent, an Academic Calendar may be developed one (1) Academic Year in advance.

8C. Academic Year Term

The Academic Calendar Committee will include the following factors in the Academic Calendar development.

8C.1 Length of Academic Year

The Academic Year shall consist of not less than one hundred and seventy-five (175) days of instruction (Title 5, § 55701), which includes Fall and Spring semesters. The academic calendar committee shall also determine Intersessions, as well as including:

One (1) Convocation Day, which is a Mandatory Flex Day;

One (1) College Day, which is a Mandatory Flex Day and;

~~Up to six Two (6-2) additional Mandatory Flex Days which will occur the two (2) days prior to the start of the spring semester, and if necessary;~~

~~Variable Flex Days, as determined by the Academic Calendar Committee.~~

~~The Mandatory Flex Days (other than Convocation Day and College Day) shall be determined by the mutual agreement of the President of the respective College and the chair of the respective College Professional Development Committee. See [Article 29B](#) for Mandatory Flex Day definition.~~

~~Variable Flex Days are the exclusive domain of the Academic Calendar Committee as part of the one hundred seventy five (175) day Academic Calendar. See [Article 29B](#) for Variable Flex Day definition.~~

8C.2 Orientation of New Contract Faculty

New Contract Faculty unit members will serve two (2) additional days of orientation. ~~This does not count as Variable Flex activities. See [Article 29B.5](#).~~

8C.3 Commencement and Convocation

Each Contract and Regular unit member shall attend Commencement exercises at their respective college on alternating Academic Years. Commencement shall occur on Friday ~~and or~~ Saturday. It shall be scheduled on the same weekday at a particular college for two (2) Academic Years in a row and then switched to the other day for two Academic Years in a row.

In the event that two commencement ceremonies are offered in a given year and on the same day, faculty whose year it is to attend, are required to attend both ceremonies. ~~If commencement and an approved final examination conflict, the Faculty member is excused from attending commencement during that time (See article 9B).~~

Approved Leaves of Absence in the Spring Semester shall relieve the unit member of Commencement activities. The obligation shall resume on alternating Academic Years upon the unit member's return to active status as if no Leave of Absence occurred.

Approved Leaves of Absence in the Fall Semester shall relieve the unit member of Convocation week activities. This obligation shall resume annually upon the unit member's return to active status.

8C.4 Grade Due Dates

Due dates for grade submissions for each Academic Term (including Fall and Spring Semesters, and ~~Intersessions Summer Session, and Inter-sessions~~) shall be established by the Academic Calendar Committee and be not less than seventy-two (72) hours from 5:00 p.m. on the last day of the Final ~~Examination Week of Instruction~~ Schedule.

8C.5 Faculty Association Meeting on Convocation Day

The Faculty Association shall have forty-five (45) minutes allotted to it for a general membership meeting on Convocation Day. This meeting shall not start before 8:00 a.m.

8C.6 Orientation of New Faculty

The Faculty Association shall be notified of all new Faculty hired before the Fall and Spring Semesters through monthly published Board of Trustees Meeting Reports. Part-time Faculty shall be paid for up to two (2) hours of orientation time at the "F" Hour rate regardless of whether the format is face-to-face, online, or otherwise are entitled to two (2) hours of pay for orientation: the orientation to online grading and the orientation to the College, which may include an online component. See [Article 18E.3](#) and [21G.2b](#).

8D. Alternative Academic Calendar Committee

The Faculty Association and the District may, upon mutual agreement, form an Alternative Academic Calendar Committee to examine in detail the benefits and liabilities involved with any modification to the standard seventeen and a half (17.5) week semester Primary Term, starting Fall 2026 the standard sixteen week (16) Primary Term. The Committee will be co-chaired by a representative designated by the Faculty Association and a representative Administrator designated by the District. Any agreed upon Committee shall identify potential benefits, costs and negotiable issues, if any, that would have to be addressed and negotiated by District with appropriate Faculty Association representatives.

In accordance with Article 8A, the Alternative Academic Calendar Committee shall be composed of twelve (12) employees. The District shall appoint six (6) members exclusive of Classified Professional bargaining unit work members, and the Faculty Association shall appoint six (6) members from the Faculty bargaining unit.

8E. Holidays and Adjustments

8E.1 Holidays

The Calendar Year shall include twelve (12) holidays, eleven (11) of which are State mandated.

The Academic Calendar shall include the following holidays:

January 1 (New Year's Day);

the third Monday in January (Martin Luther King Day);

a February day (Lincoln Day);

the third Monday in February (Washington Day);

the last Monday in May (Memorial Day);

July 4 (Independence Day);

the first Monday in September (Labor Day);

a November day (Veterans' Day);

the Wednesday before Thanksgiving in lieu of Admissions Day; starting Fall 2026 the Wednesday before Thanksgiving will be an instruction day;

Thanksgiving Day;

the Friday following Thanksgiving Day, and December 25 (Christmas Day).

8E.2 Holiday Adjustment

When a holiday falls on a Sunday, the following Monday shall be deemed to be the holiday in lieu of the day observed. When a holiday falls on a Saturday, the preceding Friday shall be deemed to be the holiday in lieu of the day observed. The Academic Calendar Committee may adjust the day of the holiday in lieu of the official day designated, if the law allows, and if too many holidays in a Term fall on the same day of the week which would affect instructional quality. Any adjustments must be in compliance with the official directions from the California Community College Chancellor's Office.

ARTICLE 9

WORKING CONDITIONS

TENTATIVE AGREEMENT

Introduction and General Provisions

Academic Year

The Academic Year for all unit members, unless otherwise provided for in this Agreement, shall be composed of two (2) semesters whose length shall be determined by the Academic Calendar, comprising not less than of approximately seventeen and one half (17½) weeks duration each, not to exceed one hundred and seventy-five (175) days of assigned duties. Sundays and holidays shall not be counted as days of the Academic Year.

~~Inter-sessions~~ Intersessions are voluntary assignments during contractually authorized work periods occurring between, but not counting towards overlapping with, the not less than one hundred and seventy-five (175) days comprising the Fall and Spring Semesters. ~~Inter-sessions do not include Summer Session.~~

9A. Faculty Schedules

9A.1 Consultation

Management shall develop academic discipline and individual schedules in consultation with Contract and Regular Faculty, and in accordance with the Discipline Plan described in the Enrollment Management [Article 26E.4-E.7](#), that will provide for student needs and will maximize faculty performance by considering faculty preferences and the avoidance of unreasonable time periods. Management will work with each Faculty member to develop a schedule that avoids unreasonably long-time gaps between classes and unreasonably short time gaps between the end of one work day and the beginning of the next work day. This process will consider faculty preferences and professional development opportunities, including the opportunity to teach in a unit member's Primary and Secondary Discipline(s). See [Article 1C.1h-i\)](#) for definition of Primary and Secondary Disciplines.

No less than eleven (11) consecutive hours shall normally elapse between the end of the last assigned hour that is part of regular Load on one day and the beginning of the first assigned hour that is part of regular Load on the following day, unless agreed otherwise by the individual unit member.

- a. A Contract or Regular unit member shall not, ~~without his/her consent~~, be assigned to any of the following assignments without consent:
 - (1) A Counseling Faculty assignment of more than that defined in [Article 10D.1d](#). In addition, for each teaching unit of a scheduled counseling

class, the Counseling Faculty teaching that class shall be credited with the appropriate load value in Calculated A Hours (CAHs) appropriate to the teaching assignment, and the remainder of ~~his/her~~ ~~the~~ semester workload shall be reduced proportionally. See [Article 10D.4c](#) for the specific impact on Counseling Faculty workload. A Library Faculty assignment of more than that defined in [Article 10D.1e](#), in addition, for each teaching unit of a scheduled library class, the Library Faculty teaching that class shall be credited with the appropriate load value in Calculated A Hours (CAHs) appropriate to the teaching assignment, and the remainder of ~~his/her~~ ~~the~~ semester workload shall be reduced proportionally. See [Article 10D.4c](#) for the specific impact on Library Faculty workload.

- (2) Other unit members (Special Assignments Faculty): Full-time and Part-time Faculty, other than Instructional Faculty, Counseling Faculty, or Library Faculty shall be assigned for no more than that defined in [Article 10D.1e](#).
- b. A Contract or Regular unit member shall not, ~~without his/her consent~~, be scheduled for any of the following assignments without consent unless there is a programmatic need in accordance with the Discipline Plan described in [Article 26: Enrollment Management](#) or to achieve a full Load:
 - (1) A split assignment between work sites on the same day without mileage paid at the then-current Federal Internal Revenue Service rate.
 - (2) A day assignment following an evening assignment by less than eleven (11) hours.
 - (3) Correctional facilities (No assignment without consent regardless of programmatic needs).
 - (4) Teaching more than three (3) consecutive lecture hours or four (4) consecutive laboratory hours or combined lecture and laboratory hours without a half-hour ($\frac{1}{2}$ hour) break.
 - (5) A course or service scheduled on Saturday if a Part-time Faculty member is assigned to the same course or service on a weekday.
 - (6) No unit member shall be required, on an annual basis, to teach more than three (3) new preparations in a semester regardless of whether the course format is face-to-face, hybrid, or online unless more than three (3) preparations are needed to achieve a full Load (See [Article 19C](#) for supporting online language). A new preparation is a course of two (2) units or more which the unit member has not taught within the previous three (3) years. A revised course does not constitute a new preparation. Exceeding the average number of new preparations must be done on a rotational seniority basis. Rotational seniority is defined in [Article 10C.a- b.](#)
 - (7) Full-time unit members may not be assigned without their consent to more evening assignments per Academic Year than the average of each of the other Full-time members of the discipline unless such

assignments are necessary to create a Full-time Load. If the number of assignments available before 5:00 p.m. is insufficient for all Full-time Faculty in a discipline to receive full Loads, then evening assignments shall be made on a rotational basis ([Article 10C.a.-b.](#)) in order of seniority or by mutual agreement of Faculty in the discipline. Evening assignments begin on or after 5:00 p.m. for unit members.

- c. If, after consulting with the affected unit member, the District concludes that there is no reasonable way to avoid the assignments enumerated above, then the District may require a unit member to perform one of the following:
 - (1) A day assignment following an evening assignment by less than eleven (11) hours.
or
 - (2) Day assignments and an evening assignment occurring on the same day.

9A.2 Schedule Notification

All Contract and Regular unit members who are teaching classes shall be notified in writing of their initial assignment for each upcoming semester by the opening of priority registration.

a. Schedule Changes

Once workload assignments have been made and accepted, changes to a unit member's schedule can be made only after consultation with the affected unit member.

9A.3 Section Cancellation Consultation

Prior to the cancellation of any class Section that has been listed in the Class Schedule, the appropriate Administrator will consult with each affected Faculty member about the proposed cancellation and will give the reasons for the cancellation and discuss the alternatives to teaching the Section.

a. Cancellation Before First Day of Class

A class or assignment shall not be cancelled canceled prior to the first day of class unless the College has given five (5) working days prior oral or written notice (by telephone, U.S. Mail, or email) to the unit member of the possibility that the class might be subject to cancellation. If notice is not given, a class shall not be subject to cancellation until the first class meeting. For the purpose of this Article, the five (5) working days begin the date the mailed notice is put in the U.S. Mail and postmarked.

b. Bumping Rights

Contract, Regular, and Temporary Leave Replacement (TLR) Faculty members who experience a class cancellation (for Load) may bump a Part-time unit member in accordance with the process below. Alternatively, the Faculty member may exercise the option to carry a Load underage to be made up according to [Article 10D.9](#).

The following steps outline the process by which the Faculty member's Load underage due to class cancellation may be satisfied in the sequence listed below:

- (1) The Faculty member may accept a class from the existent unstaffed classes within their primary discipline. In the event there are no unstaffed classes available, or the Faculty member is not adequately prepared to teach the section(s) available, proceed to next step below.
- (2) Alternatively, if the Faculty member's Administrator sees student demand to use the FTEF from the canceled class to open a new section of a class within the Faculty member's primary discipline, the Faculty member may agree to teach that class. It is understood that the new section may be scheduled at a different time, or in a different format (e.g., online vs. face-to-face) than the section ~~canceled~~ canceled. If such action isn't feasible, or otherwise if the Load underage remains unresolved, proceed to the next step.
- (3) If the Faculty member has scheduled overload and/or unbanked carryover, the combined Calculated A Hour (CAH) value of which is greater than that of the ~~canceled~~ canceled class, it will be used to cover the underage.
- (4) In consultation with the Faculty member's Administrator, bumping of a Part-time Faculty member may occur to satisfy the current semester's Load underage, in accordance with [Article 18H](#). Bumping of a Part-time Faculty member shall only occur prior to the first day of class.
- (5) If the Faculty member and Administrator cannot agree on a course to satisfy the Load underage, the Administrator will attempt to assign the Faculty member a class, subject to the restrictions following. In the event the class is online, and the Faculty member is not adequately prepared, according to the process of the Distance Education committee at the college, and the Faculty member's unbanked carryover does not have the amount of Calculated A Hour (CAH) equal to or greater than the ~~canceled~~ canceled class, the Faculty member will carry a Load underage to be made up according to [Article 10D.9](#).
- (6) If the Faculty member does not clear underage within the time frame according to [Article 10D.9](#), the Faculty Member's workload bank may be invaded to clear the underage, to the extent they have a positive balance in their workload bank.

9A.4 Student Grievance Action

Unit members shall not be required to attend a hearing on a student grievance filed against them if the student grievance timeline occurs outside of either the Fall or Spring Semesters. Moreover, it is agreed that in these circumstances an effort will be made to suspend the timelines in order to hear the grievance during the Academic Year. The student grievance process shall follow [Board Policy 5530](#).

9B. Course Syllabi Requirement

9B.1. Syllabus Requirement

For each class, and to best accommodate the needs of students with disabilities by the end of the first week of the class, the instructor of record shall submit a copy of the class Syllabus to their appropriate Administrator no later than the last business day preceding the start of the class.

The Syllabus shall include:

- a. The Instructional Faculty person's information (name, office number, phone, voicemail, and Chabot-Las Positas Community College email address);
- b. Office hours (including both location and Zoom link accessible to all students for any online courses), textbook(s), and course supplies (required supplements and/or recommended text, special required supplies);
- c. An explanation of the manner in which final grades will be calculated;
- d. Dates to know including: last day for "W", date and time of Final Examination, and the deadline to apply for Federal Financial Aid—or, alternatively, in the case of an online syllabus, a link to;
- e. Other supplemental information, including safety requirements;
- f. The Student Learning Outcomes (SLO) associated with that course, which could be provided as text or links;
- g. Information about disability accommodations and campus services, which could be provided as text or links;

In addition to the above, the syllabus should include the following as text, or as links to the appropriate college's website:

- h. A statement of student rights and responsibilities;
- i. Expectations regarding behavioral standards per school policy;
- j. A summary of course content and expectations (general course content, course objectives, and prerequisites);
- k. Attendance and plagiarism policies.

The appropriate Administrator shall notify unit members for whom there is no Syllabus on record ~~or if a Syllabus is submitted with deficiencies~~. The appropriate Administrator shall provide a receipt of acceptance of the Syllabus to the unit member upon written request by the unit member.

9B.2. Door Cards/Virtual Door Cards

All instructors shall be responsible to post door cards outside their office with, at a minimum, contact information, schedule, location, office hours, and necessary information to attend office hours. This posting shall be done by the end of the first full week of instruction. In addition, all instructors shall provide to their Division Dean the above information and shall be responsible for posting their virtual door cards on the appropriate college website. This virtual posting shall be

done by the end of the first full week of instruction. The District (or representative) shall provide a training video and/or other training materials and website access to enable faculty to post door cards as required. Each faculty member is responsible for uploading their door card to the designated website.

9C. Safety

The District shall provide safe working conditions for all unit members as required by law, continuous monitoring of working conditions, and the correction of unsafe working conditions. The responsibility for safe working conditions is that of the District, and the responsibility for the maintenance of safe procedures and practices is that of the unit member.

9C.1 Mandatory Safety/Emergency Management Training

Mandatory safety training of the District's Workplace Violence Prevention Plan, Injury and Illness Prevention Plan, Emergency Action Plans, and Fire Protection/Prevention Plan shall be required in order to meet California Office of Safety and Health Administration (OSHA) training requirements in accordance with the California Code of Regulations, Title 8, Subchapter 7, Sections 3203, 3220, and 3221, and 3342, and where hazardous materials, chemicals, or dangerous equipment are routinely used and are subject to State and Federal regulations mandating safety training for Faculty and students.

Mandatory emergency management training shall be required to comply with the California State Chancellor's Office recommendations identified in the Disaster Resistant Community College training matrix. It is the Chabot-Las Positas Community College District's (CLPCCD's) responsibility to follow the California Emergency Services Act (CA Government Code Sections 3100-3109).

Mandatory safety training shall be conducted every semester, including summer and may be required where hazardous materials, chemicals or dangerous equipment are routinely used and subject to State and Federal regulations mandating safety training for unit members and students. Affected unit members shall be required to attend these training programs if they have never received such training, or when new regulations are promulgated, or when otherwise required by State or Federal regulation. When safety training is required, failure to attend shall subject the unit member to discipline. It is understood when Part-time unit members are required to attend safety training, they will be compensated at the Faculty Hour F ("F" Hour) rate.

9C.2 Health and/or Safety Complaints

Unit members shall make all health and/or safety complaints in writing to their appropriate Administrator and the Director of Campus Safety and Security. If the issue is not resolved to the satisfaction of the unit member within ten (10) days, then he/she may an appeal may be made to the appropriate College President. Within thirty (30) days from receipt of the complaint, ~~the~~ the College President shall notify, in writing, the unit member who complained and the Faculty Association ~~within thirty (30) days from the day he/she received the complaint~~. The College President's response shall state the actions taken by the District to remedy the

problem. No unit member shall be retaliated against for filing a health or safety complaint.

9C.3 Procedure in the Event of Immediate Serious Threat

In the event of an immediate serious threat to the safety of the unit member, students, or staff within the instructional environment, the unit member may vacate the class without loss of pay until the emergency has been alleviated. However, the unit member must immediately report the emergency to Campus Safety and Security (or 911 when appropriate), who will determine the appropriate action and when the threat has been alleviated. The unit member may request information regarding alleviation of the threat or emergency from Campus Safety and Security.

9C.4 Reporting of Threats

If any person within the instructional environment makes a real or implied threat of bodily injury or property destruction, a unit member must:

- a. Report the threat immediately to Campus Safety and Security and to the unit member's Administrator or Administrator in Charge;
- b. Request the removal of the person or persons from class meetings for a period of time as authorized under the California Education Code Sections 76030, et seq; and
- c. Report immediately any instance of actual assault and/or battery or property destruction to the Office of Campus Safety and Security.

9C.5 CPR, First Aid, or Safety Training

Cardio-Pulmonary Resuscitation (CPR), First Aid, or Safety training shall be required of unit members as stipulated in the Chabot-Las Positas Community College District's Illness and Injury Prevention Program. The District shall pay the cost of this required training and shall pay Part-time unit members to attend at the rate set forth in [Article 21G.2b](#).

The District shall pay for the Cardio Pulmonary Resuscitation (CPR) course for all unit members in programs where Cardio Pulmonary Resuscitation (CPR) credentials are required by this Agreement or regulatory agencies (for example: including, but not limited to, Nursing, Dental Hygiene, Emergency Medical Technician, Medical Assisting, Fire Science).

9C.6 Disruptive or Harassing Student Behavior

The District shall take reasonable steps, including those set forth in this Article, to provide a workplace environment free from disruptive and/or harassing behavior by students. When a unit member has reported to the college administration through the student discipline referral form that a student is behaving in a disruptive or harassing manner:

- a. The college administration shall begin an investigation within the timeframe specified in the Student Discipline process or within ten (10) working days,

whichever is the shorter timeframe. Written confirmation that the investigation has started shall be provided to the unit member.

- b. At the request of the unit member, the college administration shall include the Faculty Association (FA) President and/or college Grievance Officer in all communications from the District to the unit member that are made pursuant to this Article to the extent permitted by law.
- c. The College administration shall notify the unit member in writing of the outcome of the investigation and any subsequent disciplinary process, to the extent permitted by law, including but not limited to information on any expectations or conditions of student behavior if the student is to return to class, the worksite, or the College.

If the investigation and written notification are not completed within thirty (30) days of the report by the unit member, the College administration shall provide to the unit member a written report, containing information on the status of the investigation and anticipated timeline for resolution. Such reports shall continue to be provided to the unit member every thirty (30) days until the notification of outcome required by this Article is provided.

- d. If, after the investigation and any subsequent Student Discipline process has been completed, the unit member continues to experience disruptive or harassing behavior by the student, the unit member shall notify the Student Discipline Officer (SDO), who shall take each of the following steps:
 - (1) Investigate the complaint consistent with paragraph 1 above.
 - (2) Arrange a meeting with the affected Faculty member and their appropriate Administrator to discuss reasonable solutions, other than or in addition to student discipline, which can be taken to address the Faculty member's concerns. At the request of the Faculty member, the SDO will arrange for the meeting to be attended by the Faculty Association (FA) President and/or college Grievance Officer. This meeting shall be held within five (5) business days of the notification by the Faculty member of continuing disruptive/harassing behavior
- e. It is understood that the District's decision whether or not to impose student discipline is not grievable.

9D. Protective and Specialized Attire and/or Medical Tests and Vaccinations

Protective and specialized attire and/or medical tests and vaccinations required by the District or affiliated agency shall be furnished at no cost to the unit member. Protective and specialized attire shall be worn by the unit member as appropriate to the task.

9E. Medical Exams

9E.1 Tuberculosis (TB) Testing

As required by California State law, all unit members must have a Tuberculosis (TB) risk assessment and/or examination every four (4) Calendar Years. This test can be waived if a qualified health care provider certifies that the unit member is at

risk for excessive x-ray radiation, will test positive to the Tuberculin Purified Protein Derivative (PPD) skin test, and is clinically negative for tuberculosis.

The unit member shall not be responsible for the cost of the Tuberculosis (TB) risk assessment and/or examination after initial employment. All subsequent risk assessments and/or examinations will be at District expense, or otherwise reimbursed by the District. Unit members can receive the Tuberculosis (TB) risk assessment and/or examination without charge at either College's Student Health Center. Unit members who do not have current Tuberculosis (TB) risk assessment and/or examination results on file with the District will be placed on an Unpaid Leave of Absence until the Tuberculosis (TB) risk assessment and/or examination results have been received and acknowledged by the District Office of Human Resources. Unit members will be given written notice on or about forty-five (45) days before they are required to submit their Tuberculosis (TB) risk assessment and/or examination. The notices will inform the unit member that if they do not have a current Tuberculosis (TB) risk assessment and/or examination result on file with the District they will be placed on an Unpaid Leave of Absence until the Tuberculosis (TB) risk assessment and/or examination results have been received and acknowledged by the District Office of Human Resources.

In the event that a unit member's primary care physician recommends the unit member to receive the QuantiFERON TB blood test, the District will reimburse the unit member for any cost incurred that is not covered by the unit member's health insurance.

9E.2 Annual Risk Assessment and Examinations

For unit members working in Disciplines that require risk assessments and/or examinations to be performed more frequently than once every four (4) years (e.g., yearly risk assessments required for Nursing Faculty teaching at off-campus clinical settings), said requirements shall be performed at District expense. Faculty members in such disciplines may receive the required risk assessments and/or examinations at either College's Student Health Center, or through an outside provider. Any risk assessments and/or examinations performed by the College Student Health Center shall be limited to the services offered at the Student Health Center. The risk assessments and/or examinations covered under this provision shall be limited to those required by the program, or otherwise listed in the contract(s) and/or agreement(s) entered into between an outside entity and the Chabot-Las Positas Community College District (CLPCCD).

9F. Travel Reimbursement

Unit members shall be reimbursed for the pre-approved use of their personal vehicles while on official District business at the rate established by the District. This rate of reimbursement shall be based upon the prevailing Internal Revenue Service allowable non-taxed rate of reimbursement. Mileage reimbursement will be provided when unit members attend a mandatory meeting off the site of their regular campus assignment, except for Convocation days.

Contract and Regular Faculty who as a part of Load teach at more than one location in one day shall be paid for travel between the his/her duty station and the second teaching location.

9G. Commencement

The District will provide academic regalia for commencement ceremonies. Unit members who own their own academic robes and caps may wear them.

9H. District-Provided Office Facilities and Work Spaces

Each college shall provide office space to all Contract, Regular, Temporary Leave Replacement (TLR), and Part-time unit members. Said offices shall have phones and computers with electronic mail availability. It is understood that Part-time unit members shall share office space and that Contract and Temporary Leave Replacement (TLR) unit members may share offices.

Unit members may access appropriate College office facilities and workspaces during regular operational hours. Access between the hours of 11 p.m. and 6 a.m. requires prior notification of Campus Safety and Security. Unit members must contact Campus Safety and Security upon arrival. Unit members who do not give prior notice or make contact upon arrival may be subject to denial of access to office facilities or workspaces.

- a. Institutional Closure: When the campus is closed there will be no access to facilities, except for unit members who provide notification in accordance with the above or, if applicable, the general public at pre-approved scheduled events in specific facilities.
- b. Unauthorized appropriation of District facilities, equipment, supplies or materials is prohibited (i.e., authorization from the manager responsible for the facilities, equipment, supplies or materials is required).

9I. Keys, Property, Safety and Security Cameras

a. Return of Keys

Unit members must return all keys, keycards, and identification cards issued to them by the College and/or District upon separation from the District or upon request of the District.

b. Return of Property

Unit members must return College and District property upon separation from the District or upon request of the College and/or District.

c. Safety and Security Cameras

Unit members shall be notified before any safety and security camera is placed in classroom or laboratory spaces in which they work. No evaluation or discipline shall derive from the use of or information gathered from said cameras. Safety and security cameras shall not be placed in unit members' offices.

9J. Reimbursement for Damaged Personal Property

Unit members shall be reimbursed by the District for the cost of replacing or repairing the personal property of the employee, when said property is damaged in the line of duty and without the fault of the employee, provided that:

- a. Reimbursement shall not be made for theft of personal property.
- b. Reimbursement shall not be made for damage to any motor vehicle.
- c. Reimbursement shall not be made for less than twenty-five dollars (\$25) or more than two hundred dollars (\$200) per incident.

The Vice Chancellor of Business Services of the District shall receive and review all claims. ~~He/she and~~ shall forward a recommendation for reimbursement or denial to the Chancellor. The unit member shall receive a copy of said recommendation.

When a unit member is reimbursed for the costs of replacing or repairing personal property or the actual value of said property the District shall, to the extent of said reimbursement, be subrogated to any right of the employee to recover compensation for the damaged property.

9K. Parking

The District shall provide free parking to all unit members, including individuals on Emeritus Status upon request. See [Article 31A.2](#) and [Board of Trustees Policy 7800](#) for definition of Emeritus Status.

9L. Grading and Deadlines

9L.1 Assignment of Grades

Assignment of all grades is the sole responsibility of the Instructor of Record.

When grades are given for any course of instruction, the grade given to each student shall be determined by the instructor of the course and the determination of the student's grade by the instructor, in the absence of mistake, fraud, bad faith, or incompetence, shall be final (California Education Code Section 76224).

Neither grading of assignments nor submission of grades shall be delegated to any other person. Unit members shall submit grades by the deadlines established and published by the office of Admissions and Records and agreed to by the Academic Calendar Committee. See [Article 8C.4](#).

Grading by attendance shall be at the discretion of the Instructional Faculty member of Record. See [Article 9B](#) (Syllabus) above for notice requirements related to grading.

9L.2 Withdrawals: Notification and Consultation

The Office of Admissions and Records or Dean of Counseling shall notify the Instructor of Record whenever ~~his/her~~ a student submits a withdrawal petition after the last day to withdraw with a "W" for extenuating circumstances (an "EW"). The District shall send this notification to the Instructor of Record within five (5) work days of the date the "EW" petition was submitted.

Withdrawals shall be in compliance with Title 5 Regulations §55023 and §55024.

It is understood that a grade for a “W” for extenuating circumstances (“EW”) shall only be assigned for verified cases of accidents, illness or other circumstances beyond the control of the student, and after notification to, and consultation with the Instructor of Record. As part of the consultation process, the Instructor of Record is entitled to know of any “extenuating circumstances” so as to inform the Instructor’s consideration for the grade change request, as well as the consultation process.

The District and the Instructor of Record shall complete the consultation process in a timely fashion (Cal. Admin. Code Title 5, Section 55024).

9L.3 Notification of Grade Change

As a matter of procedure, the Office of Admissions and Records shall notify each Instructor of Record in writing, either electronically or in hardcopy, when a grade change for a course taught by that instructor is entered onto a student record. This notification shall occur within twenty (20) calendar days of when the grade change is entered.

The Request for Grade Change form is located on CLASS-WEB.

9L.4 Recording Grade Changes [Under Board Policy/Administrative Procedures 5530](#)

As a matter of procedure, if at the conclusion of the Student Grievance Process, including any appeals, a grade change results from a decision of the Academic Fairness Committee or Student Grievance Committee (see [Article 16-3](#)), then the grade change document shall be submitted and signed by the appropriate manager, with a notation to the effect that the grade was changed from a ___ to a ___ by a decision of the Academic Fairness Committee or Student Grievance Committee as a result of the student grievance.

9L.5 Training in the Use of Electronic Grade Submission System

The District shall provide technical training in the use of the District’s electronic grade submission system to any unit member requesting training. Part-time Faculty shall be provided training during their first Term of employment and shall be paid one (1) hour for training according to the Alternative Duty Rate, per [Article 21G.2](#). The service is to be reported on the [Service Report: Academic Non-Instruction/Special Assignments](#), which can be accessed on the Office of Human Resources website: <http://districtazure.clpccd.org/hr/index.php>.

9L.6 Submission of The Mid-Term Progress Report and Retention Comments Form

Submission of the Mid-Term Progress Report and Retention Comments Form, which is on the Faculty Class website, is optional.

9L.7 Dropping and Adding Students to Classes Electronically: Assignment of Incomplete Grades

All unit members shall have the right to assign incomplete grades and drop and add students to classes electronically without the need to personally fill out forms with

the Office of Admissions and Records, provided that Title V requirements, CCR 55023, for submission of these grades are met.

9L.8 Online Grading and Attendance Reporting

- a. Both grading and attendance reporting shall be online.
- b. Part-time unit members who attend one (1) hour of training shall be paid at the Alternate Duty Rate per [Article 21G.2](#). The service is to be reported on the Service Report: Academic Non-Instruction, which can be accessed on the Human Resources website: <http://districtazure.clpccd.org/hr/index.php>.
- c. Part-time Faculty are expected to attend training in their first semester of employment. Each Part-time unit member will be paid a maximum of one (1) hour to attend the training session.
- d. It is expected that new Part-time Faculty will receive their training during their orientation. Further, there shall be additional training sessions offered during evenings and on Saturdays at each college to accommodate the training needs of Part-time unit members at each college and such training will be announced in a timely manner.
- e. Full-time (Contract, Regular, and Temporary Leave Replacement [TLR]) Faculty members shall be trained as part of their professional activity expectations and shall not receive additional compensation for their training. See [Article 10D.3c](#).
- f. Faculty members shall receive additional assistance in technical aspects of online grading from the information Technology Services (ITS) staff and the Admissions and Records Office during normal operating hours. Staff in the Admissions and Records Office will be available to assist the Faculty member in submitting their own grades.
- g. Detailed instructions related to online grading and attendance reporting shall be provided to Faculty in the appropriate Class-Web website for Faculty. Any updates to the instructions shall be posted on this website. Instructions shall also be referenced in the website at each college.
- h. Both the face-to-face training sessions and the online Grading and Attendance Reporting Training Guide will include instructions and directions for all aspects of the online grading and attendance reporting system (i.e., positive attendance grading, weekly contact grades, how to navigate from one course to another, etc.). The instruction guide will be updated as needed.
- i. The deadline dates for grade submissions shall be provided by Admissions and Records electronically. These deadline dates shall be provided with sufficient notice so that unit members can reasonably partake of training sessions before Grades or Census Reports are due.
- j. The deadline dates for Census reporting, "W" reporting, and Final Grades submission for all individual classes shall be provided via Admissions and Records at least one (1) week prior for each deadline date requirement.
- k. The Faculty are expected to submit their Census Reporting and Grades in a timely

manner and to seek assistance in advance of deadlines, if they have difficulties with the online submissions. Consistent with current practice, the Admissions and Records Office will follow up with the Faculty member and appropriate Administrator if Census Reports or Grades are not submitted by the deadlines.

1. It is understood that many Faculty members are comfortable using the Class-Web website and are familiar with its functionality, and these Faculty may not require formal training. It is expected that these Faculty will be able to complete grading and attendance reporting online using the Class-Web website.
 - m. Submission of Mid-Term Progress Report and the retention comments is optional.

9M. Reasonable Accommodation

Pursuant to [Board of Trustees Policy 3410](#) and in accordance with the 1990 Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA), the Chabot-Las Positas Community College District prohibits discrimination against employees with physical or mental disabilities that limit one or more major life activities such as working, walking, talking, seeing, hearing, or caring for oneself. People who have a record of such disabilities and those regarded as having a disability are also protected. The District will take all actions necessary to comply with the Americans with Disabilities Act (ADA) and the California Fair Employment and Housing Act (FEHA).

9M.1 Procedure for Accommodation

A unit member with a disability who is seeking reasonable accommodations must submit a Request for Accommodations form ([see Appendix](#): Accommodation Request form) to the Office of Human Resources at least one (1) month prior to the beginning of the semester or as soon as the need for the accommodation is known to the unit member. ~~on this form, he/she shall specify specifics shall include:~~

- a. The job-related functions at issue; and
- b. The desired accommodation(s).

Unit members may request accommodation verbally and follow up with a written request per this Section.

9M.2 Medical Verification of Existence of a Disability

The District will require confidential medical verification of the existence of a disability. The District may require a unit member to undergo a fitness for duty examination to determine whether the unit member can perform the essential functions of the job with or without reasonable accommodation. The District may also require that a District-approved physician conduct the examination.

9M.3 Interactive Process Discussion

The Office of Human Resources will review the unit member's request and the medical verification, if applicable, and meet with the unit member to obtain any other proposed accommodation information. The unit member is entitled to representation by the Faculty Association at the meeting. The purpose of the discussion is to work in good faith to fully discuss all feasible potential reasonable

accommodations. If there is more than one possible reasonable accommodation, the District may select which accommodation to implement.

The District will not provide accommodation(s) that would pose an undue hardship upon District finances or operations, or that would endanger the health or safety of the unit member or others.

9M.4 Reasonable Accommodation Offer

Based on the outcome of the interactive process, the District shall make a “Reasonable Accommodation Offer” to the unit member, if appropriate. A copy of the offer shall be sent to the Faculty Association representative responsible for the Requests for Accommodation. The unit member may meet with the Office of Human Resources to discuss the Reasonable Accommodation Offer. Once a reasonable accommodation has been implemented, the unit member may meet with the Office of Human Resources to discuss whether the accommodation has been effective. The unit member is entitled to representation by the Faculty Association at these interactive meetings.

The District recognizes its obligation to negotiate with the Faculty Association on any negotiable issue affected by the “Reasonable Accommodation Offer.”

9M.5 Ergonomic Equipment

Unit members who qualify as disabled under State or Federal Law (i.e., the California Fair Employment and Housing Act or the Americans with Disabilities Act), and who have a medically verified condition which could be alleviated by ergonomic equipment, and who request said equipment will be provided the necessary ergonomic equipment at no cost to the unit member, unless providing the ergonomic equipment would create an undue hardship to the District’s finances or operations or would endanger the health or safety of the unit member or others. Procurement of ergonomic equipment shall be the responsibility of the District.

9M.6 Confidentiality of Medical Information

Any party who receives confidential information regarding a unit member’s medical diagnosis, medical history or treatment plan will safeguard the information to the maximum extent permissible that will still allow each party to perform its obligations under this Agreement and the law. Each party assumes full responsibility for its own improper disclosure of confidential medical information obtained through this process. Confidential medical information provided by a unit member’s physician will only be released to the Faculty Association with the written permission of the unit member.

9N. Admission of Students to College Programs

Unit members teaching in a specialty program (i.e., Nursing, Dental Hygiene, Automotive, and others) shall have the authority to determine Admission Requirements to said program. Admission Requirements shall conform to Title V requirements and be submitted to the appropriate Program’s Administrator for review and approval.

9O. Cost of Fingerprinting

The unit member shall pay for the fingerprinting required for employment.

9P. District Email for All Faculty

- a. The district shall issue, at the time of hiring, any Full-time or Part-time faculty member a district email address, faculty@chabotcollege.edu or faculty@laspositascollege.edu. ~~It is further understood that any current faculty member that does not have a district email account will be issued one by December 1, 2022.~~ All new hires will receive an email before the start of the initial term in which they work; if this is not possible then they shall receive an email at the earliest possible date.
- b. District email shall be the electronic communication method between the district and campus administration for all communications related to faculty working conditions and workload. No personal email accounts may be utilized for such activities.
- c. For faculty that want to use another email platform (Gmail, Yahoo, etc.), the district will provide directions for forwarding district email to such platforms. However, any response to district email communications must come from the faculty member's district email account.
- d. The District will deactivate and/or remove accounts for individuals who have not worked for the District in the previous 24 months.

9Q. LMS Course Shell Creation for All Courses

The colleges shall ensure that course shells in the current learning management system are created for all courses automatically regardless of delivery modality once the schedule is announced.

9R. Artificial Intelligence (AI) Use in Course Development, Faculty Responsibility, and Academic Integrity

- a. ~~The District shall provide voluntary, district-funded professional development opportunities to faculty on the pedagogically sound, ethical, and constructive use and integration of Artificial Intelligence (AI) in instruction that includes but is not limited to:~~
 - (1) Enhancing learning activities
 - (2) Supporting academic integrity
 - (3) Understanding AI plagiarism detection tools
 - (4) Exploration of student-facing uses for all instructional modalities
- b. ~~All courses must be taught by the instructor of record. Instruction, counseling services, library services, and other non-instructional faculty duties shall not be primarily delivered by, delegated to, or substituted with artificial intelligence or autonomous AI systems. No unit member workload will be displaced due to large language model artificial intelligence (See article 5A and AB2370)~~
- c. ~~Faculty may only use AI to create a limited portion of any assessments. The entire assessment cannot be created using AI. Faculty are responsible for reviewing, editing, and ensuring academic integrity, appropriateness and alignment with course learning outcomes of all AI-assisted content.~~

- d. Faculty may use AI to assist in grading objective assessments (e.g., multiple choice, true/false) but remain solely responsible for the accuracy, fairness, and integrity of all grades. Faculty may not use AI to grade subjective assignments (e.g. essays, written responses, critical reasoning, top 5 levels of Bloom's Taxonomy).
- e. The District and Faculty Association will form a standing AI Oversight Committee, composed of an equal number of representatives from each party, to meet semi-annually. This committee will:
 - (1) Review and evaluate existing and emerging AI tools in the context of instructional use and academic integrity.
 - (2) Make recommendations regarding which tools, if any, shall be adopted and funded by the District.
 - (3) Monitor and recommend updates to college and district committees as needed in response to advancements in AI.
 - (4) Review and recommend professional development opportunities related to AI literacy and implementation.
 - (5) The committee will monitor all new software, programs, and implementation of AI tools to ensure the safety, privacy, workload, and intellectual property of faculty are protected.
- f. Faculty shall properly cite all materials created by AI, such as:
 - (1) When a unit member incorporates AI output into their work, which includes direct quotations, images, and data, as well as paraphrased content.
 - (2) If a unit member uses an AI tool for some other purpose, such as translating, editing, or generating an outline, include a note about this somewhere in your materials.
 - (3) Verified for accuracy, educational relevance, and alignment with academic standards and established course learning outcomes/objectives.
- g. Faculty are solely responsible for the accuracy, appropriateness, academic integrity, and alignment with course learning outcomes of all instructional materials, assessments, and graded work in their courses, whether created in whole or in part by AI or created without the use of AI.
- h. Notwithstanding the provisions outlined in Article 9R, it is understood that faculty teaching courses on or related to Artificial Intelligence may appropriately utilize AI tools and technologies in the development and delivery of instruction, in order to enhance their effectiveness as educators and scholars.
- i. Instructors shall take every precaution to protect student anonymity when using AI tools.
- j. Instructors shall determine plagiarism policies for AI that best supports their classroom, per Article 9B.k.

ARTICLE 10

WORKLOAD

TENTATIVE AGREEMENT

10A. General Provisions

The intent of this Article is to assign unit members to fair and equitable workload assignments which will best serve the students of the Chabot-Las Positas Community College District. Its objective is to maximize educational opportunities for students.

- a. The District Management shall, in consultation with the District Enrollment Management Committee (DEMC), plan the District's operations including the Weekly Student Contact Hours (WSCH) Full-Time Equivalent Students (FTES) per Full-time Equivalent Faculty (FTEF), in accordance with [Article 26](#). Individual assignments may vary in terms of Weekly Student Contact Hours (WSCH) according to contractual standards referred to herein. See [Article 26: Enrollment Management](#).
- b. The assignment of each unit member will be made by the District with due regard for such factors as number and nature of preparations, teaching experience, clerical-technical, and para-professional assistance provided.
- c. Managers may not perform unit member duties if any qualified unit member is available.
- d. The District shall negotiate all matters impacting working conditions.

10B. Experimental Assignments

Specific assignments to permit experimentation, institutional research, and related matters may be authorized by the District. During the period of experimentation, a written agreement between the unit member and the District will prescribe the Load with other considerations, such as anticipated outcomes, planned evaluations, time restrictions and fiscal implications. After the period of experimentation, the Load will revert to the standards prescribed by this Article. All Agreements will be kept on file in the College's Office of Academic Services and the appropriate Administrator's Office, available for review by the unit member, and will be subject to review and renewal each Academic Year by mutual agreement. A copy of the Agreement will also be sent to the Faculty Association.

10C. Faculty Assignments

The workload of a Full-time Contract, Regular, or Temporary Leave Replacement (TLR) unit member shall be thirty (30) Calculated A Hours (CAHs) or their equivalent per Academic Year.

Unit members initially hired to teach in a specific discipline, which shall be considered their Primary Discipline, shall have the right to assignments to fulfill their Full-time Service Obligation, as defined in [Article 10D.1](#), before unit members who are qualified

to teach within the discipline but for whom it is not ~~his/her~~ their Primary Discipline. See [Article 1C.1h.](#) for definition of primary discipline.

- a. Rotational Seniority within the teaching specialty shall be used for scheduling up to this thirty (30) unit Full-time Service Obligation if requested by a Contract or Regular unit member. “Rotational Seniority” for this purpose means that if two (2) or more discipline unit members request a particular assignment in their Primary Discipline as fulfillment of their Full-time Service Obligation, then the assignment shall go to the unit member for whom it has been the longest period of time since ~~he/she~~ the unit member last received it, irrespective of the Distance Education course modality, as set forth in [Article 19A.1](#). Unit members requesting Rotational Seniority shall do so in writing, to their appropriate Administrator, at or before the time that principal assignments are selected for the upcoming Term. It is understood that when multiple sections of a given course are offered in a given Term, this right may only be invoked for one of those sections.
- b. The Full-time faculty within a Primary Discipline, in consultation with the appropriate dean, may develop an alternative process to enact Rotational Seniority, in order to emphasize other criteria within their discipline, *e.g.*, to ensure that online course assignments are distributed fairly. Notwithstanding, if the faculty are unable to arrive at a mutually agreeable arrangement, any Contract or Regular unit member within the discipline may request Rotational Seniority in accordance with the paragraph above.
- c. In the event that a unit member is under-loaded, not able to achieve a Load equal to a Full-time Service Obligation in ~~his/her~~ their Primary Discipline because not enough assignments are available in their Primary Discipline, that unit member shall be eligible to take assignments for Load in another discipline for which the unit member meets minimum qualifications (Secondary Discipline—see definition in [Article 1C.1i.](#))

Under normal circumstances, the unit member for whom it is a Secondary Discipline shall receive Load in that discipline after the primary members of that discipline have completed scheduling their Full-time Service Obligations, but before any assignments in that discipline are taken for overload, or offered to Emeritus Faculty or Part-time unit members.

- (1) In the event that a unit member is under-loaded due to the cancellation of an assignment, and that unit member has an overload assignment in a Secondary Discipline, that unit member shall be eligible to convert that assignment from overload to regular Load to meet ~~his/her~~ their Full-time Service Obligation.
- (2) Notwithstanding the above, a unit member may fulfill a portion of ~~his or her~~ their Full-time Service Obligation with assignments in a Secondary Discipline for which ~~he or she~~ the unit member is qualified, even when a full teaching Load is available in the Primary Discipline. In this case, assignments in the Secondary Discipline shall require mutual consent of the unit member, the Vice President of Academic and/or Student Services, the affected appropriate Administrator(s), and the Faculty in both the unit member’s Primary and Secondary College-specific Disciplines.

10C.1 Full-Service Week

It is understood that all Full-time unit members are expected to participate professionally in the work of the college and District, which happens five (5) days per week. As such, Full-time unit members may be held accountable to participate in committee and required meetings in-person/on campus, on days other than their scheduled assignment days if they have less than a five (5) day on-campus assignment.

10C.2 Final Examination Week of Instruction

~~The Final Examination Schedule week of instruction in a compressed calendar follows the schedule of the previous weeks of the term will replace the regular assignment of Instructional Faculty during the Final Examination Days. Instructional Faculty with one hundred percent (100%) Contract, Regular and Temporary Leave Replacement (TLR) status shall post five (5) office hours with no more than two (2) office hours in any one (1) day except when rescheduled by their appropriate Administrator, and shall otherwise advise their Administrator of their whereabouts on campus by a written schedule. Counseling Faculty will hold eighteen (18) scheduled counseling hours during Final Examination Week except as their Administrator may make adjustments. Library Faculty and Special Assignments Faculty will provide their full service week during Final Examination Week except the last day of finals which shall be four (4) hours. For unit members with Contract, Regular or Temporary Leave Replacement (TLR) status teaching less than a one hundred percent (100%) Load, a proportionate assignment will be served in each instance. See Article 10D.3a.~~

A final examination or course-related activity will be given in each course during the Final Exam Week of Instruction. ~~The final examination or course-related activity is planned to be two (2) hours in duration.~~

With the approval of their appropriate Administrator, unit members holding final examinations in locations other than those scheduled shall give prior written notification to their appropriate Administrator five (5) working days prior to the scheduled final examination time.

10C.3 Alternative Duty (for Four [4] or More CAHs)

An alternative duty assignment shall be any assignment of duties which are not part of the conventional faculty assignments as Instructional Faculty, Counseling Faculty, or Library Faculty. Faculty Senate Presidents and Faculty Association Officers with reassigned time are excluded from this process. Alternative duty assignments shall be on the basis of two and a one-sixth (2.17) weekly hours per one (1) Calculated A Hour (CAH), which shall not subsume any portion of the five (5) weekly hours of professional activities (as described in [Article 10D.3c](#)) for full time faculty. Alternative duty assignments are college specific. Alternative duty assignments in the District Office shall be advertised District-wide.

Unit members shall be evaluated on their alternative duty assignment by the negotiated form for this purpose. [See Appendix](#): Alternate Duty Evaluation Form.

The provisions below do not apply if the unit member's primary assignment involves duties as a Coordinator or Special Assignments Faculty person. See Article 10D.1f. Alternative Duty assignments for Instructional Faculty, Counseling Faculty, and Library Faculty which include four (4) or more Calculated A Hours (CAHs) per semester shall be made on the following basis:

- a. The opportunity to perform these tasks shall be reopened every three (3) Academic Years, unless the Faculty Association and District agree to the length of the assignment, with the understanding that one (1) unit member cannot serve in an alternative duty assignment for more than three (3) Academic Years without reapplying. Continuation in the alternative duty assignment is contingent upon satisfactory performance. [See Appendix: Alternate Duty Evaluation Form](#).
- b. Notification of available positions shall be announced by October 1, with an application deadline of October 31. The timeline shall be negotiated on a case- by-case basis for positions that arise later in the Academic Year. A single list for each college will be coordinated and sent out from the Office of Academic Services that includes a list of all assignments and assignment descriptions and qualifications. If new alternative duty opportunities become available mid-year, the appropriate Administrator will follow the process outlined in this Section.
- c. The appointment to any assignment shall be through the use of a posted assignment description and Internal Review Committee which will make its recommendation to the appropriate Administrator. The appropriate Administrator will coordinate the process. The assignment description will include a statement of assigned duties, responsibilities, expectations, and qualifications. The posted assignment description shall be distributed via district email.
- d. The Internal Review Committee will be comprised of two (2) Faculty representatives from appropriate or related discipline(s), one (1) representative from the Academic Senate, and one (1) representative from the Faculty Association, and the appropriate Administrator. The Internal Review Committee shall give serious consideration to "rotating" the alternative duty assignment to other qualified candidates.
- e. Contract and Temporary Leave Replacement (TLR) Faculty hired as Instructional Faculty, Counseling Faculty, or Library Faculty shall not be granted reassign time for the first two (2) probationary contracts. If, however, a Contract or Temporary Leave Replacement (TLR) Faculty person is hired with demonstrable work experience outside of ~~his/her~~ their primary assignment, management shall have the option to offer the unit member up to but not exceeding four (4) CAHs of reassign time. See [Article 14B.7](#).

10C.4 Specific Reassign Time Provisions

- a. **Faculty Senate Presidents, Directors, Chairpersons, Coordinators and Academic Committee Chairs**

(1) Eleven (11) Month Assignments

If the appropriate Administrator and eligible Faculty member at Chabot or Las Positas mutually agree to the provisions herein, the Faculty Member will be assigned to an eleven (11) month contract with up to one hundred percent (100%) reassigned time.

It is understood that the eleventh (11th) month of service is to be performed outside of the one hundred seventy-five (175) required duty days. The duties for the eleventh (11th) month shall not include duties for Professional Responsibilities ([Articles 14C.5](#) and [15C.5](#)) or Office Hours ([Article 10D.3a.](#)). Eligible positions are:

Articulation Officer
Athletic Counselor
Athletic Director
Athletic Trainer
Dental Hygiene Program Director
Institutional Researcher
Nursing Program Director
Tutoring Coordinator

Effective Fall 2026, newly hired Counselors and Librarians may, with District agreement, be hired under an eleven (11) month assignment.

Subject to CalSTRS or CalPERS regulations, Faculty hired in the above positions prior to August 1, 2019, will have the option of electing to serve a ten (10) month contract and be compensated under the provisions of [Article 17B.2](#) for ~~Summer Sessions Intersessions~~; or:

With mutual agreement between the Faculty and appropriate Administrator, Faculty may serve an eleven (11) month position to be compensated at one hundred ten percent (110%) of their salary on the [salary schedule](#). All Faculty assigned to an eleven (11) month contract shall not be allowed to utilize the provisions of [Article 17B.2](#).

If at any time the Faculty member assigned to an above-named position mutually agrees to serve in an eleven (11) month position, their option to exercise the provisions of [Article 17B.2](#) shall be voided-and they will be deemed to be assigned to an eleven (11) month contract for the duration of their assignment in that position.

At such time that a future Faculty job opening is to be posted for any of the above positions, it shall be at the discretion of management, as to whether the position is offered as a 10-month or 11-month contract.

Inapplicability of Article 10C.3: The District and Faculty Association agree that Article 10C.3, regarding the opening of Alternate Duty assignments to other interested unit members, shall not apply to Eleven (11) Month Assignments.

(2) Reassign Time for Faculty Senate Presidents

The Faculty Senate President at each campus will receive seven and one-half (7.5) Calculated A Hours (CAHs) for both the Fall and Spring semesters and up to two (2) Calculated A Hours (CAHs) for work to be performed during ~~the Summer Session Intersessions~~ by mutual agreement of the Faculty Senate President and the College President.

(3) Faculty Senate Clerical Support and Officer Compensation (other than the Senate President)

Clerical Support or Officer Compensation (other than the Academic Senate President): The Academic Senates at each campus will choose either Option A or Option B for clerical support through a process developed by each Academic Senate.

Option A

During the Academic Year, the District shall provide twenty-five (25) hours per month of clerical support to the Academic Senates at each college campus for the performance of duties including the transcription and preparation of meeting minutes, maintenance of the Academic Senate website, and making copies of Academic Senate materials.

Option B

The Academic Senates at each campus may elect to utilize three (3) Calculated A Hours (CAHs) at the "F" Hour rate to distribute to officers, other than the Faculty Senate President, for ~~the duties related to Option A or as needed in Option A or as needed~~ for Academic Senate work.

(4) Reassign Time Faculty Senate Committee Chairs

The Chairpersons/Coordinators of the following Faculty Senate Committees shall be compensated at no less than twelve (12) Calculated A Hours (CAHs) per Academic Year:

Curriculum Chair

The Chairpersons/Coordinators of the following Faculty Senate Committees shall be compensated no less than six (6) Calculated A Hours (CAHs) per Academic Year:

Program Review/Resource Allocation*

Student Learning Outcomes Chair

Curriculum Technical Chair

*May be divided up among subcommittee responsibilities.

The Chairpersons/Coordinators of the following Faculty Senate Committees shall be compensated at no less than four (4) Calculated A Hours (CAHs) per Academic Year:

Professional Development Coordinator

(5) Reassign Time Districtwide Committee Chairperson

The Sabbatical Leave Committee Chair shall be compensated no less than ~~two~~ four (24) Calculated A Hours (CAHs) per Academic Year.

(6) Reassign Time for Faculty in Programs with External Accreditation and/or Subject to Substantial Regulations

If either Chabot or Las Positas assigns Faculty to the following positions, those positions will be assigned reassign time at no less than nine (9) Calculated A Hours (CAHs) per Academic Year.

Medical & Public Safety

Fire Service Technology Coordinator (LPC)

Fire Technology Coordinator (Chabot)

Honors Program Coordinator (LPC)

Paramedic Training Program Coordinator (LPC)

Sheriff's Academy Coordinator (Chabot)

Assistant Directors or other programs subject to substantial regulation.

If either Chabot or Las Positas assigns Faculty to the following positions, those positions will be assigned reassign time at no less than six (6) Calculated A Hours (CAHs) per Academic Year.

Assistant Athletic Director (LPC)

Associate Athletic Director (Chabot)

Viticulture Coordinator (LPC)

Assistant Director of Nursing (Chabot)

Medical Assisting Director (Chabot)

Early Childhood Development Coordinator (Chabot)

Early Care and Education Program Coordinator (LPC)

Automotive Technology (Chabot)

Automotive Technology (LPC)

(7) Core Reassign Time

Every year, each college will be allocated a portion of two hundred (200) Calculated A Hours (CAHs). The Calculated A Hour (CAH) allocated to each college shall be in the same proportion as that of the College FTES targets set by the District Enrollment Management Committee (DEMC) for the previous Academic Year.

The two hundred (200) Calculated A Hours (CAHs) shall be allocated for core work related to the criteria listed below. It is further understood that work funded by this reassign time allocation will involve work across multiple criterion listed below:

(a) Curriculum development and/or modification

(b) Discipline plan and program review development

- (c) Scheduling of classes in coordination with the appropriate Administrator
- (d) Coordinate with the appropriate Administrator on matters of budget; initiation of the purchase of instructional materials and supplies
- (e) Coordinate the maintenance of departmental facilities and the purchase, maintenance, and repair of equipment
- (f) Identify and recommend candidates for the recruitment of all new Part-time Faculty and staff in the department
- (g) Coordinate the peer evaluations for Part-time Faculty
- (h) Coordinate timely completion of Student Learning Outcomes (SLOs) and other course and program assessments
- (i) Coordinate effective modes of communication with Administration, Faculty, staff, students and community on areas of interest to the department and programs
- (j) Faculty advising and major support such as student recruitment, retention, and persistence in accordance with [Article 10D.6](#).
- (k) Coordinate with Faculty and Classified Professionals on disciplines, area and/program needs and concerns
- (l) Conduct data analysis in coordination with the Office of Institutional Research
- (m) Participate in the planning and coordination of Student-Centered Funding Formula activities and projects

It is further understood that the Calculated A Hours (CAHs) of reassign time allocated to positions in other sections of [Article 10C.4](#) shall not be funded from the two hundred (200) Calculated A Hours (CAHs) in this section.

Each College will develop a process to distribute the allocated reassign time at their site.

Each College will form a committee for the allocation of the above core work coordination reassign time that will include at a minimum the following members:

Vice President, Academic Services
 Vice President, Student Services
 President of the Faculty Association or Designee
 President of the Academic Senate or Designee

The committee will develop a ranked list of the College's allocation of project core work funds reassign time assignments from the requests at each College based on the need of each division for recommendation to the College President. The College President will approve the final allocation for each College.

Further, the parties agree that if the District experiences reductions in funding during the Term of this Agreement, the District has the right to re-open Reassign Time.

(8) Grant and Categorically-Funded Reassign Time

The allocation of two hundred (200) Calculated A Hours (CAHs) reassign time shall not be used to fund reassign time assignments that are associated with categorical or grant programs if there is funding available through the categorical or grant program funding for reassign time. In the event that an assignment funded by a categorical or grant source is no longer eligible for that funding, it shall be permissible for that assignment to be funded from the two hundred (200) Calculated A Hours (CAHs).

(9) Exclusion of Innovation and Special Projects

The above reassign time shall not be used to fund innovation or special projects that may arise in the normal workings of the Colleges. Innovation and special project reassign time funds shall come from outside the two hundred (200) Calculated A Hours (CAHs) of reassign time or external sources.

(10) Reassign Time Remote Work

Reassignment work will be performed on campus, can be done remotely, by mutual agreement with the appropriate administrator, reassign time may be performed remotely, and as appropriate to the reassign time assignment.

Notwithstanding, each college may augment the above allocations.

10D. Workload Assignments for Contract, Regular, and Temporary Leave Replacement (TLR) Faculty

([See Appendix](#): Load Sheet Memo & Sample.)

a. Dual College Service for Load

Unit members can achieve their Full-time Service Obligation (full Load) by teaching at both colleges with the mutual consent of the unit member and appropriate Vice President at each college.

b. Minimum Qualifications

Contract and Regular unit members shall receive full Load assignments and opportunities for overload and Summer Session Intersession assignments in their Primary Discipline (See [Article 10D.10-11](#)). Minimum Qualifications shall be used to determine overload and Summer Session Intersession assignment eligibility and to augment a Load assignment if it is under-loaded.

c. Application of Load to Summer Session and Winter Intersession Assignments

If there will be no adverse effect on students or programs during the regular Academic Year, and if mutually agreed upon by the unit member and appropriate Vice President, up to two (2) Summer Session or one (1) Winter Intersession assignment(s) can be counted toward the Academic Year Load requirement. If

Summer Session or Winter Intersession assignment(s) count toward the Academic Year Load requirement, then the unit member shall be credited this entire Load amount resulting in a reduced Load during the Academic Year immediately subsequent to the agreed-upon Summer Session or Winter Intersession assignment(s) at the unit member's discretion. For Counseling Faculty one (1) Winter Intersession assignment shall be up to five (5) direct student contact hours and one-half (0.5) hour proactive follow-up.

Notwithstanding, the unit member will fulfill all of ~~his or her~~ their professional obligations during the Academic Year, commensurate with a full Load. This provision applies to Regular unit members only. See Appendix: Summer and Winter Intersession Assignment: Form for Load Credit.

The effect on the unit member's Sick Leave balance and office hour obligation shall be as described in Article 17E.

10D.1 Primary Assignment Hours

See Appendix: Lab Load - Establishing Eligibility.

The Full-Time Service Obligation (Load obligation) is thirty (30) teaching units of Calculated A Hours (CAHs) per Academic Year, averaging fifteen (15) Calculated A Hours (CAHs) per Semester, or the equivalent as defined herein. In no instance shall a Full-Time Service Obligation exceed forty (40) hours per week. In the event that an assignment requires service beyond thirty-five (35) hours per week, the time above 35 hours will be deducted from the five (5) Professional Activity Hours described in 10.D.3c.

a. Faculty Lecture Hour A (CAH) is 1.00

Calculated Faculty Hour A (CAH) has a teaching unit value equal to an hour-for- hour equivalence between assigned weekly lecture hours and Faculty teaching units [e.g., three (3) weekly lecture hours equals three (3) Calculated A Hours (CAHs)]. These hours are typically known as lecture hours and presume one (1) hour of preparation and grading for each hour in class.

b. Laboratory Hour B is Calculated at 0.56, 0.75, 0.80, or 0.875, or 1.0 of a Calculated Faculty A Hour (CAH) and Includes the Following:

- (1) **Faculty Hour B.1 at 0.75 of a Calculated A Hour** is a classroom teaching hour in technical laboratories, clinics, studios, physical education activities, practice and performance classes, individualized instruction for credit apportionment, and other lab settings not included below.
- (2) **Faculty Hour B.2 at 0.80 of a Calculated A Hour** is an hour of line-of- sight supervision of Nursing students in a hospital setting that is accounted for through positive attendance as well as the courses in Appendix XX. Faculty Laboratory Hour B.2 is also assignable to laboratory hours in any discipline in which it is shown that
 - (a) Continual line-of-sight supervision is needed for safety reasons, and
 - (b) The level of grading or evaluation of student work necessitates a level of Instructional Faculty's involvement that significantly

exceeds that normally expected for laboratory courses.

Additional courses approved for Faculty B.2 are in [Appendix XX](#).

(3) **Faculty Laboratory Hour B.3 at 0.875 of a Calculated A Hour (CAH)** laboratory classroom teaching hour for courses that, in addition to meeting the standards described above for Faculty Laboratory Hour B.2, involve grading a minimum level of “professional quality” laboratory reports (or the equivalent), as demonstrated by:

- (a) Grading criteria specified in the course outline of record, and
- (b) A written Discipline Standard that details how the course meets this requirement.

Courses approved for Faculty Hour B.3 are in [Appendix XX](#).

(4) **Faculty Laboratory Hour B.4 at 0.56 of a Calculated A Hour (CAH)**

Laboratory classroom teaching hour for individualized instruction for credit, specifically for programs in which individualized instruction is required to meet transfer or accreditation requirements (e.g., applied lessons for transfer programs in Music).

The following provisions shall apply:

- (a) A Discipline offering such as individualized instruction will demonstrate how it meets its productivity goals in its Discipline Plan;
- (b) Unit Members providing individualized instruction will perform such duties on an Overload or Part-time basis.

Example: Applied lessons scheduled for 33.5 minutes per week for the duration of a semester are calculated at 0.67 hours per week. Such an assignment thus carries a Load calculation (pay-basis) of:

$$(0.56 \text{ Load Factor}) \times (0.67 \text{ weekly hours}) = 0.375 \text{ CAH.}$$

(5) The District and Faculty Association shall meet annually to negotiate any further proposals for increased Load for selected laboratory-based courses. Specific guidelines on how disciplines may establish eligibility of their courses for Faculty Hour B.2 or Faculty Hour B.3 are set forth in the [Appendix](#): Establishing Eligibility for Faculty Laboratory Hours B.2 and B.3.

(6) **Faculty Hour B.56 at 0.625 1.0 of a Calculated A Hour (CAH)**

~~Laboratory classroom teaching assignments in Basic Skills English which involve writing instruction, specifically in the following courses: English 101A and 102 at Chabot College.~~

Is a laboratory classroom teaching hour for courses that, in addition to meeting the standards described above for Faculty Laboratory Hour B.2, involve grading a minimum level of “professional quality” laboratory reports (or the equivalent), as demonstrated by:

- (a) Grading criteria specified in the course outline of record, and

(b) A written Discipline Standard that details how the course meets this requirement.

Beginning in Academic Year 2027-2028 Faculty Hour B.6 shall be open to application by physical and lab science disciplines through the negotiated application process, with particular attention for Chemistry, Biology, and Nursing disciplines. Any changes will be implemented in Academic Year 2028-2029.

c. **Faculty Hour C is Calculated at Either 1.17 or 1.25 of a Calculated Faculty Hour A (CAH).**

- (1) **Faculty Hour C.1** is a classroom teaching hour of 1.17 of Faculty Hour A with a class size of twenty-five (25) students for the courses in [Appendix XX](#)
- (2) **Faculty Hour C.2** is a classroom teaching hour of 1.25 of Faculty Hour A with a class size of twenty-eight (28) students for the courses in [Appendix XX](#). English 1AEX and 104 at Las Positas College will have a class size of twenty-five (25) students.

d. **Counseling Faculty Hour D is Calculated at 0.545 or 0.50 of a Calculated Faculty Hour A (CAH)**, based on twenty-seven and a one-half (27.5) scheduled hours per week for the Counselors with the seventeen and one-half (17.5) week assignment or on thirty (30) scheduled hours per week for the Counselors with the sixteen (16) week assignment. Workload requirements are described in greater detail in [Article 10D.4](#). Faculty Hour D is a scheduled hour of assignment of Counseling Faculty for general students and/or special programs. In addition, the Counseling Faculty unit member will be required to maintain his or her their two and a one-half (2.5) hours of weekly professional Counseling Faculty activities and five (5) weekly professional activity hours (See [Article 10D.3c](#)). If a Full-time, Regular Counseling Faculty unit member's assignment includes the coordination of a related program, the hours spent on this coordination will be calculated as F Hours, with the understanding that F-Hour load subsumes a corresponding portion of the Counseling Faculty unit member's weekly scheduled "D" hours and Counseling Faculty activities.

e. **Library Faculty Hour E is calculated at 0.50 or 0.462 of a Calculated Faculty Hour A (CAH)**, based on thirty (30) scheduled hours per week for the Librarians with the seventeen and one-half (17.5) week assignment or on thirty-two and one-half (32.5) scheduled hours per week for the Librarians with the sixteen (16) week assignment. Workload requirements are described in greater detail in [Article 10D.5](#). If a Full-time, Regular Library Faculty's assignment includes the coordination of a related program, the hours spent on this coordination will be calculated as F Hours, with the understanding that these hours do not count towards the Library Faculty unit member's other obligations. In addition, the Library Faculty unit member will be required to maintain his/her their two and one-half (2.5) hours of professional Library Faculty activities weekly and five (5) professional activity hours weekly. See [Article 10D.3c](#).

f. **Special Assignments Faculty Hour F is Calculated at 0.46 of a Calculated Faculty Hour A (CAH)**, and is an hour of Special Assignments that is different from the duties of [Article 10D.1a-e.](#), above. These duties may involve coordination of programs, projects, research, Faculty and professional development.

Effective Spring Fall Semester, 2023 2026, Faculty Hour F is based on 32.5 thirty-five and one-half (35.5) hours per week, which shall not subsume any portion of a Full-time Special Assignment Faculty unit members shall serve is five (5) four and one-half (4.5) weekly hours of professional activities. One (1) CAH of F Hour work is equivalent to 2.17 2.22 weekly hours over a full semester, or thirty-eight five and one-half (38 35.5) hours in aggregate.

Effective Fall Semester, 2026, one (1) CAH of F Hour work is equivalent to 2.17 weekly hours over a full seventeen and one-half (17.5 week) semester assignment, or thirty-eight (38) hours in aggregate. One (1) CAH of F Hour work is equivalent to 2.53 weekly hours over a full sixteen (16) week semester assignment, or forty (40) hours in aggregate.

g. **Load Factors Specific to Non-Credit Instruction:**

(Also see [Article 10H](#).) When Faculty Hours G.1 or G.2 are applied to Faculty Load for Full-time Faculty (in accordance with [Article 10H.6f](#)), the Calculated A Hour (CAH) Equivalent Load Value is computed as follows:

$$\text{CAH Load Value} = (\text{Total Hours}) \times (\text{Load Factor}) \div 17.5$$

A single noncredit course can be made up of a combination of G.1 and G.2 hours as determined by the Course Outline of Record. Such combination shall be determined either in the curriculum process, or shall otherwise follow a procedure comparable to how lecture and laboratory hours are established in the curriculum process.

- (1) **Faculty Hour G.1 at 0.75 Load Factor** is a noncredit instructional hour in which Faculty are responsible for facilitating learning in a whole group, small group, laboratory, or individualized environment. Instructors in this category will be expected to do some grading and preparation, as well as to set the activities and structure for all classroom learning experiences. In many instances, students will be expected to do additional preparation or work outside of the classroom. In some instances, the instruction is part of a defined sequence which prepares students for employment or to be successful in college-level credit coursework.
- (2) **Faculty Hour G.2 at 1.0 Load Factor** is an hour of instruction in a noncredit course that is part of a defined sequence which prepares students for employment or to be successful in college-level credit coursework. Course Hours approved for Faculty Hour G.2 will be expected to qualify for Career Development College Preparation (CDCP) Apportionment. Instructors in this category will provide a similar time commitment and level of preparation and grading as is

expected in credit A Hour courses.

h. Faculty Tutorial Hour H (No Load Value).

Faculty Hour H is a tutorial hour of an instructor supervised time-on-task that may include group instruction or one- on-one interaction between instructor and student. This instruction may take place in a lab, classroom or other technology supported learning environment, or in clinical and similar settings. Faculty Hour H does not count toward Full-time or Part-time Load, and does not count toward the sixty-seven percent (67%) Load limitation for Part-time Faculty. See [Article 21G](#) for hourly compensation rates.

i. Definition of Hours

Instructional (Teaching) hours consist of fifty (50) minutes; Counseling Faculty, Library Faculty, and Specific Assignments Faculty hours are sixty (60) minutes. Faculty shall conduct class during scheduled class hours as specified in the Class Schedule.

10D.2 Specific Assignment Hour Definitions

a. Work Experience (Work Experience/Internship) Credit

0.125 Faculty Calculated A Hour (CAH) Credit is given for each student enrolled at census in Work Experience courses (94 and 95 at Las Positas; 95 and 96 at Chabot, or for ECE 95/96 at Las Positas). This compensation will be in addition to any mileage reimbursement provided as the result of required worksite visit(s). Faculty members teaching in the program will adhere to all the conditions set forth in the Work Experience Program by the appropriate Work Experience Coordinator (e.g., orientation attendance, utilization of standard forms, and other processes and procedures as they relate to the successful administration of the Work Experience Program).

~~NOTE: Work Experience courses as described in Title 5 § 55256.5 can be repeated up to a total of 16 units per student because there is no lecture component to these classes.~~

b. Service Learning

One (1) unit Calculated Faculty Hour A (CAH) Load credit is given for a weekly one (1) hour lecture in which the class discusses issues in the community, receives training, and participates in reflection activities on their volunteer experience. In addition, 0.125 Faculty Calculated A Hour (CAH) Credit is given for each student enrolled at census participating in the fieldwork “community service” segment of the course.

NOTE: Service Learning courses, which contain a lecture component, are not repeatable as specified in Title 5 § 55256.5.

c. Team Teaching

If more than one (1) Instructional Faculty unit member is assigned to a class, the Instructional Faculty unit members will apportion the Load credit unless sections are combined to produce a proportionate increase in class size. In multiple team-teaching situations where more than one (1) Instructional Faculty unit member is assigned to teach and be present in the class, Load

credit shall be given according to the time each is assigned and present in the class. [See Article 14C.6](#) for textbook requirement.

d. Colloquium

A Colloquium is a group of students who meet with an Instructional Faculty member to consider ideas or documents of continuing importance, or a special topic. A Colloquium involves a Contract between the unit member and the appropriate Administrator and Vice President.

Individual unit members may request up to one (1) Colloquium per semester as part of their workload obligation. For each particular colloquium, 0.125 Faculty Calculated A Hour (CAH) Credit is given for each student enrolled at census. A Colloquium may last one (1) or more semesters. See [Article 1C.1cc.](#) for Census definition and [Appendix](#): Colloquium: Request to Offer.

e. Coaches

(1) Rotation for Forensics. The Communication Studies faculty at each campus shall determine a rotation process for the Director of Forensics position from the pool of all qualified faculty in the discipline with an interest in coaching Forensics. If the discipline faculty are unable to come to an agreement, the appropriate administrator will determine the rotation of faculty for the position. In the event that there is a Full-time faculty member in the Director of Forensics position that would like to continue in the position, then no rotation need take place, relative to the agreement of the pool of all qualified faculty in the discipline as noted above.

10D.3 Other Assignment Hours

a. Office Hours

(1) Obligation

Full-time unit members whose Load is one hundred percent (100%) teaching shall have five (5) scheduled office hours per week during the Academic Year. Of the five (5) scheduled office hours a maximum of two (2) scheduled hours may be virtual. Unit members whose teaching Load in a given semester is less than one hundred percent (100%) shall have their office hours obligation reduced proportionately to their teaching assignment at the ratio of one (1) office hour for every three (3) Calculated A Hours (CAHs) of instruction. For instance, if a Full-time unit member's teaching Load is nine (9) Calculated A Hours (CAHs), then the unit member shall have three (3) scheduled office hours per week during that semester.

If the unit member's teaching Load up to fifteen (15) Calculated A Hours (CAHs) is not divisible by three (3) Calculated A Hours (CAHs), then ~~he/she~~ the unit member shall serve half of the remaining office hour if the remainder is one and ~~a~~ one-half (1.5) Calculated A Hours (CAHs) or less. If the remainder is greater than one and ~~a~~ one-half (1.5) Calculated A Hours (CAHs), the unit member shall serve the full office hour.

Example:

Teaching Load of ten (10) Calculated A Hours (CAHs) equals three and a one-half (3.5) office hours per week.

Teaching Load of eleven (11) Calculated A Hours (CAHs) equals four (4) office hours per week.

(2) ~~Summer Session Intersession~~

[See Article 17D \(Summer Session Intersession Office Hours\).](#)

(3) ~~Procedures~~

Office hours should be structured to serve the students' needs (e.g., proximate to class time, meeting the needs of student availability, and mapped to the work flow of classes).

- (a) Office hours must be listed in the syllabus.
- (b) Office hours must be consistent from week to week, unless students are notified of any change, the workday prior to the change.
- (c) For Full-time unit members, three (3) office hours per week must be held face-to-face on the specific campus to which you are assigned.
- (d) Up to two (2) office hours can be scheduled for each work day.
- (e) Virtual office hours can be held anytime between 7 a.m. and 11 p.m. Monday through Sunday.
- (f) On-Campus/In-person office hours can be held between 8 a.m. and 10 p.m. Monday through Thursday, or between 8 a.m. and 5 p.m. on Friday. In addition, on-Campus/in-person office hours can be held between 8 a.m. and 5 p.m. on Saturday by mutual agreement with the appropriate Administrator.

(4) ~~Effect of Leaves of Absence~~

Regular Faculty who are on a Leave of Absence and who teach on a Part-time Faculty basis during the Leave of Absence may schedule paid office hours according to the provisions of [Article 18D.1](#).

(5) ~~Split Assignments~~

Any unit member who has a split assignment between the two (2) college campuses shall conduct office hours at each campus in proportion to their Load at each campus. Notice of office hours and their location shall be posted outside each office and filed with the appropriate Administrator. Office hours shall be stated in the class Syllabus.

b. ~~Two (2) Required College Hours or Other Forums~~

The colleges may institute ~~College Hours or some other forums~~ to enable all Faculty, Administrators, and students to be able to meet with the Chancellor, Vice Chancellors, Presidents, Faculty Senate, Faculty Association, divisions, sub- divisions, and/or college-wide committees on a regular basis. Full-time

unit members will make themselves available for meetings during these times, and these meetings shall be deemed part of the five (5) required Professional Activity Hours described in Section c [\[Article 10D.3c\]](#) below.

(1) Required Division and “Town Hall” Meetings

Pursuant to this provision, the colleges may schedule standing monthly Division and/or Town Hall meetings. Full-time unit members shall be required to attend these meetings.

c. Five (5) Required Professional Activity Hours

Professional activities listed in this Section shall be considered to represent an additional five (5) hours per week, at least one hour (1) of which should be tasks related to creating and assessing Student Learning Outcomes (SLOs), Service Area Outcomes (SAOs), Course Learning Outcomes (CLOs), and/or Program Level Outcomes (PLOs), such as designing and planning assessments for course or program outcomes, pedagogy, mapping learning outcomes, reflecting on assessment results, classroom practice, dialoguing with colleagues on identified gaps derived from assessment data, improving assignments, content, equity focused practices and theories, or course delivery based on assessments, teaching methodology, reporting assessment work in program review or assessment management system, curriculum, and/or refining and updating student learning outcomes. All Contract, Regular and Temporary Leave Replacement (TLR) unit members will participate in activities including the following:

- (1) Attend and participate in Faculty meetings, Division meetings, subdivision and/or task force meetings, Chabot College ~~Hour~~ activities and/or Las Positas Town Hall meetings;
- (2) Hold memberships in the Faculty Senates, and/or College or District committees;
- (3) Participate in program and subject area improvement tasks such as program review and accreditation;
- (4) Meet deadlines in submittal of grades and Census Reports - see [Article 1C.1cc.](#) for Census definition;

In addition to the activities listed above, as part of the five (5) weekly professional hours, unit members may also take part in activities listed below that include, but not limited to the following:

- (5) Professional development activities outside of Flex Days - see [Article 1C.4g.](#) for Flex Day definitions;
- (6) Special responsibilities that may be appropriate to a particular unit member’s assignment, such as attending advisory committee meetings, or maintaining contacts with other educational institutions, organizations, businesses or industry;
- (7) Advising student clubs or activities, or other student mentoring;
- (8) Outreach activities to other educational segments and the community;

- (9) Onboarding, orientation, and symposium events;
- (10) ~~(9)~~ Tasks related to the coordination of a program or discipline that are not otherwise compensated through Reassign Time.
- (11) ~~(10)~~ Mentoring – see [Article 14C.5](#) and/or [Article 15C.5](#).

When the unit member has assignments for Load in more than one (1) division, it is understood that ~~he/she~~ the unit member will normally devote a proportionate amount of time to the work of each division.

When a unit member is on any type of Leave of Absence, no professional activities are required.

d. **Exception to Committee Service**

- (1) Any Full-time unit member may choose to receive prior required training and then participate in four (4) Part-time Faculty unpaid evaluations in one (1) semester, in lieu of serving on a standing committee for the semester. Evaluation training sessions shall be conducted on an annual basis as described in [Article 18I.8](#). Evaluators must be appointed by the appropriate Administrator.
- (2) See [Article 14C.5e](#).

10D.4 Counseling Faculty Workload

a. **Hours Per Week**

The Counseling Faculty Assignment, for no less than fifty percent (50%) of Contract, Regular, and Temporary Leave Replacement (TLR) Faculty, shall be seventeen and one-half (17.5) weeks. A seventeen and one-half week (17.5) assignment shall consist of twenty-seven and one-half (27.5) hours of direct scheduled academic, career, and personal counseling, of which two and one-half (2.5) hours is focused on proactive and follow-up student contact via telephone and electronic mail, plus two and one-half (2.5) hours of professional Counseling Activities, and five (5) hours of professional activities as described in Article 10D.3c.

The two and one-half (2.5) hours for professional Counseling Activities for guided pathways work including success teams, participation in discipline planning as described in [Article 26E.7](#); and liaison with instructional areas.

- (1) Counseling Faculty Assignment Outside of the Instructional Calendar
 - a. Counseling faculty shall be assigned to work three (3) additional weeks outside of the instructional calendar, with twenty-seven and one-half (27.5) scheduled hours of direct student contact per week (see Article 10D.4a). These three (3) weeks shall be scheduled as the two (2) weeks preceding the Fall semester, and the one (1) week preceding the Spring semester.
 - b. Selection for these seventeen and one-half (17.5) week assignment shall be voluntary and/or based on program need. In consultation with affected faculty, the supervising administrator may determine that a particular assignment meet the seventeen and one-half (17.5)

week schedule (see Article 10D.4a). If fewer than fifty percent (50%) of Contract, Regular, and TLR Counseling Faculty volunteer, the balance needed to achieve fifty percent (50%) staffing shall be assigned through a rotational seniority process.

b. Sixteen (16) Week Alternative Counseling Faculty Assignment

- (1) Excepting those required to work the seventeen and one-half (17.5) week assignment with the three (3) weeks scheduled outside of the instructional calendar (see article 10D.4a1), Counseling Faculty may opt for an alternative sixteen (16) week per semester assignment. The sixteen (16) weeks assignment shall consist of thirty (30) hours of direct scheduled academic, career, and personal counseling, of which two and one-half (2.5) hours is focused on proactive and follow-up student contact, plus two and one-half (2.5) hours of professional Counseling Activities (see article 10D.4a), and five (5) hours of professional activities as described in Article 10D.3c.
- (2) The sixteen (16) week assignment shall begin one (1) week prior to the start of the instructional calendar for the Fall and Spring semesters and shall conclude at the end of the fifteenth (15th) week of each semester.

c. b—Scheduled Counseling Hours

The twenty-seven and one-half (27.5) scheduled hours of assignment shall include Appointment Counseling Faculty Hours, Drop-in Counseling Faculty Hours, Student Onboarding and Orientations, Student Group Counseling Sessions (e.g. abbreviated education planning), Counseling Related Workshops (e.g. transfer related workshops), and Embedded Counseling Hours (e.g. Guided Pathways Counseling), proactive and follow-up student contact via telephone and electronic mail.

- (1) Appointment Counseling Faculty Hours are scheduled on the basis of an average of two (2) per hour except for when such tasks may necessitate additional time, up to one (1) hour, as determined by the appropriate Administrator in consultation with the Counseling Faculty.
- (2) Drop-in Counseling Faculty Hours are scheduled on the basis of an average of four (4) students per hour an “as needed” basis for needs other than Specific Appointment Counseling Faculty Hours.
- (3) Student Onboarding Sessions and Student Group Counseling Sessions to new and returning students.
- (4) If students scheduled for Appointment Counseling leave early or miss appointments, Counseling Faculty shall follow Counseling Department procedures as determined by the appropriate Administrator in consultation with the Counseling Faculty.
- (5) Full-time unit members shall have the opportunity to perform a portion of their professional responsibilities which include student contact hours in a remote modality with administrator approval. The administrator will determine the distribution of remote assignments across the week. No more than twenty-two percent (22%) of the

Counseling Faculty member's student contact hours ("D" Hours for load) will be scheduled to be performed remotely. The total scheduled online hours for a Counseling Faculty member who also instructs online, cannot exceed sixty percent (60%) of their Full-time load. Virtual and in-person counseling services will be delivered from campus offices on the non-remote work days of each week.

- (6) Counselors, who have a seventeen and one half (17.5) week assignment are not required to work their non-instructional assignment on the Wednesday immediately preceding Thanksgiving Day.
- (7) Counseling Faculty who have a seventeen and one-half (17.5) week assignment will hold eighteen (18) scheduled counseling hours during the last week of instruction. The appropriate Administrator in consultation with the Counseling Faculty member may make adjustments to the final week of instruction schedule, not to exceed the eighteen (18) hour obligation.
- (8) Counseling Faculty who take a Winter Intersession assignment shall only be scheduled from the first day of instruction in January up until, but not including, one week before the first day of instruction in the Spring semester.

d. **Required Onboarding Event Participation (see Article 10D.3C9)**

The Counseling Faculty Assignment includes participation in one (1) annual onboarding events (e.g. New Hawk Day/SOAR). Onboarding events may occur outside of the regular service hours, and in addition to the approved weekly schedule. Participation is mandatory. Approved Leaves of Absence are required to relieve the unit member of an onboarding counseling assignment. Colleges will inform counselors of the one (1) annual onboarding event (e.g. New Hawk Day/SOAR), limited to a maximum of 6 hours, by Convocation of that academic year.

e. **e. Other Specific Provisions for Counseling Faculty**

- (1) Professional Activities see [Article 10D.3c-d.](#)
- (2) When Counseling Faculty perform credit instruction for Load, their regularly scheduled counseling hours shall be reduced commensurately, excepting for that which is accounted as a workload residual in accordance with [Article 10D.9](#). For the purpose of this provision, one (1) Calculated A Hour (CAH) is equivalent to 32.083 cumulated scheduled counseling hours, or 1.833 hours per week over the duration of a 17.5 week semester [e.g., a 3 Calculated A Hour (CAH) credit assignment displaces five and a one-half (5.5) weekly Faculty ("D" Hours)].

In all cases, the Counseling Faculty member shall maintain the stated five (5) professional activity hours. It is understood that office hours associated with the instructional assignment will require Counseling Faculty to hold appropriate office hours at the rate of one (1) office hour per three (3) CAH assignment or a pro-rated portion of that commensurate with the CAH of the class. These office hours will be

scheduled and done outside the scheduled counseling hours described above.

(3) Required professional counseling and professional responsibility activities shall not displace or reduce scheduled student-contact hours, except by mutual agreement with the dean when operationally necessary. When a professional responsibility activity is approved that conflicts with previously scheduled student-contact hours, the counselor shall reschedule the affected student-contact hours at a date and time approved by the dean.

(34) If a Regular, Contract, or Temporary Leave Replacement (TLR) Counseling Faculty unit member's assignment includes the coordination of a related program, it is understood that the associated "F" Hours per week, combined with student contact hours ("D" hours) may exceed twenty-seven and one-half (27.5) hours per week. While there is a clear expectation that the coordination portion of the Faculty member's duties carry the presumed 2.17 weekly hours per CAH (or 1.182 "F" Hours per "D" Hour) commensurate with an Alternative Duty assignment, Counselor-Coordinators shall not be required to have more than twenty-seven and one-half (27.5) total scheduled weekly hours, (i.e., the remainder of coordinator duties will be performed on a non-scheduled basis). For Counseling Faculty on a sixteen (16) week assignment the coordination portion of the Faculty member's duties carry the presumed 2.53 weekly hours per CAH (or 1.267 "F" Hours per "D" Hour) commensurate with an Alternative Duty assignment, Counselor-Coordinators shall not be required to have more than thirty (30) total scheduled weekly hours, (i.e., the remainder of coordinator duties will be performed on a non-scheduled basis).

Counseling faculty with reassignments or Alternative Duty assignments shall, will make every effort, in consultation with the appropriate administrator, to provide an increased number of direct student contact hours during defined "peak periods." as defined Peak periods shall be identified in the discipline plan. The total number of direct student-contact hours assigned during these periods shall not exceed thirty (30) per week for the Counselors with the sixteen (16) week assignment. The total number of direct student-contact hours assigned during these periods shall not exceed twenty-seven and one-half (27.5) per week for the Counselors with the seventeen and one-half (17.5) week assignment.

f. **d. Deadline for Production of the Discipline Plan and Master Schedule**

The Administrator(s) with supervisory responsibilities for each College's Counseling Faculty Department(s) (including EOPS, DSPS, CalWORKS, or any department that contains Full-time Counseling Faculty) will, with the

input of Counseling Faculty therein, produce a Discipline Plan that details a Master Schedule for the by the end of the first full week of November. This discipline plan will follow the process described in [Article 26.E](#). Counseling Faculty will provide the appropriate Administrator with their input at least ten (10) working days prior to the above deadline dates for the Fall, Spring and ~~Summer~~ Intersession Terms. Once developed, Master Schedule changes may be made as determined by the appropriate Administrator in consultation with the Counseling Faculty.

g. e. Master Schedule Assignment

The Master Schedule shall be opened for assignment selections by Counseling Faculty through a process established by the appropriate Administrator responsible for supervision of the Counseling Faculty, with advice from the Counseling Faculty.

In the absence of a consensus amongst Counseling Faculty as to how to determine which unit member shall receive a specific assignment that is either (a) requested by more eligible unit members than are required, or (b) a critical need that would otherwise be insufficiently staffed, the Administrator responsible for supervision of the Counseling Faculty will implement a Rotational Seniority process that is similar in scope and effect to that described in [Article 10D.10](#) for overload assignments.

10D.5 Library Faculty Workload

a. Hours per Week

The Library Faculty assignment (Library Faculty service) for no less than half fifty percent (50%) of Contract, Regular, and Temporary Leave Replacement (TLR) Faculty, shall be seventeen and one-half (17.5) weeks, and shall consist of thirty (30) scheduled hours per week. In addition, there will be two and one-half (2.5) hours of professional Librarian Faculty activities, which may include liaison to the outside community, liaison to instructional divisions and other college groups, and other activities related to the Specific Standards described in [Articles 14C.8.](#) and [15C.8.](#) plus five (5) hours of professional activities as described in [Article 10D.3c.](#)

(1) Library Faculty Assignment Outside of the Instructional Calendar
Library faculty shall be assigned to work three (3) additional weeks outside of the instructional calendar, with thirty (30) scheduled hours/week (see article 10D.5a). These three (3) weeks shall be scheduled in consultation with the supervising administrator.

Selection of the seventeen and one-half (17.5) assignment shall be voluntary and/or based on program need. In consultation with affected faculty, the supervising administrator may determine that a particular assignment meet the seventeen and one-half (17.5) week schedule (see Article 10D.4a). If fewer than one half fifty percent (50%) of Contract, Regular, and TLR Librarian Faculty volunteer, the balance needed to

achieve fifty percent (50%) staffing shall be assigned through a rotational seniority process.

(2) Sixteen (16) Week Alternative Library Faculty Assignment
Excepting those required to work the seventeen and one-half (17.5) week assignment with the three (3) weeks scheduled outside of the instructional calendar (see article 10D.4a1), Library Faculty may opt for an alternative sixteen (16) week per semester assignment. The sixteen (16) week assignment shall consist of thirty-two and one-half (32.5) scheduled hours per week, plus two and one-half (2.5) hours of professional Librarian Faculty Activities (see article 10D.5a), and five (5) hours of professional activities as described in Article 10D.3c.

b. Scheduled Library Faculty Hours

The Library Faculty's scheduled hours of assignment are primarily for the purpose of reference service, collection development activities, library instruction on a not-for-credit basis (e.g., library orientations) and other activities related to maintaining library services to the college.

When Library Faculty perform credit instruction for Load, their regularly scheduled Library Faculty hours shall be reduced commensurately, excepting for that which is accounted as a workload residual in accordance with Article 10D.9. For the purpose of this provision, one (1) Calculated A Hour (CAH) is equivalent to thirty-five (35) cumulated scheduled Library Faculty hours, or two (2) hours per week over the duration of a seventeen and a one-half (17.5) week semester.

(1) Library Faculty with a seventeen and one-half (17.5) week assignment are not required to work their non-instructional assignment on the Wednesday immediately preceding Thanksgiving Day.

e. College Hours

Library Faculty may use College Hours for either scheduled or unscheduled activities described above.

c. & Overloads and Workload Banking

The provisions for overload service are described in Article 10D.12. In all cases, order of assignments, described in Article 18B.1e., shall apply. In addition, the Library Faculty unit member will be required to maintain his or her their two and one-half (2.5) professional Library Faculty hours and five (5) professional hours.

d. Library Faculty Assignment Outside of the Instructional Calendar

Library Faculty who have a seventeen and one-half (17.5) week assignment will provide their full service week during the last week of instruction except the last day of instruction which shall be four (4) hours.

The appropriate Administrator in consultation with the Library Faculty

member may make adjustments to the schedule for both seventeen and one-half (17.5) and sixteen (16) week Library Faculty assignments.

The District and the Faculty Association recognize that instructional support services, including library services, continue to evolve with changes in technology, student needs, and changes to the district's academic calendar. To support ongoing evaluation of effective support of students, the parties agree to engage in structured discussions regarding whether limited remote-work options for librarians may be feasible.

No later than April 1, 2026, the District and the Association shall convene a joint workgroup with membership to be mutually agreed upon by District and Faculty Association to, at a minimum:

- (1) Review librarian duties and service patterns;
- (2) Evaluate operational, technological, accreditation, legal, and student-service impacts associated with any remote-work option;
- (3) Consider equity and comparability with other faculty assignments;
- (4) Identify any data, pilot experiences, or analysis needed to inform future bargaining.

The workgroup shall prepare a written summary of its findings and any mutually agreed recommendations by June 1, 2026, to the Vice Chancellor, Human Resources and the Faculty Association President, or designee, for review. Any remote-work option for librarians shall be subject to negotiation between the District and the Faculty Association.

10D.6 Student Coaching by Non-Counseling Faculty

- a. Faculty coaching may be undertaken by Instructional Faculty, but shall not include work routinely performed by counseling faculty, such as Student Educational Plans (SEPs), course articulation, and Probation plans.
- b. Faculty coaching approved for Load for institutional initiatives, such as Guided Pathways, will be compensated in accordance with Special Assignment Faculty Hour F ("F" Hour).

10D.7 Assignments Outside the Fall and Spring Semesters

All new Contract and Temporary Leave Replacement (TLR) unit members are expected to serve two (2) additional days of orientation immediately prior to the beginning of their first Fall Semester. See Article 8C.2.

The District may assign Faculty Load on days that are not part of the Fall and Spring Semesters to Contract, Regular, or Temporary Leave Replacement (TLR) Counseling, Library, and Special Assignments Faculty, if mutually agreed (See below for Counseling Faculty). Instructional Faculty shall not be assigned for Load on days that are not part of the Fall and Spring Semesters.

In the case of Counseling Faculty, the District will have certain rights of assignment outside the Fall and Spring Semesters as enumerated below. In no case will the total number of assigned days exceed one hundred and seventy-five

(175) including required College Days, Convocation Day, and Orientation. In the event any unit member is required to work more than one hundred and seventy-five (175) days, the unit member shall have the right to receive overload pay according to the Schedule of Part-time Faculty Service Rates. Any portion of the assignment not compensated as overload shall count as a workload residual in accordance with [Article 10D.9](#).

The appropriate Administrator responsible for the Counseling Faculty may require Counseling Faculty to work for Load outside of the Fall and Spring Terms. In these cases:

- a. The appropriate Administrator responsible for supervision of the Counseling Faculty shall make every effort to assign staff to fulfill the service requirement by mutual agreement among eligible Faculty;
- b. All hours worked outside Fall/Spring shall be converted to Calculated A Hour (CAH) and be counted as a workload residual according to [Article 10D.9](#) below, so the unit member may apply any positive residual to workload banking or toward taking paid compensatory time off in a future semester. If the unit member chooses to take compensatory time off, the time off can be scheduled for consecutive days, e.g., in week-long blocks; alternatively, the unit member may apply the residual to work a reduced load over all or part of a subsequent Term.
- c. In the absence of mutual agreement to assign staff to fulfill the service requirement outside Fall and Spring Terms, the District will follow a rotational assignment procedure consistent with that described in [Article 10D.10](#), but which begins with the least senior Regular or Contract unit member.

10D.8 Exclusions

Contract, Regular and Temporary Leave Replacement (TLR) unit members assigned to apprenticeship classes are not included in this Article.

10D.9 Workload Residuals for Continuing Contract or Regular Faculty

See [Article 21F.5d](#). and [Appendix](#): Load Sheet Memo & Sample.

When an overload assignment is incurred, the unit member can choose to place all or part of the extra Calculated A Hours (CAHs) accordingly:

- Into a Non-Banked Carry-over Account, subject to the restrictions below;
- Into a Banked Account, subject to the restrictions in [Article 12-2A.2](#);
- Be paid cash according to the [Part-Time Faculty Salary Schedule](#) for all or part of the overload assignment; and/or Non-Banked Carry-Over.

When Contract or Regular unit member's completed assignment results in an overage or underage of more than five (5) CAHs the overage (positive balance) or underage (negative balance) must be brought to five (5) CAHs or less within two (2) Calendar Years. This shall be designated as "Non-Banked Carry-over" for the purpose of the unit member's Load Sheet. It is understood that a unit member may exceed his/her their Load obligation in any Academic Year, as long

as the Non-Banked Carry-over to the next Academic Year is not greater than five (5) CAHs. Additionally, when a unit member has an underage, overload must first be applied to the underage prior to receiving overload for pay. See [Article 17E](#) for Application of Load to ~~Summer Session and Inter-session Intersession~~ assignments.

If the unit member is participating in Workload Banking, the excess Load is subject to limitations in [Article 12-2A.1c](#).

a. Load Sheets and the Exclusion of Banked Load

Workload that is banked in accordance with [Article 12-2A.1](#) shall not be considered an overage for the purposes of this Section, and the two categories shall not commingle. For this reason, a unit member's Load Sheet shall have two (2) designations, one for Non-Banked Carry-over (overage or underage), and one (1) for Banked Load.

A unit member may utilize the Workload Banking Request Form to transfer a specified amount of CAH from ~~his/her their~~ positive overage (*i.e.*, Non-Banked Carry-over) into Banked Load, subject to the conditions in [Article 12-2A.](#) Conversely, insofar as the Non-Banked Carry-over shows an underage (negative balance) the unit member may reduce the underage by transferring CAH from ~~his/her their~~ Banked Load balance. See [Article 12-2A.1c\(3\)](#).

For Counseling, Librarian, and Special Assignments Faculty, Load equivalents are shown in [Article 10D.12](#). Load sheets should be maintained for such unit members carrying over workload from one (1) Academic Year to the next. Load sheets shall be maintained for all unit members who are workload banking.

b. Remedying an Overage Greater than Five (5) CAHs

Workload overages may not be cashed out directly. In such case that a unit member accumulates a positive Non-Banked Carry-over that exceeds five (5) CAHs, the unit member shall be afforded the opportunity to reduce said overage to five (5) CAHs or less by electing one (1) or more of the methods below:

- (1) The unit member may transfer a specified amount of CAH to Banked Load, within the limitations of [Article 12-2A.1](#);
- (2) The unit member may elect to work a comparable underage in the present or upcoming semester (*i.e.* fulfill less than ~~his/her their~~ normal Load obligation) while receiving full pay and benefits;
- (3) As part of option (2) above, the unit member may specify a class to be converted from Load to overload in the present or upcoming semester, as long as the resulting overload is within the limitations specified in [Article 10D.11](#).

c. Resolution of Workload Underage for Non-Continuing Faculty

A non-continuing Faculty member with a negative Load balance shall have preference for assignments to bring ~~his/her their~~ Load balance to "0".

10D.10 Overloads

Overloads are voluntary assignments of a Regular, Contract, or Temporary Leave Replacement (TLR) unit member to additional instructional, counseling, librarianship, or other unit member duties beyond those required of a Full-time Academic Load. During a contractually authorized semester for Instructional Faculty unit members, overload refers to units exceeding fifteen (15) Calculated A Hours (CAHs) and/or their equivalent assignment.

- a. The additional duties that comprise an overload may be additional days beyond the one hundred and seventy-five (175) day maximum for Fall and Spring Semester assignments;

or

The additional duties that comprise an overload may be additional courses or services beyond the Full-time contractual workload applicable for Fall and Spring Semester.

- b. Regular and Contract unit members shall request in writing an overload assignment for the following Academic Year, ~~Summer Session~~, and/or ~~Inter-session Intersession~~ by the end of the first week of December. The request shall specify each Term desired for overload. If the unit member fails to declare his/her their interest in an overload assignment by the deadline herein, then the contractual assignment based on preference may be forfeited for that Semester, ~~Summer Session~~, and/or ~~Inter-session Intersession~~.

- c. Regular and Contract unit members shall have priority over Part-time unit members for performing ~~Inter-session, Summer Session Intersession~~ or overload assignments based on their minimum qualifications up to the contractually authorized limit of overload defined in [Article 10D.11](#), below. Rotational seniority may be invoked at a unit member's request, as described in items (d-e) below, or in [Articles 10D.4e](#) or [10D.7c](#). for Counseling Faculty.

Temporary Leave Replacement (TLR) unit members shall receive overload, ~~Summer Session or Inter-session Intersession~~ assignments according to the procedures listed in [Article 18B.1e](#) for Part-time unit members. Regular, Contract and Temporary Leave Replacement (TLR) unit members will be compensated according to the Schedule of Part-time Faculty Service Rates for all overload work.

- d. The first round of assignments for overload shall go to unit members in the Primary Discipline. The second and subsequent rounds of assignments shall be open to all unit members who possess the minimum qualifications, including unit members for whom the discipline is secondary, provided the unit member has requested an overload assignment in the indicated discipline in accordance with item ([Article 10D.10b](#).) above.
- e. If two (2) or more Regular or Contract unit members request assignment to the same course and section and cannot arrive at a consensus as to who will receive the assignment, the most senior unit member who has not taught the course in the longest time for overload shall receive the assignment. If no unit member requesting the same assignment has taught the course in the

past, then the most senior unit member shall receive the assignment. This provision notwithstanding, if rotational seniority is requested by a Contract or Regular unit member, then each eligible unit member shall have the right to choose an assignment, in order of seniority (initially determined by date of hire) until either all the assignments are taken, or all unit members are assigned the desired amount of overload per [Article 10D.11](#). The written request shall be specific to: (a) the Academic Year (Fall and Spring Semesters); or (b) Summer Sessions Intersessions; or (c) Inter sessions. The process shall proceed as follows:

- (1) Once the most junior unit member receives an assignment in any round, the process shall wrap around to the most senior unit member who has the first right of choice in the next round;
- (2) Each Term the process shall commence where it left off the previous Term (i.e., it does not automatically begin each Term with the most senior unit member). The following guidelines shall be followed:
 - (a) When rotational seniority is requested for the Academic Year, the process commences each Spring Semester where it left off the previous Fall Semester, and commences each Fall Semester where it left off the previous Spring Semester;
 - (b) When rotational seniority is requested for Summer Session the process commences each Spring Semester where it left off for the previous Summer Session
 - (c) When rotational seniority is requested for Inter session an Intersession, the process commences for each Inter session Intersession where it left off for the previous Inter session Intersession.

If two or more categories of rotational seniority are in effect concurrently, the rotations shall be independent and separate.

- (3) In some situations (e.g., if this process is invoked in accordance with [Article 10D.4](#) or [10D.7](#)), it may be appropriate to follow the order of seniority in reverse. In these cases, the initial use should start with the most junior eligible unit member.

Once rotational seniority is implemented at the request of a unit member it may be suspended by unanimous written consent of all Contract and Regular unit members assigned to the college-specific discipline or service area, as verified and approved by the appropriate Administrator. If it is re-implemented within four (4) Academic Years, the process shall re-commence where it most recently left off.

- f. Temporary Leave Replacement (TLR) unit members shall be eligible for overload, Summer Session, or Inter session Intersession assignments according to [Article 18B.1e](#) after Part-time unit members receive assignments. The above processes of rotational seniority and requesting assignments shall be followed if invoked.

10D.11 Workload Banked and Overload Limits

Full-time Regular unit members may choose to workload bank hours in a semester in which they are providing services in excess of a full Load. In the same semester in which a Full-time Regular unit member chooses to workload bank, the Full-time Regular unit member may do an overload for hourly pay.

The total from the workload banking, overage, and the overload for hourly pay shall not exceed fifty percent (50%) or two (2) classes (including large lecture classes and/or Special Assignment workload equivalents) whichever is greater not to exceed sixty-seven percent (67%) of a Full-time Load. The overload limit described herein is an annual aggregated total for both Fall and Spring semester; the limit shall apply independently to the ~~summer sessions~~ Intersessions. Notwithstanding, a unit member may teach a single class for overload that is greater than fifty percent (50%) of a Full-time Load. For example, an eight and a one-quarter (8.25) Calculated A Hours (CAHs) lab science class that consists of a lecture that breaks into two (2) laboratory sections is considered a single class for the purpose of this provision. See [Article 10D.9](#) for overage reference.

Additionally, overload may ~~occasionally~~ exceed the limits specified above by mutual agreement of management and Faculty, or if all existing Part-time Faculty have an assignment consistent with [Article 18](#), or if programmatic needs require. Under no circumstances shall overload exceed fifteen (15) Calculated A Hours (CAHs) in any given Term, or three (3) classes not to exceed eighteen (18) Calculated A Hours (CAHs). This includes ~~Summer Session and Inter-session~~ Intersessions.

- a. See Articles [12-1A.3h](#) and [18B.1e\(2\)](#). Unit members on Sabbatical Leaves of Absences have not entitlement to be offered overload assignments before hiring Part-time Faculty.

10D.12 Overload Limits and Workload Banking for Non-Instructional Faculty

In order to determine overload limits for Non-Instructional Faculty, irrespective of whether the overload includes an instructional component, the non-instructional hours shall be converted to Calculated A Hours (CAHs) as provided below, and the fifty percent (50%) Load limit described in [Article 10D.11](#), shall apply to the aggregated Load from both instructional and non-instructional elements. It is understood that unit members may elect to apply any Calculated A Hours (CAHs) defined herein to workload banking in accordance with [Article 12-2](#).

a. Faculty Hour D [“D Hour”] (Counseling Faculty)

One (1) Calculated A Hour (CAH) is equivalent to 32.083 cumulated scheduled counseling hours. Alternatively, for an overload assignment of a set number of weekly hours lasting a full semester (Fall or Spring), the Calculated A Hour (CAH) value is the number of weekly hours multiplied by the “D” Hour Load factor of 0.545.

b. Faculty Hour E [“E” Hour] (Library Faculty)

One (1) Calculated A Hour (CAH) is equivalent to thirty-five (35) cumulated scheduled Library Faculty hours. Alternatively, for an overload

assignment of a set number of weekly hours lasting a full semester (Fall or Spring), the Calculated A Hour (CAH) value is the number of weekly hours multiplied by the “E” Hour Load factor of 0.50.

c. **Faculty Hour F [“F” Hour] (Special Assignments Faculty)**

One (1) Calculated A Hour (CAH) is equivalent to thirty-eight (38) cumulated hours (“F” hour). Alternatively, for an overload assignment of a set number of weekly hours lasting a full semester (Fall or Spring), the Calculated A Hour (CAH) value is the number of weekly hours multiplied by a Load factor of 0.46.

10E. Class Size

10E.1 Distance Education Impact

It is understood that all Distance Education courses shall not exceed the negotiated standards for a comparable face-to-face course unless requested by instructor.

10E.2 Minimum Class Size

The class size for credit classes shall normally be no fewer than twenty (20) enrollees for all classes except for online asynchronous which shall normally be no fewer than twenty-five (25) enrollees, with it being understood that the District is authorized to maintain a limited number of classes of fewer than twenty (20) enrollees (twenty-five (25) for online asynchronous classes), pursuant to the provisions of this Article.

Exceptions to the minimum of twenty (20) or twenty-five (25) students enrolled may be made by each college. Factors to be considered in deciding which class may be allowed with fewer than twenty (20) or twenty-five (25) enrollments include:

- a. Classes required for graduation, for a major, or for a career;
- b. Classes offered in limited capacity classroom or laboratory facilities;
- c. Classes subject to statutory or State regulations mandating class size;
- d. Initial pilot or experimental offerings for their first and second presentations;
- e. Contracts with outside agencies under which the District agrees to provide instruction;
- f. Classes in which the enrollment was targeted below the contractual minimum class size as part of a Discipline Plan which fulfills the recommended Weekly Student Contact Hour/Full-time Equivalent Faculty (WSCH/FTEF) target established by the College Enrollment Management Committee (CEMC) - see [Article 26: Enrollment Management](#);
- g. The District and the Faculty Association will negotiate over any increase in minimum class size.

10E.3 Large Enrollment Lecture Classes

See Appendix: Large Lecture Application Form.

In accordance with the Division Discipline Plan (see [Article 26E.4](#)), a unit member may elect to schedule a Large Enrollment Lecture Section. The unit member may receive support from the College Enrollment Management Committee (CEMC) in the following areas: enrollment analysis, student success analysis (i.e., retention, grades, and persistence), classroom strategies, and training for effectively using support staff. In the event that more unit members wish to teach large sections than there are suitable rooms available, a rotational schedule shall be used. All large lecture classes must be pre-approved and scheduled with mutual agreement of the unit member, the appropriate Administrator, and the appropriate Vice President, Academic Services.

The unit member may be provided additional student assistant time, additional supplies, or other class support. This additional support will be agreed upon with the appropriate Administrator at the time the class is scheduled and will be proportional to the class size at Census. See [Article 1C.1cc.](#) for Census definition.

Each approved class that is taught during the duration of this Contract shall be evaluated by the unit member offering the course and the evaluation results made available to the College Enrollment Management Committee (CEMC) upon request. This evaluation shall be submitted to the appropriate Administrator at the time course grades are filed, and shall include a summary of student evaluations. If a unit member teaches said class on a Part-time basis or for overload pay, service reports shall be made using monthly timesheets. Pay or Load shall be adjusted no later than thirty (30) days after the Census Report is recorded.

Compensation shall be according to the following chart:

[Class size at Census (see [Article 1C.1cc.](#) for Census information) is used to determine Load or pay factors.]

Load Factors for Large Lecture Classes	
Class Size at Census	Pay/Load Factor
55	1.10
60	1.20
65	1.30
70	1.40
75	1.50
80	1.60
85	1.70
90	1.80
95	1.90
100	2.00

Load Factors for Large Lecture Class Continued

Class Size at Census	Pay/Load Factor
105	2.10
110	2.20
115	2.30
120	2.40
125	2.50
130	2.60
135	2.70
140	2.80
145	2.90
150	3.00

10E.4 Maximum Class Size

The Faculty Association shall negotiate with the District on the subject of maximum class size.

The standard maximum class size in lecture classes that are not limited to less is forty- four (44) students.

The standard maximum class size for Mathematics lecture classes is thirty-five (35) students.

The standard maximum class size for Communication Studies 1 is thirty (30) students.

The standard maximum class size for World Languages lecture classes is thirty-five (35) students at the beginning/elementary (1A/1B) level, and thirty (30) students at the intermediate/advanced (2A/2B) level.

See [Article 10D.1c.\(1\),\(2\),\(3\)](#) for maximum class size for English classes.

No class enrollment may exceed the room occupant limits established for each individual classroom. Enrollments that exceed occupant limitations shall be immediately reported to the unit member's appropriate Administrator.

The District and the Faculty Association will negotiate any increase in maximum class size.

Effective Summer 2026, all fully online asynchronous class maximums shall increase by two (2) students based on the maximum class sizes delineated in 10E.4 above.

The administration may not add a student to a class that is full, or place a student onto to its Wait List ahead of other students, without the written permission of the Instructor of Record.

10F. Dual Enrollment and Other Community Partnership Agreements

(See [MOU: Dual Enrollment and Other Community Partnership Agreements](#))

The District shall negotiate all impact issues of Dual Enrollment and other Community Partnership Agreements with classes at off-campus sites that propose to alter wages,

hours, and working conditions of employment from what has been agreed in Section 10G.1 and across the Contract between the District and the Faculty Association.

10F.1 Dual Enrollment and Other Community Partnerships Agreements with Off- Campus Sites (DECRA) for Credit Classes

There is a ~~limited~~ practice of offering classes for credit under Dual Enrollment or any other Community Partnership Agreements. Some of these classes have been offered for apportionment at local high schools to the local student population by Chabot-Las Positas Faculty. The local venue for the DECRA classes has often had a different Academic Calendar than that of the Chabot-Las Positas Community College District (CLPCCD). This Section applies to DECRA courses.

In consideration of the potential for CLPCCD Faculty to be teaching DECRA classes as described above, the Parties agree to the following:

- a. The CLPCCD Faculty shall be apprised of any different Academic Calendar in advance of taking the assignment. CLPCCD Faculty shall be paid overload according to the [Schedule of Part-Time Service Rates](#) (within the Faculty Salary Schedule), if the DECRA assignment requires more than one hundred and seventy-five (175) days of instruction.
- b. DECRA assignments shall be completely voluntary. As a general rule, untenured, Contract Faculty will not be asked to teach a DECRA class.
- c. CLPCCD Faculty shall have the same number of instructional hours per DECRA course as their on-campus Faculty counterparts. To wit: If one on-campus course meets for fifty-four (54) hours during a semester, then the same course offered under DECRA shall meet for fifty-four (54) hours.
- d. [Article 18B.1e](#) shall be followed. Distribution of assignments shall be followed per Article 18B.3. as follows:
 - (1) ~~To all Contract, Regular and Temporary Leave Replacement (TLR) Faculty for Load.~~
 - (2) ~~To Contract and Regular Faculty for overload for extra pay and Summer/Inter session.~~
 - (3) ~~To retirees with Emeritus status at District discretion.~~
 - (4) ~~To existing or newly hired Part-time Faculty in order to fulfill program needs according to seniority provisions in [Article 18B](#).~~
 - (5) ~~To Temporary Leave Replacement (TLR) Full-time Faculty for overload.~~

~~Under [Article 18B.1g](#), the appropriate CLPCCD Administrator may include any assignments of Part-time Faculty to DECRA courses in the twenty percent (20%) allocation he/she has for discretionary assignments.~~

~~The [Part-Time Faculty Assignment Preference Form](#) shall be consulted by the appropriate CLPCCD Administrator before making off campus site assignments to Part-time Faculty.~~

- e. The Discipline Plan process articulated in [Article 26](#) shall be consulted. DECPA classes shall not replace a regular class on the CLPCCD schedule for either college.
- f. When DECPA classes are to be held at a high school location, CLPCCD Faculty assigned to the classes shall be trained in the specific regulations and required interventions related to the safety of the minor students at the high school site in advance of the start of the classes.
- g. The Faculty assignments shall be determined exclusively by either Chabot College or Las Positas College according to the Contract between the District and the Faculty Association. High School and Community Partners in DECPA shall not have any rights in this determination.
- h. The CLPCCD pay shall be according to the appropriate Salary Schedule in this Agreement, either the [Full-time or Part-Time Faculty Salary Schedule](#).
- i. Limits on assignments of Part-time Faculty shall follow the ~~S~~sixty-seven ~~P~~ercent (67%) Law as articulated in [Article 18C.1](#).
- j. The class size shall not exceed the Contract limits. [Article 10E.4](#) states that the standard lecture class size is forty-four (44) unless limited to less and the standard lecture class size in Mathematics is thirty-five (35) unless limited to less. If the class is in English, it shall not exceed the Contract standards of [Article 10D.1c.\(1\),\(2\),\(3\)](#).
- k. If the class is offered for Distance Education, then [Article 19C](#) shall be followed.
 - l. The evaluation of CLPCCD Faculty at off-campus sites shall follow the appropriate Article in this Agreement. High School and Community Partners in DECPA shall have no rights with respect to the evaluation of Faculty.
 - m. It is the exclusive option of the CLPCCD Faculty, in collaboration with CLPCCD Management, to determine if they will serve office hours at the off-campus site. Part-time Faculty shall be paid for office hours according to [Article 21G.1](#). Regular, Contract, and Temporary Leave Replacement (TLR) Faculty shall have off-campus site office hours credited as part of their Load.
 - n. If the Faculty person assigned to an off-campus site for a DECPA class serves office hours as part of ~~his/her~~ their assignment, then the office shall be at the off- campus site and shall be part of the Faculty person's duty day so as not to require an extra trip to the off-campus site for the office hour.
 - o. There shall be no obligation for the CLPCCD Faculty assigned to a DECPA class to participate in any special projects inherent to the off-campus site.
 - p. The CLPCCD Faculty assigned to DECPA classes will teach their courses according to their course outline of record and their own syllabus. High School and Community Partners in DECPA shall not dictate the course content or the methods or modes of instruction or grading.
 - q. Notwithstanding the requirements of [Article 8C.4](#), final grades shall be due not less than seventy-two (72) hours after the DECPA class final exam has been scheduled.

For historical purposes:

See [MOU](#): Community Partnership: Partnership Agreement: Valley Care Nursing.

10G. Assignment Outside of the Not Less Than One Hundred and Seventy-Five (175) Required Duty Days

~~If solicited by the administration, Unit members are not required to participate in college activities outside of the required duty days defined in the Academic Calendar except when necessary to complete their contractual assignment or as described 10D.4.c.~~

Unit members who choose to participate in non-social college activities outside of required duty days shall receive Variable Flex Day service for their time. Examples of such non-social college activities include programs offered on a weekend or during a break in the Academic Calendar when Faculty service is needed. Said Variable Flex service shall be credited pursuant to the time the unit member performed the service. See [Article 29B.b.](#) for Variable Flex Days.

If a unit member has already earned ~~his/her~~ their Variable Flex Day service for the given Academic Year, or if there is no Variable Flex Day in that Academic Year's Calendar, then said unit member shall be compensated at the "F" Hour rate stated in [Article 21G.2](#). It is understood that prior management approval is needed to qualify for "F" Hour compensation. See [Article 29B.b.](#) for Variable Flex.

10H. Noncredit Instruction

All noncredit Instructional Faculty shall be afforded the working conditions and Unit Member rights as are granted to credit Instructional Faculty in this Collective Bargaining Agreement. All rights and responsibilities of Instructional Faculty in this Agreement shall be accorded to noncredit Instructional Faculty. Noncredit Instructional Faculty shall be hired, assigned, and evaluated pursuant to the guidelines described in this Agreement. Instruction that generates noncredit Full-time Equivalent Student (FTES) apportionment shall be taught or supervised by Unit Members.

10H.1 Assignments

- a. The current [Minimum Qualifications Handbook for Faculty and Administrators in the California Community Colleges](#) adopted by the California Community Colleges Board of Governors, and subsequent editions adopted, shall be used to determine the minimum qualifications and Faculty Service Areas (FSAs) for noncredit disciplines.
- b. Each college will maintain a list of noncredit disciplines under which noncredit courses will be offered.
- c. Noncredit teaching assignments will be made in the same manner as described for credit courses.
- d. Beginning in Fall Semester, 2018, the Full-time Faculty application for addition of secondary Faculty Service Areas (FSAs) will include noncredit disciplines.
- e. Each noncredit discipline will have a Seniority List separate from any Seniority List ~~or status~~ in credit instruction. [Loss of seniority in the noncredit](#)

discipline through the evaluation process shall also result in loss of seniority in the same credit discipline, and vice-versa.

- f. Full-time Faculty may perform noncredit teaching assignments for load or overload.

10H.2 Class Size

Class size and class cancellations for noncredit classes shall be determined in the same way that credit class size and cancellations are determined under this Agreement.

10H.3 Reporting Student Attendance

Each noncredit Instructional Faculty will be responsible for recording, maintaining, and submitting student attendance records as required by the State for Positive Attendance Accounting for Full-time Equivalent Students (FTES) apportionment. The specific requirements and processes will be determined by the District in collaboration with the Faculty Association (FA).

10H.4 Productivity and Full-time Equivalent Student (FTES) Targets

The annual process for setting productivity and Full-time Equivalent Student (FTES) Targets will specify targets for noncredit instruction separate from credit instruction.

10H.5 Change in Regulations from The State

In the event that there is a change in the regulations for noncredit instruction brought about by the State, including changes in the Full-time Equivalent Student (FTES) apportionment rates, the Faculty Association (FA) and the District shall agree to meet and negotiate the impact effects of any relevant changes.

10H.6 Step Advancement and Load Limitations

Equivalent Load values, expressed in terms of Calculated A Hours (CAHs), shall be established for Faculty Hours G.1 and G.2, for the purposes of accounting for the impact of noncredit instruction in:

- a. Application of Noncredit instruction to the fulfillment of Full-time Load obligation;
- b. Full-time Overload Limitations defined in [Article 10D.11.](#);
- c. Observance of the Sixty-Seven Percent (67%) Law, and Limit of Assignments for Part-time Faculty, defined in [Article 18J.1](#);
- d. Qualification for medical benefits for Part-time unit members in accordance with [Article 20A.6](#);
- e. Step Advancement for all Part-time and Overload work, in accordance with [Article 21I](#); and,
- f. Allowing for autopay for noncredit classes on a per-CAH basis. For such purposes, noncredit hours shall not be viewed differently and shall carry equivalent Load values as follows:

For Faculty Hour G.1 (Load Factor 0.75): 1 CAH = 23.33 Hours.

For Faculty Hour G.2 (Load Factor 1.0): 1 CAH = 17.5 Hours

For Faculty who perform both credit and noncredit instruction, noncredit CAH shall be combined with other CAH for the purpose of determining Load limits and eligibilities indicated in items a.-e. above. It is understood that Faculty Hour H [“H” Hour] (Tutorials) are exempt from this provision, and shall not count towards the purposes defined herein.

10H.7 Mirrored Classes

In the case that a college offers a “Mirrored Class,” where both noncredit and credit students are present, the class shall be staffed by an Instructional Faculty Member who is qualified to teach credit classes in that discipline. As such, the Instructional Faculty Member shall be compensated (or given Load credit) in accordance with the provisions established for credit instruction.

ARTICLE 11

LEAVES OF ABSENCE

TENTATIVE AGREEMENT

Effect of Leaves of Absence on Retiree Medical Benefits

Faculty considering Leaves of Absences should review the provisions concerning group medical insurance for retirees in [Articles 20B](#) and [20C](#).

11A. Sick Leave of Absence for Personal Illness and Accident

[See Appendix](#): Absence: Leave of Absence (LOA) Request or Report and Absence Report Form.

Unit members considering a Leave of Absence should review the provisions of [Articles 20B](#) and [20C](#) concerning medical insurance for retirees and the provisions of [Article 30A.4b](#) concerning Pre-Retirement Reduction of Annual Workload.

11A.1 Uses of Sick Leave of Absence

Sick Leave for Illness and Accident Leave is intended for the unit member's use and includes, but is not limited to, visits to a medical doctor, dentist, optometrist, oculist, podiatrist, chiropractor, psychiatrist or licensed clinical psychologist, licensed Marriage, Family and Child Counselor (MFCC) and Christian Science Practitioner.

- a. Unit members who are working are entitled to use Sick Leave for disabilities caused or contributed to by pregnancy, miscarriage, childbirth, and recovery therefrom on the same terms and conditions governing Leaves of Absence for other illness or medical disability.

11A.2 Earning and Accumulating Sick Leave of Absence for Contract, Regular, and Temporary Leave Replacement (TLR) Faculty

a. Full-time Employment

Sick Leave is earned at the rate of one (1) day per month of Full-time employment. Unit members who are employed Full-time (100% Load) shall be entitled to ten (10) days of paid Sick Leave each July 1 for the purposes of personal illness or injury. This Sick Leave accrual will be posted on the August pay warrant.

(1) Accumulation of Sick Days

If a unit member does not utilize the full amount of Sick Leave authorized in any Fiscal Year, the amount not utilized shall be accumulated from Fiscal Year to Fiscal Year. Sick Leave is credited at the beginning of the

Term and may be utilized immediately. If the unit member terminates employment before the end of the Term, the unit member must reimburse the District for any Sick Leave hours claimed that were not yet earned.

(2) **Leave of Absence Without Pay**

A unit member who is on Leave of Absence without Pay shall not earn Sick Leave.

(3) **Partial Day**

A unit member who is absent for less than one (1) full day shall have deducted from the accumulated Sick Leave the pro-rata portion of a day based on the ratio of scheduled hours absent to the total number of required assigned hours for that day. This calculation shall be done on the basis of percentage of the unit member's absence from the total number of hours ~~he/she~~ the unit member was scheduled that day. For instance, if a unit member was scheduled to work a six (6) hour day and missed three (3) hours, then only fifty percent (50%) of a Sick Day shall be deducted from ~~his/her~~ their allotted benefit.

(4) **Five Day Work Week for Purpose of Sick Leave Reporting**

For purposes of this Section, a Contract, Regular, or Temporary Leave Replacement (TLR) unit member who is absent for five (5) consecutive days shall have five (5) days of Sick Leave deducted from ~~his or her~~ their accumulated Sick Leave. This shall be the standard regardless of how many week days the unit member has of on-campus assigned duty days.

(5) **Full-time Employment (Eleven (11) Month Assignment)**

Sick Leave is earned at the rate of one (1) day per month of Full-time employment. Unit members who are employed Full-time under an eleven (11) month contract (one hundred percent [100%] Load) shall be entitled to eleven (11) days of paid Sick Leave each July 1 for the purposes of personal illness or injury. This Sick Leave accrual will be posted on the August pay warrant (pursuant to [Article 10C.4](#)). All other provisions under [Article 11A.2](#) apply in the same manner as ten (10) month positions.

b. **Less Than Full-time Employment Status**

Unit members who work less than Full-time shall be entitled to the pro-rated portion of the ten (10) days of Sick Leave based on the percentage of annual Full-time Load assigned.

c. **Summer Session Intersessions**

For unit members teaching Summer Session Intersessions for Load see [Article 17E.1](#).

d. **Part-Time (Overload) Sick Leave**

A Contract, Regular, or Temporary Leave Replacement (TLR) unit member who renders service on a Part-time basis during a Fall or Spring Semester will earn Sick Leave in exactly the same manner as stated in [Article 11A.3](#). For example,

a three (3) hour class will earn three (3) hours of Sick Leave for the Term. Unit members with Contract or Regular status may utilize Sick Leave, accumulated for the Academic Year and ~~Summer Session~~ Intersessions, during their service on a Part-time basis.

If a Contract, Regular, or Temporary Leave Replacement (TLR) unit member who is providing overload service for pay is absent from both ~~his/her~~ their regular assignment and overload assignment, then ~~both~~ the Regular ~~and the~~ Part-time Sick Leave will be deducted. ~~When the unit member exhausts his or her Part-time Sick Leave,~~ Regular Sick Leave is reduced as follows:

For instructional assignments:	1 hour = 1/4 day
For non-instructional assignments:	1 hour = 1/6 day

When a Contract, Regular, or TLR unit member has exhausted ~~his or her~~ their Regular Sick Leave, then Part-Time Sick leave will be deducted (Ed. Code section 22724). When using Part-time Sick Leave, it is possible to use more than one (1) day of regular Sick Leave per day of absence. For example, absence of one (1) day of regular assignment in addition to absence from two (2) instructional hours of an overload assignment will reduce regular Sick Leave by one and a half (1.5) days.

Part-time Sick Leave hours may be converted to days according to the above conversion factors, and added to the unit member's Full-time Sick Leave days upon request of the unit member.

e. Notification

Each unit member shall be notified of the accumulated Sick Leave earned during the regular Academic Year and/or ~~the~~ Summer Session Intersession with each monthly pay warrant.

f. Situations in Which Sick Leave is Not Normally Charged

(1) **Voluntary Substitution by Another Faculty Member:** No unit member absent due to illness or personal necessity for a period of three (3) days or less shall be charged Sick Leave if, during ~~his/her~~ their absence the position is voluntarily filled by other unit members who meet minimum qualifications, and are available to directly supervise the students at no cost to the District. It is understood that this provision only applies when the class is not canceled or when instructional, Counseling, Library or Special Assignments Faculty duties are not forfeited.

Whenever possible, the appropriate Administrator is to be notified in advance; otherwise the Administrator is to be notified the following work day. The Absence Report Form must be submitted to the appropriate Administrator or director by the unit member who was absent to verify that these conditions have been met.

(2) **Rescheduled Office Hours:** Upon the appropriate Administrator's approval a missed office hour may be rescheduled and served at a different time without charging against the unit member's sick leave balance. The unit member must notify their students in advance of day, time and method of rescheduled office hour.

g. Eligible Sick Leave from Outside the District

(1) Sick Leave credit received by transfer from the previous employer of a new unit member shall be accepted ~~within one Calendar Year from date of hire~~ pursuant to the provisions and limitations of the California Education Code.

(2) It shall be the responsibility of the unit member to notify the office of Human Resources in writing of the name and address of the District by whom ~~he/she the unit member~~ was last employed, and to request credit for the accumulated Leave of Absence for illness or injury to which ~~he/she the unit member~~ is or was entitled at the time of separation from said District.

h. Impact of Sabbatical Leave of Absence

For any Academic Year that includes one or both semesters on Sabbatical Leave of Absence, the Sick Leave earned shall be a pro-rata accrual of the normal ten (10) day allotment, in a proportion equal to the percentage of the unit member's normal salary that is to be disbursed for the Academic Year (for example, a unit member earning seventy-five percent (75%) of ~~his/her their~~ normal annual salary will accrue seven and a half days (7.5) for the Academic Year). If the unit member elects to use Banked Load to bring ~~his/her their~~ pay to one hundred percent (100%), then the Academic Year's Sick Leave accrual shall be the full ten (10) days.

11A.3 Earning and Accumulating Sick Leave of Absence for Part-Time Faculty and Full-Time Faculty Teaching Overload

Sick Leave for Part-time Faculty or Full-time Faculty teaching overload is calculated on a scheduled hourly basis. For each hour of primary service for a week during a Term, one (1) hour of Sick Leave is earned. These Sick Leave hours are accumulated from Fiscal Year to Fiscal Year. Sick Leave is credited at the beginning of the Term and may be utilized immediately. If the unit member terminates employment before the end of the Term, the unit member must pay back the hours earned.

Formula: # hours/week/Term = # sick hours/Term

[For example: A three (3) hour class equals (3) three hours of Sick Leave for the Term. A Counseling Faculty member who works ten (10) hours per week for that Term would earn ten (10) hours of Sick Leave for the Term.]

a. For short-term, ~~Summer Session or Inter-session Intersession~~ assignments, Sick Leave Hours shall accrue on the basis of the hours per week the assignment would entail if it were a full-term assignment, for example, a three (3) unit lecture assignment accrues three (3) hours Sick Leave regardless of the number of weeks the class meets.

b. Unused Part-time Faculty Sick Leave shall be converted to days and reported to the California State Teachers' Retirement System (CalSTRS) or California Public Employees' Retirement System (CalPERS) upon the unit member's retirement. This shall also apply to Full-time unit members who have Part-time Sick Leave hours. The conversion factor shall be as follows:

For Sick Leave hours accumulated for instructional assignments:

$$4 \text{ sick hours} = 1 \text{ day}$$

For Sick Leave hours accumulated for non-instructional assignments:

$$6 \text{ sick hours} = 1 \text{ day}$$

c. See [Article 29D.2](#) for impact issues related to Part-time Faculty Sick Leave of Absence deductions for missed mandatory Flex Day activities.

11A.4 Salary Deduction During Leave of Absence for Extended Illness or Accident

[See Appendix](#): Absence: Leave of Absence (LOA) Request or Report and Absence Report Form.

When a unit member with Contract or Regular status has exhausted all accumulated Sick Leave and is absent from duties on account of extended illness or accident for a period of five (5) school months [e.g. one hundred (100) working days] or less, the monthly salary shall be adjusted for each month that the absence occurs. Specifically, pursuant to Education Code Section 87786, the unit member shall receive differential pay which shall be calculated as fifty percent (50%) of his or her their regular salary, for the remainder of the Leave of Absence.

- a. If the unit member terminates employment before the end of the Academic Year, any entitled Sick Leave used but not earned shall be paid back to the District.
- b. There will be no salary deduction for any period of time covered by accumulated Sick Leave.
- c. When a unit member is absent from duties on account of illness or accident for a period of more than five (5) Academic Year months [e.g., more than one hundred (100) working days] and has exhausted all paid Sick Leave, the unit member shall be placed on Sick Leave without Pay for up to one (1) year, and then be placed on an eighteen (18) month re-employment list, at the unit member's option.
- d. Medical examination(s) may be required to be performed by one or more physicians paid by the District to determine physical and mental condition for continued service.
- e. The unit member understands that receiving fifty percent (50%) differential pay for a period of time will impact the accrual of service credit with CalSTRS or CalPERS.

11A.5 Medical Verification

Whenever a unit member claims Sick Leave for three (3) or more consecutive working days, or five (5) or more cumulative days in any thirty (30) calendar day period, the District may require the unit member to present a written, signed statement from the unit member's health care provider¹ or religious advisor where it is deemed in conformance with religious tenets, verifying the illness, injury or quarantine and the date the unit member can return to work.

Unit members returning to work following illness may be required to provide medical evidence of recovery sufficient to assume regular duties. A medical examination may be required at any time to be performed by one or more physicians approved by the District, at the District expense.

11A.6 Sick Leave Donation for Terminally Sick Employees

See Appendix: Sick Leave Donation Application.

A Terminal Illness is a disease that cannot be cured or adequately treated and that is reasonably expected to result in the death of the patient within a short period of time.

Each unit member may donate days of Sick Leave to individual employees of the District who, due to a terminal illness, have exhausted all accumulated Sick Leave. Donors may not donate more than two (2) days of Sick Leave in any Fiscal Year for Full-time unit members and twelve (12) hours for Part-time unit members, Full-time unit members must have a minimum of forty (40) days of accumulated Sick Leave on account with the District. To donate, Part-time unit members must have a minimum of seventy-two (72) hours of accumulated Sick Leave on account with the District. A Part-time unit member can donate no more than six (6) hours in any Fiscal Year. If a Full-time unit member donates a Full-time day of Sick Leave, that day shall equate to six (6) hours. Full-time unit members may also donate sick leave hours. A Full-time unit member may receive no more than one hundred (100) days of donated Sick Leave in total. A Part-time unit member may receive no more than seventy-five (75) hours of donated Sick Leave in total. A "terminal illness" must be certified by the procedure established in [Article 11A.5](#) above – Medical Verification.

11A.6a. Process for Requesting Donations see [Article 11A.7a](#)

11A.6b. Process for Making Donations see [Article 11A.7b](#)

11A.7 Sick Leave Donation to Employees Suffering a Serious Health Condition

See Appendix: Sick Leave Donation Application.

A "serious health condition" is defined as an illness, injury, impairment, or other physical or mental condition of a nature necessitating a continuous absence from

¹ For purposes of this section, the term "health care provider" shall be consistent with the definition of the same in the Family and Medical Leave Act of 1993, 29 USC 2601 (Public Law 103-3), which states, in pertinent part, that a health care provider is "... a doctor of medicine or osteopathy who is authorized to practice medicine or surgery by the State in which the doctor practices or any other person deemed ... to be capable of providing health care services."

work of more than ten (10) days that involves inpatient or outpatient care in a hospital or residential health care facility, and continuing treatment or continuing supervision by a health care provider as defined in [Article 11A.5](#) (Medical Verification). The District has the right to require additional certification by a physician chosen by and paid for by the District as per [Article 11A.5](#).

Each unit member may donate days of Sick Leave to individual employees of the District who, due to a serious health condition, have exhausted all accumulated Sick Leave. Donors may not donate more than two (2) days of Sick Leave in any Academic Year for Full-time unit members and six (6) hours for Part-time unit members, and Full-time unit members must have a minimum of forty (40) days of accumulated Sick Leave on account with the District. To donate, Part-time unit members must have a minimum of seventy-two (72) hours of accumulated Sick Leave on account with the District. A Part-time unit member can donate no more than six (6) hours in any Fiscal Year. If a Full-time unit member donates a Full-time day of Sick Leave, that day shall equate to six (6) hours. Full-time unit members may also donate sick leave hours. No Full-time Faculty person may receive more than thirty (30) days of donated Sick Leave per year. No Part-time Faculty may receive more than thirty-six (36) hours of donated Sick Leave per year. A Full-time unit member may donate Full-time Sick Leave days to a Part-time unit member at the rate of six (6) hours of Part-time Sick Leave per one (1) Full-time day.

The donated Sick Leave may be used only when the unit member has exhausted accumulated Sick Leave and is not eligible for long-term disability coverage or not yet begun to receive long-term disability coverage. The recipient is responsible for payment of any State and Federal taxes on the donated time. These taxes shall be withheld at the normal rate for the recipient.

11A.7a. Process for Requesting Donations

- (1) The applicant for donated Sick Leave shall fill out an Application for Donated Sick Leave Form ([Appendix: Sick Leave Donation Transfer Form](#)), stating the nature of the serious health condition, the number of days estimated that the illness will last, or how many days the illness did last and the number of days the applicant currently has on account with the District. This application shall be provided to applicants by the Vice Chancellor of the Office of Human Resources.
- (2) The application must be signed by the applicant and the applicant's physician(s), and sent to the Vice Chancellor of the Office of Human Resources who may demand additional medical verification as per the procedure cited in [Article 11A.5](#).
- (3) As soon as the Vice Chancellor of the Office of Human Resources has reviewed the application, the applicant shall be so informed and solicitation of donations may then be made by the individual or his/her their representatives on his/her their behalf. The Vice Chancellor of Human Resources must be notified that solicitation of donations has commenced. The solicitation period shall be limited to a period not to exceed one (1) month.
- (4) The applicant may request to be anonymous and/or the reason be

withheld from the public request for Sick Leave donations.

11A.7b. Process for Making Donations

- (1) Donations of Sick Leave shall be authorized by a signed Pledge Form, which shall be filed with the Office of Human Resources. This Pledge Form shall provide legal waiver and spousal consent, where necessary.
- (2) Donated Sick Leave must be in one (1) day increments for Full-time unit members. Donated Sick Leave must be in hourly increments for Part-time unit members.
- (3) In the event that several unit members sign Pledge forms to donate, the Sick Leave shall be allocated to the donee in the order the signed Pledge Forms are received by the Office of Human Resources.
- (4) Sick Leave shall not be transferred from a donor's account until it is used by the recipient for the serious illness or medical condition detailed on the Application for Donated Sick Leave. Once transferred, the transfer is irrevocable. In the event that the recipient does not use all pledged Sick Leave, any unused Pledge forms shall be returned and no Sick Leave deductions made from the donor's Sick Leave account.
- (5) The Office of Human Resources shall keep the identities of any of those pledging Sick Leave confidential.

11B. Personal Necessity Leave of Absence

11B.1 Personal Necessity Leave of Absence Deducted from Sick Leave for Full-Time Faculty

See Appendix: Absence: Leave of Absence (LOA) Request or Report and Absence Report Form.

11B-1.1 Statement of Purpose

Any days of absence for illness or injury earned or allowed by a Contract, Regular or Temporary Leave Replacement (TLR) unit member may be used, at ~~his or her~~ their election, in cases of Personal Necessity for the following purposes:

- a. **Death** of a ~~member of his or her~~ an immediate family member of the unit member, when additional Bereavement Leave of Absence is required beyond the number of days provided under the Bereavement Leave of Absence Section of these rules and regulations, see Article 11C;
- b. **Accident** involving ~~his or her~~ their person or property, or the person or property of a member of ~~his or her~~ their immediate family;
- c. **Illness** of a ~~member of his or her~~ an immediate family member of the unit member;

- (1) Upon a written request, the unit member may be granted Sick Leave deductions because of illness in ~~his/her~~ their immediate family. For purposes of this Sick Leave provision, immediate family means: the spouse, mother, father, grandfather, grandmother, or a grandchild of the unit member or of the spouse of the unit member, the spouse, son, son-in-law, daughter, daughter-in-law, brother, brother-in-law, sister, or sister-in-law of the unit member, or any relatives or equally significant other persons living in the immediate household, or registered domestic partner. No more than seven (7) days may be so deducted from Sick Leave in one (1) Fiscal Year. [Exception: (2) below.]
- (2) Notwithstanding (1) immediately above, up to one-half (½) of a unit member's annual Sick Leave allotment, once it has actually accrued, may be used when the unit member needs time off to care for a child, parent or spouse.
- (3) Under this Section, Sick Leave is defined as accrued increments of compensated Leave of Absence meant for a unit member's illness or injury, doctor's appointments or other medical needs.
- (4) Under this Section, Personal Necessity Leave of Absence deducted from Sick Leave does not carry over from Fiscal Year to Fiscal Year.
- (5) Under this Section, proof of illness of a spouse, child or parent may be required.
 - (a) A "child" means a biological, adopted or foster child, a step-child, a legal ward, or a child for whom a unit member has accepted the duties and responsibilities of raising.
 - (b) A "parent" means a biological, foster or adopted parent, a step-parent or a legal guardian.
 - (c) The term "spouse" applies only to an individual to whom the unit member is legally married.

d. **Appearance in any court** or before any administrative tribunal as a litigant, party, or witness under subpoena or any court order made with jurisdiction.

e. **Matters of compelling personal importance** which cannot be accomplished at times other than assigned working hours.

f. **Application to unit members on Pre-Retirement Reduction of Annual Workload.** This provision shall apply to Regular unit members on Pre-retirement Reduction of Annual Workload on a basis proportional to the unit member's annual District service.

11B-1.2 Maximum Number of Days

The maximum number of days of accumulated Leave of Absence for Illness or injury which may be used for the purposes set forth above shall not exceed seven (7) days in any one (1) Academic Year. See exception in [Article 11B.1c \(1-2\)](#) above.

Sick Leave taken during the ~~Summer Session Intersessions~~ or an extra pay assignment is limited to the amount of Sick Leave earned in that ~~Summer Session Intersession~~ or Academic Year in which the extra pay was earned.

11B-1.3 Verification

Each unit member requesting a Leave of Absence under these provisions shall file with the College President, upon forms provided, proof or statement of facts as may be determined necessary to carry out the intent of this Article.

11B.2 Personal Necessity Leave of Absence Deducted from Sick Leave for Part-Time Faculty or Full-Time Faculty Doing Overload

Sick Leave hours accrued by a Part-time unit member or a Full-time unit member doing overload may be used, ~~at his or her election as allowed by law~~, in cases of Personal Necessity for the purposes defined in [Article 11B.1](#) above. The following provisions shall also apply:

11B.2a. Maximum Number of Hours

A maximum of one (1) week's absence for a Full-Term assignment (Fall or Spring) may be accounted for as Personal Necessity Leave under this provision. In the case of a Partial-Term assignment, or an assignment during ~~Summer Session or Inter-session an Intersession~~, a maximum of one sixteenth (1/16) of the total paid hours for the assignment may be accounted for as Personal Necessity Leave. In all cases, the unit member's Part-time (Hourly) sick leave balance shall be charged for the actual number of hours the unit member is absent, under the terms herein.

11B.2b. Verification

Each unit member requesting a Leave of Absence under these provisions shall file with the College President, upon forms provided, proof or statement of facts as may be determined necessary to carry out the intent of this Article.

11B.2c. Applicability to Full-Time Overload

It is understood that the provisions herein also apply to Full-time Faculty performing overload service.

11C. Bereavement Leave of Absence: District Provided

See Appendix: Absence: Leave of Absence (LOA) Request or Report and Absence Report Form.

11C.1 Definition of Immediate Family

For purposes of this provision, an immediate family member shall be limited to the spouse, mother, father, grandmother, grandfather, or a grandchild of the unit member or of the spouse of the unit member, and the spouse, son, son-in-law, daughter, daughter-in-law, brother, sister, brother-in-law, or sister-in-law of the unit member or any relative or equally significant other person living in the immediate household of the unit member, or registered domestic partner.

11C.2 Duration of Bereavement Leave of Absence

A Contract, Regular, or Temporary Leave Replacement (TLR) unit member shall be entitled during the Academic Year and ~~Summer Session Intersessions~~ to a maximum of three (3) working days' Leave of Absence, or five (5) working days' Leave of Absence if out of state travel or a distance exceeding three hundred and fifty (350) miles is required, without loss of salary or benefits or extra hours pay on account of the death of any member of ~~his or her~~ their immediate family (see [Article 10C.1](#) for full-service week).

This Section applies to unit members on Pre-retirement Reduction of Annual Workload with no reduction in duration of the Leave of Absence.

A Part-time unit member shall be entitled to a maximum of two (2) working days' Leave of Absence without loss of salary or benefits or extra hours pay on account of the death of ~~any member of his or her~~ an immediate family member of the unit member. This provision also applies to Contract, Regular, and Temporary Leave Replacement (TLR) Faculty teaching overload classes.

11D. Industrial Accident and Illness Leave of Absence

See Appendix: Workers' Compensation Claim Form (DWC1); Absence: Leave of Absence (LOA) Request or Report and Absence Report Form.

11D.1 Purpose

Unit members shall be entitled to Industrial Accident and Illness Leave of Absence according to the provision in California Education Code Section 87787 for personal injury which has qualified for Worker's Compensation under the provisions of the District's Worker Compensation Insurance Fund.

11D.2 Duration and Accumulation

Industrial Accident and Illness Leave of Absence shall not exceed sixty (60) days during which the colleges of the District are required to be in session or when the unit member would otherwise have been performing work for the District in any one (1) Fiscal Year for the same industrial accident.

Industrial Accident and Illness Leave of Absence shall be reduced by one (1) day for each day of authorized absence regardless of a temporary disability indemnity award. Leave of Absence for this purpose is not cumulative from Fiscal Year to

Fiscal Year, and if an absence overlaps into a new Academic Year, the unit member will have available only that amount which was not used the prior Fiscal Year for the same illness or injury.

11D.3 Medical Examination

The District has the right to have the unit member examined by a physician designated by the District to assist in determining the length of time during which the unit member will be temporarily unable to perform assigned duties and the degree to which a disability is attributable to the injury involved.

11D.4 Reimbursement

For any days of absence from duty as a result of the same Industrial Accident and Illness Leave of Absence, the unit member shall endorse to the District any wage loss benefit check from the District's Worker Compensation Fund which would make the total compensation from both sources exceed one hundred percent (100%) of the amount the unit member would have received as salary had there been no industrial accident or illness.

11D.5 Sick Leave

If the unit member is unable to return to duty after exhausting paid Industrial Accident and Illness Leave of Absence, the unit member will receive any accumulated paid Sick Leave and other extended Sick Leave benefits. This Leave of Absence shall not affect the normal accumulated Sick Leave. Leave of Absence allowances will be reduced only in the amount necessary to provide a full day's wages or salary, when added to compensation from the District's Worker Compensation Fund.

11D.6 Residency Requirement

A unit member receiving benefits under these provisions shall, during periods of injury or illness, remain within the State of California unless otherwise authorized by the Board of Trustees.

11D.7 Separation from District Employment

When all available Leaves of Absence, paid or unpaid, have been exhausted and if the unit member is not medically able to assume the duties of the position, he/she the unit member shall be separated from employment with the District.

11E. Pregnancy Disability Leave of Absence

See Appendix: Leave of Absence (LOA) Request or Report and Absence Report Form.

Under California Law, a pregnant unit member is entitled to take up to four (4) months of Pregnancy Disability Leave of Absence, if disabled by pregnancy, childbirth or a related medical condition.

The four (4) month Leave of Absence period above does not include days or weeks when the Academic Calendar is not in session. If the unit member is assigned to Summer Session ~~or Inter-session Intersessions~~, the four (4) month Leave of Absence period above applies but holidays are exempted.

(1) The length of such Pregnancy Disability Leave of Absence, when it shall commence and the date on which duties are to be resumed, shall be determined by the pregnant unit member and the health care provider. The District may require a medical verification and clearance to return to work as provided in Article 11A.5 of this Article. Additionally, Pregnancy Disability Leave of Absence does not need to be taken all at once but can be taken intermittently. This includes intermittent leave or a reduced work schedule, all of which counts against the four-month entitlement to leave.

11E.1 Use of Sick Leave

- a. While on Pregnancy Disability Leave of Absence, Contract, Regular, Temporary Leave Replacement (TLR), and Part-time unit members are entitled to use their accumulated Sick Leave of Absence as set forth in [Section 11A](#) of this Article.
- b. In the event a Contract or Regular unit member exhausts their sick leave while on Pregnancy Disability Leave of Absence, members are entitled to use their accumulated workload bank and/or unbanked carryover load for similar reasons and conditions as listed in [Section 11A](#) of this article.

11E.2 Differential Pay After Sick Leave is Exhausted

When a Contract, Regular, Temporary Leave Replacement (TLR) or Part-time unit member has exhausted their sick leave during the Pregnancy Disability Leave of Absence period, they shall receive differential pay which shall be calculated as fifty percent (50%) of their regular salary for the remainder of the Pregnancy Disability Leave of Absence. A unit member may use banked load and/or unbanked carryover load to increase their compensation while receiving differential pay.

11E.3 Benefits While on Pregnancy Disability Leave of Absence

Unit members on Pregnancy Disability Leave of Absence are also entitled to the same District-provided health care benefits they received prior to taking such Leave. For example, if the unit member received full District-provided medical health care benefits while active, then the unit member will receive full District-provided health care benefits while on Pregnancy Disability Leave of Absence. If the unit member received partial District-provided health care benefits while active, then they will receive the same partial District-provided health care benefits while on Pregnancy Disability Leave of Absence.

11E.4 California State Teachers' Retirement System (CalSTRS) or California Public Employees' Retirement System (CalPERS) Credit

The unit member understands that receiving fifty percent (50%) differential pay for a period of time will impact the accrual of service credit with CalSTRS or CalPERS.

11E.5 Probationary/Tenure Review Period

A probationary unit member (Contract Faculty person) understands that tenure may be delayed by taking any extended Leave of Absence.

11F. Parental Leave of Absence

See Appendix: Leave of Absence (LOA) Request or Report and Absence Report Form.

Under the Family Medical Leave Act (FMLA), and the c (CFRA), an eligible unit member is entitled to take up to twelve (12) weeks of Unpaid Leave of Absence for childbirth preparation and/or postpartum infant care, including adoption. Family Medical Leave Act (FMLA) leave may be intermittent if medically necessary. The District may request proof of medical necessity.

11F.1 Parental Leave

- (1) Under the California Family Rights Act (CFRA), an eligible unit member is entitled to take up to twelve (12) weeks of Unpaid Leave of Absence for bonding with a newborn within twelve (12) months from the date of birth. CFRA leave can be taken in separate two (2) week blocks. On two occasions, the unit member can take leave in a smaller increment of time.
- (2) For children placed by adoption or foster care the unit member is entitled to take up to twelve (12) weeks of Family Medical Leave Act (FMLA) and California Family Rights Act (CFRA) running concurrently within a twelve (12) month period.

The twelve (12) week Leave of Absence period above does not include days or weeks when the Academic Calendar is not in session. If the unit member is assigned to Summer Session or Inter session Intersessions, the twelve (12) week Leave of Absence period applies but holidays are exempted.

The District will apply the provisions of Education Code Section 87780.1 to Parental Leave. Education Code Section 87780.1 currently entitles an eligible Full-time or Part-time unit member to use his or her their accrued sick leave for a Parental Leave of Absence under the California Family Rights Act (CFRA) for up to twelve (12) workweeks. Education Code Section 87780.1 also provides that if a unit member exhausts his or her their sick leave, and continues to be absent from his or her their duties on account of a Parental Leave of Absence under the CFRA, he or she the unit member is entitled to receive differential pay which shall be calculated as fifty percent (50%) of his or her their regular salary, for the remaining portion of the twelve (12) workweeks. In the event that there is a conflict or difference in benefits between the language in this paragraph of Section 11F.1 and the law, the law shall govern.

11F.2 Intermittent Parental Bonding Leave for Reduced Load

The CLPCCD supports Intermittent Parental Bonding Leave in accordance with applicable law. Faculty should work collaboratively with their appropriate Administrator and Human Resources in planning an Intermittent Parental Bonding Leave schedule in advance of the term in which leave will be taken.

11F.3 Benefits While on Parental Leave of Absence

Parental Leave of Absence shall be with employee benefits, if the unit member is otherwise eligible for these benefits. The District-provided benefits shall be the same

as what the unit member received while on active status. for example, if the unit member received full District-provided benefits while active, then he/she the unit member will receive full District-provided benefits while on Parental Leave of Absence. If the unit member received partial District-provided benefits while active, then he/she the unit member will receive the same partial benefits while on Parental Leave of Absence.

11F.4 Extended Leave of Absence

If eligible, a unit member may combine Pregnancy Disability Leave of Absence under [Article 11E](#) above and Parental Leave of Absence, to take up to a total of seven (7) months Leave of Absence under the California Pregnancy Disability Leave and the California Family Rights Act (CFRA), under the provisions outlined in [Articles 11E](#) and [11F](#) above.

11F.5 California State Teachers' Retirement System (CalSTRS) or California Public Employees' Retirement System (CalPERS) Credit

The unit member understands that receiving fifty percent (50%) differential pay for a period of time will impact the accrual of service credit with CalSTRS or CalPERS.

11F.6 Probationary/Tenure Review Period

A probationary unit member also understands that tenure may be delayed by taking any extended or unpaid Leave of Absence.

11G. Judicial Leave of Absence

See Appendix: Leave of Absence (LOA) Request or Report and Absence Report Form. A unit member who is employed with Contract, Regular, or Temporary Leave Replacement (TLR) status for one-half (½) time or more during the Academic Year, ~~Inter-session~~, and ~~Summer Session~~ Intersession and who has been regularly called for Jury Duty in the manner provided for by law, or who is ordered to appear as a witness in court other than as a litigant, shall be granted a paid Leave of Absence up to the amount of the difference between the unit member's regular earnings excluding extra hours pay and any amount the individual receives for jury or witness fees. Upon notification of Jury Duty, it is the obligation of the unit member to immediately inform ~~his or her~~ their immediate supervisor. No deduction shall be made from salary. Any daily jury or witness fee, exclusive of travel expenses, shall be deposited to the credit of the District. When the court appearance consumes only a portion of the day, the unit member shall make reasonable attempts to return to work for classes or services that have not already been canceled and for which substitutes have not already been obtained.

This provision shall apply to Regular Faculty on Pre-retirement Reduction of Annual Workload.

A Part-time unit member shall be entitled to up to three (3) hours of Judicial Leave of Absence according to the above specifications. This provision also applies to Contract, Regular, and Temporary Leave Replacement (TLR) unit members teaching on an overload basis.

11H. Military Leave of Absence

See Appendix: Leave of Absence (LOA) Request or Report and Absence Report Form.

11H.1 Military Service Leaves

Eligible unit members shall be granted a Military Leave of Absence in accordance with the California Education Code, Military and Veterans Code, and the Uniformed Services Employment and Reemployment Rights Act (USERRA).

Pursuant to California law, eligible unit members, when called to “ordered duty” (military training, encampment, naval cruises, like exercises, etc.) for less than one hundred and eighty (180) days, and/or active duty, shall be entitled to receive their regular salary for the first thirty (30) days they are absent from their duties due to such service.

11H.2 Military Family Leave

Pursuant to certain Family Medical Leave Act (FMLA) Leave entitlements for military families, eligible unit members who are the spouse, child, parent, or next of kin of a military service member shall be granted a Military Family Leave of Absence for a “qualifying exigency” and/or to care for a covered service member with a serious illness or injury incurred in the line of duty on active duty.

Pursuant to California law, an eligible spouse of a military service member may also take up to ten (10) days of Unpaid Leave of Absence when the military service member is on Leave from deployment during a period of military conflict.

11H.3 Orders

A copy of the official orders shall be submitted to the Chancellor at the time of such request and in advance of the approval by the Board of Trustees.

11I. Personal Leaves of Absence with Pay

See Appendix: Leave of Absence (LOA) Request or Report and Absence Report Form.

11I.1 Provisions

Unit members with Contract, Regular or Temporary Leave Replacement (TLR) status shall be entitled to a Personal Leave of Absence with Pay for a period of one (1) day per Academic Year. Personal Leave of Absence with Pay shall be taken without loss of either pay or benefits. Personal Leave of Absence with Pay may not be used for any purpose covered by any other type of Leave of Absence and must not take precedence over other provisions of this Agreement. Notification that Personal Leave of Absence with Pay is being taken shall be presented to the appropriate College President in writing at least two (2) days prior to the anticipated absence. The condition of prior notification does not preclude the use of Personal Leave of Absence with Pay in emergency situations. Only one (1) day of unused Personal Leave of Absence with Pay may be carried over from one (1) Academic Year to the next so as to allow a maximum of two (2) days of Personal Leave of Absence with Pay to accrue at any time. Personal Leave of Absence with Pay shall not be granted during ~~the Summer Session Intersessions~~ or for overload hours of

service. The Personal Leave of Absence Day is accrued July 1 but posted on the August pay warrant.

a. Impact of Pre-Retirement Reduction of Annual Workload

Regular Faculty on Pre-retirement Reduction of Annual Workload shall receive one (1) full day of Personal Leave of Absence with Pay for the Academic Year.

b. Impact of Sabbatical Leave of Absence

Regular Faculty on Sabbatical Leave of Absence shall receive one (1) full day of Personal Leave of Absence with Pay for the Academic Year regardless of whether the unit member is on a full Academic Year or semester-long Sabbatical Leave. If the unit member elects to use Workload Banked Load to bring his/her their salary to one hundred percent (100%), his/her their Academic Year's Personal Leave with Pay accrual shall be a full day. See [Article 12-1A.5d.](#)

11J. Paid Administrative Leave

Pursuant to PERB (Public Employee Relations Board) Case No. SF-CE-2886-E. [See Appendix](#): PERB Case No. SF-CE-2886-E. and [Article 16-2.5](#).

“With respect to placing a member who is the subject of a misconduct investigation on Paid Administrative Leave during an investigation, the parties understand and agree as follows:

- a. Placement on Paid Administrative Leave while an investigation is pending constitutes a nondisciplinary action;
- b. Placement on Paid Administrative Leave shall not be automatic, and it is not an action that the District takes lightly. The District will not take this step unless:
 - (1) The allegations, if true, indicate that the employee poses a safety threat to him/herself themselves or others;
 - (2) The allegations, if true, involve harassment, retaliation and/or dishonesty; and/or
 - (3) Other extenuating circumstances with the written approval of the Chancellor, which approval will state the nature of the extenuating circumstance.
- c. The notice placing an employee on Paid Administrative Leave will provide information about the Leave, including but not limited to:
 - (1) The basis ~~or bases~~ on which he/she the unit member is being placed on Paid Administrative Leave;
 - (2) That, as this investigation could lead to discipline, the employee is entitled to representation during his/her their investigatory interview.
 - (3) That placement on Paid Administrative Leave constitutes a directive not to attend work or perform work duties and that the employee is not to be present at work or in the work area without prior written consent.
 - (4) That placement on Paid Administrative Leave does not constitute a directive to stay away from public events or public areas of campus.”

11K. Paid Sabbatical Leave of Absence

See [Article 12-1A](#).

11L. Paid Workload Banked Leave of Absence

See [Article 12-2](#).

11M. Paid Faculty Exchange Leave of Absence

See [Article 12-3](#).

11N. Leaves of Absence Without Pay

See [Appendix](#): Leave of Absence (LOA) Request or Report and Absence Report Form and [Articles 11F](#), Parental Leave of Absence.

See [Article 21E.2](#), Step Advancement for Leaves of Absence Without Pay that are presumed to have educational benefit to the District and students.

11N.1 Family and Medical Leaves Without Pay

a. Intent

Family and Medical Leave of Absence is an Unpaid Leave of Absence and shall be available for the following purposes:

- (1) Birth and care of the unit member's child;
- (2) Placement of a child with the unit member for adoption or foster care;
- (3) Care for the unit member's child, spouse, parent, or equally significant other person with a serious health condition;
- (4) The unit member's own serious health condition that keeps the unit member from performing his/her their job function.

b. Eligibility

A unit member is eligible for Family and Medical Leave Without Pay under this provision if the unit member has been employed by the District for at least twelve (12) months from the first day of service and has provided service for at least one thousand two hundred and fifty (1250) hours over the previous twelve (12) months.

c. Term of Leave of Absence

The eligible unit member shall be entitled to up to twelve (12) work weeks of Family and Medical Leave of Absence Without Pay within a twelve (12) month period for family and medical reasons under the Federal Family and Medical Leave Act of 1993 and the California Family Rights Act ("Family Medical Leave"). The following provisions shall be interpreted in accord with those statutes and their regulations. Family and Medical Leave of Absence Without Pay will run concurrently with other paid and unpaid Leaves of Absence if the reasons for the Leave of Absence meet the requirements of Family and Medical Leave of Absence Without Pay.

d. Notice

A unit member must provide thirty (30) days advance written notice of the need for the Family and Medical Leave of Absence Without Pay to the appropriate College President and Chancellor or designees. If the need for the Family and Medical Leave of Absence Without Pay is unforeseen, written notice must be given as soon as possible. Failure to provide advance written notice may delay the granting of this Leave of Absence.

e. Certification of Eligibility

A unit member will be required to provide medical certification whenever a serious health condition of the unit member or ~~his or her~~ their family member is the reason for the Family and Medical Leave of Absence Without Pay. A second or third medical opinion may be required regarding the unit member's serious health condition at the District's expense. In certain circumstances, the unit member may be required to provide re-certification of ~~his or her~~ their serious health condition (e.g., when the duration and/or need for the Family and Medical Leave of Absence Without Pay is uncertain). Failure to obtain medical certification when necessary may delay the granting of this Leave of Absence request until the certification is provided.

f. Benefits

A unit member taking Family and Medical Leave of Absence Without Pay may continue to participate in the District-provided health plan and insurance benefits under the same terms and conditions as if employed. For example, if the unit member is enrolled in the District-provided health plan and receives full benefits from the District, then the District shall continue to pay the full health plan benefits while the unit member is on the Family and Medical Leave of Absence Without Pay. If a unit member is receiving a portion of the District-provided health plan, then the unit member shall receive the same portion of the health plan while on this Leave of Absence.

g. Periodic Reports

A unit member may be required to provide periodic reports of ~~his or her~~ their status and of ~~his or her~~ their intent to return to work while on Family and Medical Leave of Absence Without Pay. Reports may be required as often as every thirty (30) days, unless otherwise specified by the unit member's immediate supervisor.

h. Fitness for Duty

A unit member on Family and Medical Leave of Absence Without Pay for ~~his or her~~ their own serious health condition is required to provide a Fitness for Duty Certificate from ~~his or her~~ their physician before ~~he or she~~ the unit member will be reinstated to employment.

References

Federal Family and Medical Leave Act of 1993
(29 USC Section 2601) and Government Code
Section 12945.2 California Family Rights Act

11N.2 Other Leaves of Absence Without Pay

Note: See [Article 21E.2](#): Step Advancement for Leaves of Absence Without Pay that are presumed to have educational benefit to the District and students.

Unit members with Regular status may be granted Leaves of Absence Without Pay by the Board of Trustees for a period of up to one (1) Academic Year. Leaves of Absence Without Pay shall be granted only upon prior written request and approval of the appropriate College President, Chancellor, and Board of Trustees at the convenience of the appropriate College.

- a. Leaves of Absence Without Pay may be renewed to a maximum of one (1) additional Academic Year upon written request to the appropriate College President no later than ninety (90) days prior to the termination of the Leave of Absence Without Pay and with the recommendation of the Chancellor and the approval of the Board of Trustees. Leave of Absence Without Pay shall be taken Without pay or other benefits.
- b. If a unit member is permitted to extend the Leave of Absence Without Pay into a second Academic Year, then the unit member must notify the appropriate College President of his or her their intentions as to availability for employment during the following Academic Year no later than six (6) months prior to the start of the semester when he/she the unit member would normally return to service. Failure to comply with this provision may allow the District to assume that the unit member is not going to return to the District at the end of the second Academic Year of the Leave of Absence Without Pay.
- c. Partial Leaves of Absence Without Pay may also be granted where unit members desire to reduce their Full-time [one hundred percent (100%) contract] assignment to a lesser amount in a particular Academic Year. Partial Leaves of Absence Without Pay shall be for whatever amount is recommended by the Chancellor and approved by the Board of Trustees.

11N.3 Unpaid Sabbatical Leaves of Absence

See [Article 12-1B](#).

11N.4 Unpaid Leave of Absence for Educational Purposes

See [Article 21E.2](#).

ARTICLE 12-1

12-1A PAID (FUNDED) SABBATICAL

LEAVES OF ABSENCE

12-1B UNPAID SABBATICAL LEAVES OF ABSENCE

12-1C UNPAID LEAVES OF ABSENCE

(NOT SABBATICALS) FOR EDUCATIONAL BENEFIT

TENTATIVE AGREEMENT

12-1A. Paid (Funded) Sabbatical Leave of Absence

12-1A.1 Purpose

A Sabbatical Leave of Absence (California Education Code 87767) may be granted for purposes of study or travel of a kind and in an amount that will so improve and update capabilities that during future employment the unit member will be of increased value to the District and to the students of the District. A Sabbatical Leave of Absence shall be taken for one (1) semester, one (1) full Academic Year, or as a split Sabbatical Leave of Absence for two (2) semesters within a two (2) Academic Year period.

Subject to California Education Code Section 87770, the unit member shall agree in writing to a period of service in the employ of the District following his/her their return from the Paid Sabbatical Leave of Absence, which is equal to twice the period of the Leave.

12-1A.2 Funding

a. The Sabbatical Leave of Absence Fund

An amount equal to one percent (1%) of the total District Budget for Contract and Regular Faculty Salaries, excluding managerial salaries for the current Fiscal Year, shall be allocated to the cost of Sabbatical Leaves of Absence to be taken during the next succeeding Fiscal Year. The calculations of the one percent (1%) is done for each college and then the appropriate dollar amount is transferred from the Colleges' Unrestricted General Fund Budget to the Sabbatical Leave Fund. Costs for any replacement Faculty are paid from the Sabbatical Leave Fund. Compensation to the unit member on Sabbatical Leave of Absence shall be paid from the College Budget. Any funds allocated in one (1) Fiscal Year but not

spent shall be replenished to the Sabbatical Leave Fund during the annual True-Up (See Section 2 below).

This Fund shall be cumulative from Fiscal Year to Fiscal Year. Individual unit members shall have no vested interest in any funds allocated for Sabbatical Leaves of Absence.

One (1) Full-time Equivalent Faculty (FTEF) per Academic or Calendar Year may be allowed for retraining purposes. See [Article 28A.10](#). The cost will be paid at one hundred percent (100%) of the appropriate salary. Costs for any replacement Faculty are paid from the Sabbatical Leave Fund.

In computing the Sabbatical Leave of Absence cost, the following guidelines will be followed:

- (1) The charge to be made against the Sabbatical Leave Fund shall be calculated as follows:

**Charge = Sabbatical Leave Salary + Substitute Costs
- Unit Member Annual Salary**

- (2) When a Full-time replacement for the person on Sabbatical Leave of Absence is not employed, the Sabbatical Leave Fund will be charged only the actual expenses incurred for Part-time or partial contract Temporary Leave Replacement (TLR) unit members who are employed as a result of the Sabbatical Leave of Absence having been granted. The Substitute Costs charged to the Sabbatical Leave Fund shall be based on the average Part-time replacement cost, as specified in Section 2 below [Sabbatical Leave Fund Adjustment (True Up)].

Unit members in an 11-month position at one hundred and ten percent (110%) of their salary on the salary schedule shall have sabbatical costs calculated as if they are in a 10-month position at one hundred percent (100%) of their salary. The additional month of service (11th month) is outside the one hundred seventy-five (175) days of service and thus not eligible for sabbatical as defined in 12-1A.1.

- (3) If a member of the Faculty has been retained, only for the purpose of replacing a unit member on Sabbatical Leave of Absence, the Sabbatical Leave Fund shall be charged the actual salary of the replacement.
- (4) The two College Vice Presidents, Academic Services will advise the Vice Chancellor of Business Services and the Faculty Association annually on or before March 1 as to the extent and nature of the replacements as provided in the above paragraph in order that the Vice Chancellor of Business Services may compute the cost of Sabbatical Leaves of Absence. Twice a Fiscal Year, on or before January 15 and July 15, the Vice

Chancellor, Business Services will give financial statements including an annual summary of the Sabbatical Leave Funds to the Faculty Association President and the Sabbatical Leave Committee;

- To the extent possible, a modest deficit may be permitted in the Sabbatical Leave Fund to be paid from funds made available in the ensuing Fiscal Year in those instances in which this would permit one (1) additional person to take a Sabbatical Leave of Absence;

(5) The procedure for hiring Temporary Leave Replacements (TLRs) for unit members on Sabbatical Leave of Absence shall follow the same practices used for hiring both Temporary Leave Replacement (TLR) and Part-time Faculty as they apply to other Leaves of Absence.

b. Sabbatical Leave Fund Adjustment (True-Up)

Each Fiscal Year, once the relevant actual salary and benefits data become available, the District and Faculty Association shall jointly perform a recalculation, or “True-Up” of the credits and charges to the Sabbatical Leave Fund, to ensure accuracy in compliance with this Section and [Article 12-1A.4](#) below. This recalculation shall be done in such time that any adjustment to the balance may be used to fund additional Sabbatical Leaves of Absence in the immediately subsequent Fiscal Year.

Average Part-time Faculty replacement cost will be used in the recalculation [in 2019- 20 the cost is calculated at seventy-two percent (72%) of the Full-time Faculty Salary at Column III/Step 7 plus seven percent (7%) for statutory benefits]. In future Fiscal Years, the District and Faculty Association shall jointly determine average Part-time Faculty backfill cost. If the unit member on Sabbatical Leave of Absence is replaced with less than 1.0 FTEF (Full-time Equivalent Faculty), the replacement cost shall be prorated commensurately, and the unused funds shall be replenished to the Sabbatical Leave Fund. [See Appendix](#): MOU: Sabbatical Leave Fund Adjustments [“True Up”].

12-1A.3 Eligibility and Priority Ranking

Any unit member with Regular status and employed fifty percent (50%) or more will be eligible for either a Paid or Unpaid Sabbatical Leave of Absence upon completion of six (6) full Academic Years of bargaining unit service (California Education Code 87768). These same service requirements shall apply each time an individual seeks a subsequent Sabbatical Leave of Absence, Paid or Unpaid. See [Article 12-1B](#) for Unpaid Sabbatical Leave of Absence.

Eligibility each Academic Year for a Sabbatical Leave of Absence shall be based upon a Priority Ranking determined by the following:

- a. The number of quarters/semesters of service in the bargaining unit from the date of initial employment as a Regular or Contract unit member, or from the date of completion of the last Sabbatical Leave of Absence, whichever is later;
- b. When two (2) or more applicants have the same number of quarters/semesters of service in the bargaining unit, priority ranking shall be determined by Seniority Number;
- c. Quarters/Semesters on authorized Leave of Absence Without Pay and any service outside of the bargaining unit shall not count toward priority ranking; nor shall there be any provision for obtaining credit for this service. It is understood that unit members who provide service as Acting or Interim Administrators within the Chabot-Las Positas Community College District and who have returned to Faculty status shall be considered to be within the bargaining unit for the purpose of this provision only. These unit members shall receive a maximum of two (2) Academic Years of Service from their Chabot-Las Positas Acting or Interim Administrative position. This service shall be attributed to their Sabbatical eligibility and priority ranking upon their return to Faculty status and their application for Sabbatical Leave of Absence. This provision is not intended for individuals currently serving as Interim Administrators, and these individuals are ineligible to apply for a Sabbatical Leave of Absence while serving as Interim Administrators. This provision shall be applied retroactively;
- d. Quarters/Semesters prior to interruption of bargaining unit service shall be reinstated upon return to bargaining unit service;
- e. A Workload Bank Leave of Absence (LOA) taken according to the terms of [Article 12-2](#) below shall count as service in the bargaining unit when ranking candidates for a Sabbatical Leave of Absence.
- f. Because of potential adverse impact on programs, if two (2) or more unit members from the same subject discipline and the same college are approved for a Sabbatical Leave of Absence for the same semester or Academic Year, and in the judgment of the appropriate College President, both or all taking the Sabbatical Leave of Absence would have a disparate impact on the relevant program, and the individuals concerned cannot decide whom shall be granted the Sabbatical Leave of Absence, then that unit member with greater seniority shall be chosen. The other unit member(s) shall be guaranteed top priority ranking among the next Academic Year's Sabbatical applicants, even though new applicants may have greater seniority in the following Academic Year;
- g. Because of potential adverse impact on programs, full year [two (2) semesters] Sabbatical Leaves of Absence that start in the Spring Semester, or that are split between two (2) Spring Semesters or two (2) Fall Semesters, must be approved both by the Sabbatical Leave Committee and by the President of the appropriate college;

h. A unit member on Sabbatical Leave of Absence can work for the District while on Sabbatical Leave of Absence on an overload basis. Said work shall be paid on the [Part-Time Faculty Salary Schedule](#). Any work for Load shall be approved on a case-by-case basis at the sole discretion of the District, and permitting a unit member to work for Load during a Sabbatical Leave of Absence shall not constitute a past practice creating an entitlement in any other member. Unit members on Sabbatical Leave of Absence have no entitlement to be offered overload assignments before hiring Part-time Faculty. See [Article 10D.11](#) and [Article 18B.1e.\(2\)](#).

i. An applicant shall inform the Committee in writing of his/her/their cancellation of the Leave of Absence application by March 1.

12-1A.4 Sabbatical Leave of Absence Salary

Salary for Sabbatical Leave of Absence shall be paid in the same manner as if the unit member were currently employed as an Instructional, Counseling, Library or Special Assignments Faculty. The salary will be determined as follows:

- a. The [Faculty Salary Schedule](#) for the Fiscal Year of Sabbatical Leave of Absence is used;
- b. Placement on the [Full-time Faculty Salary Schedule](#) will be the same as if the unit member were currently employed as an Instructional, Counseling, Library or Special Assignments Faculty;
- c. For unit members who have had any reduced contracts, an average percentage of Full-time bargaining unit service is computed as follows: The Service Term is determined from the date of initial employment or from the date of completion of the last Sabbatical Leave of Absence. The percentages of contract worked each Academic Year of the Service Term are used to compute an average percentage for the Term of service. This average percentage is multiplied by the salary from [Article 12-1A.4b](#) above;
- d. Compensation during the Academic Year in which the year-long Sabbatical Leave of Absence is taken is adjusted beginning with the first paycheck of the Fiscal Year and continues at the same pay rate for the entire Fiscal Year. The annual compensation will be prorated over the number of months of the unit member's normal pay period of ten (10) months, eleven (11) months, or twelve (12) months;
- e. If the total approved Sabbatical Leave of Absence is for a full Academic Year, or as a split within a two (2) Academic Year period (see [Article 12-1A.1](#)), the compensation will be seventy-six percent (76%) of the annual salary from Sections a through c above. If the total Sabbatical Leave of Absence is for one (1) semester, the compensation for all Faculty except Library Faculty and Special Assignments Faculty will be ninety percent (90%) of the annual salary rate for that semester from paragraphs a through c above. If

for one (1) semester, the compensation for Library Faculty and Special Assignments Faculty shall be ninety-five percent (95%) of the annual salary for that semester from Sections a through c.

Unit members are expected to do an equivalent amount of work over the same time period regardless of their salary differential;

- f. Time on Sabbatical Leave of Absence will count as Regular Faculty service and will not interrupt the unit member's progress on the [Faculty Salary Schedule](#);
- g. Use of Workload Banked Load to increase Salary on Sabbatical Leave of Absence ([Appendix](#): Workload Banking: Augment Sabbatical Salary Form).

A request to use earned Banked Workload shall be submitted with the original Sabbatical Leave of Absence Application to the appropriate College Vice President, Academic Services by September 15 of each Academic Year. A unit member taking a Sabbatical Leave of Absence has until the end of the Term preceding the Sabbatical Leave of Absence to complete any required Load banking.

The Workload Banking Policy outlined in [Article 12-2](#) remains in effect unless otherwise stated in this Section as it pertains to requests for Load Bank use to increase salary during a Sabbatical Leave of Absence.

- (1) In the case of multi-term Sabbaticals: A unit member may use up to nine (9) Calculated A Hours (CAHs) equivalent units of Banked Load to increase their compensation while on a full Academic Year Sabbatical Leave of Absence that starts in the Fall Semester and continues through the following Spring Semester or for a Sabbatical Leave of Absence that is split between two (2) Academic Year periods (see Articles 12-1A.1 and 12-1A.4e. above). If the unit member on a full-year sabbatical elects to apply workload banking, compensation shall increase at the rate of 2.6766% for every 1 CAH or eight percent (8%) for every three (3) CAH applied. The following table illustrates how a faculty could increase to 100% salary leave while taking a multi-term sabbatical:

Applied from Workload Banking	Sabbatical Leave salary percentage of normal full-year salary
0 CAH	76.0%
1 CAH	78.7%
2 CAH	81.3%
3 CAH	84.0%
4 CAH	86.7%
5 CAH	89.4%
6 CAH	92.0%

7 CAH	94.7%
8 CAH	97.4%
9 CAH	100.0%

(2) In the case of a single semester Sabbatical: An Instructional Faculty and Counseling Faculty unit member may use three (3) Calculated A Hours (CAHs) equivalent units of earned Banked Load and be compensated at full salary while on a one (1) semester Sabbatical Leave of Absence. A Library Faculty or Special Assignments Faculty may use one and a one-half (1.5) Calculated A Hours (CAHs) equivalent units of earned Banked Load and be compensated at full salary while on a one (1) semester Sabbatical Leave of Absence.

12-1 A.5 Retirement Contributions, Benefits, and Sick Leave While on Sabbatical Leave of Absence

a. **Retirement**

Time on Sabbatical Leave of Absence will count toward retirement, and retirement contributions will be paid for these periods. The District will pay its share of payback to the California State Teachers' Retirement System (CalSTRS) or the California Public Employees' Retirement System (CalPERS) to enable the unit member to obtain the same retirement credit as would have been received if the unit member were not on Sabbatical Leave of Absence provided:

- (1) The unit member satisfies the conditions of the Sabbatical Leave of Absence; and
- (2) The unit member elects to pay ~~his or her~~ their share of the retirement contribution.

b. **Reimbursing CalSTRS and CalPERS for Retirement Contributions Not Made While You Are on Sabbatical Leave of Absence**

Faculty who take a Sabbatical Leave of Absence have the option at any time to "buy back" retirement service credit for the difference between the amount they received as salary and their full rate. In order to do this, they must complete all obligations on the Sabbatical Leave of Absence and pay their portion of the retirement contribution.

In order to determine your portion due of the retirement contribution, you must contact CalSTRS and inform them you wish to "buyback" service credit lost during your Sabbatical Leave of Absence. They will send you an invoice detailing your contribution and the District's. You will be given an option of making one lump sum payment or monthly payments (in either case, you must get certification from the Sabbatical Leave Committee that you have fulfilled your obligations under your Sabbatical Leave of Absence Contract of Agreement. [\[Articles 12-1A.5 and 12-1B.\]](#)).

Present your invoice from CalSTRS or CalPERS and the certification from the Sabbatical Leave Committee to the District Offices of Payroll and Human Resources. If you decide on one lump sum payment, pay your portion to the District. The District will then make payments to CalSTRS of both your portion and the District's. If you choose to make monthly payments, make those arrangements with CalSTRS or CalPERS.

Questions should be directed to the District Offices of Payroll and Human Resources.

c. **Benefits**

The District shall continue to pay all group medical, dental, vision, and life insurance benefits provided in [Article 20](#) while the unit member is on a Sabbatical Leave of Absence.

d. **Sick Leave**

For any Academic Year that includes one or both semesters on Sabbatical Leave of Absence, the Sick Leave earned shall be a pro-rata accrual of the normal ten (10) day allotment, in a proportion equal to the percentage of the unit members' normal salary that is to be disbursed for the Academic Year [for example, a unit member earning seventy-five percent (75%) of his/her their normal annual salary will accrue seven and one-half (7.5) days for the Academic Year]. If the unit member elects to use Banked Load to bring his/her their pay to one hundred percent (100%), then the Academic Year's Sick Leave accrual shall be the full ten (10) days.

e. **Personal Leave**

Regular Faculty on Sabbatical Leave of Absence shall receive a full day of Personal Leave regardless of the length of the Sabbatical Leave of Absence.

f. **Effect on Pre-Retirement Reduction of Annual Workload**

See [Article 30A.2a.](#) for the implications of Sabbatical Leave of Absence vis a vis qualifying for Pre-retirement Reduction of Annual Workload.

12-1A.6 Committee Letter of Intent

By the end of the second week of March, the Vice Presidents of Academic Services at each college shall send notices to all Full-time Faculty of the deadline to submit a Letter of Intent to apply for a Sabbatical Leave of Absence.

To inform potential unit member applicants of their Sabbatical Leave of Absence priority number, the Sabbatical Leave Committee may implement a required Letter of Intent from unit members to apply for a Sabbatical Leave of Absence. If implemented, the Letter of Intent must be submitted by the unit member to the Office of the Vice President,

Academic Services of the respective college, on or before 5:00 p.m., by April 1 of the Academic Year prior to applying for a sabbatical leave. The application for the sabbatical leave is due the following Fall semester, to be Academic Year preceding the Academic Year during which the application for Sabbatical Leave of Absence is submitted to the Vice President of Academic Services' Office and Sabbatical Leave Committee (See 12-1 A-7). Should this date fall on a holiday, Saturday, or Sunday, or Spring Break, the following next instructional day shall be the due date. Refer to [Appendix: Sabbatical Leave Committee Handbook, Sabbatical Leave of Absence Timeline, and District Sabbatical Leave Committee Website](#).

By April 15th or the following instructional day, the agreed upon Vice President, Academic Services to send an email or letter to the Full-time Faculty confirming receipt of their Letters of Intent.

12-1A.7 Application

The Vice Presidents, Academic Services, through the Sabbatical Leave Committee Chairperson, will provide to the Vice Chancellor, Educational Services and Student Success, who will share with Human Resources and Payroll, the list of approved applicants and the following forms: Applications for Sabbatical Leave of Absence, and Workload Banking: Augment Sabbatical Salary, if applicable; and, whether the Sabbatical Leave of Absence is funded or unfunded. Email communication is acceptable by September 1.

All applications for a Sabbatical Leave of Absence will be submitted by the unit member on a form provided by the Sabbatical Leave Committee and will include a full statement of the purpose and plans for use of the Sabbatical Leave of Absence. Refer to [Appendix: Sabbatical Leave Committee Handbook, Sabbatical Leave of Absence Timeline, and District Sabbatical Leave Committee Website](#). This statement becomes a major part of the unit member's contract with the District. Applications must be reviewed and signed by the unit member's Administrator who, after consultation with Faculty in the discipline where curriculum is potentially impacted, shall submit the application to the Office of the Vice President, Academic Services of the respective college on or before 5:00 p.m., September 15, prior to the Academic Year during which the proposed Sabbatical Leave of Absence is to begin. Should this date fall on a holiday, Saturday, or Sunday, the following instructional day shall be the due date.

The Sabbatical Leave Committee reserves the right to consult with other persons knowledgeable in the subject area of the objectives stated in the application. Those applications which qualify and are approved will be recommended in the order as established in [Article 12-1A.3](#).

Sabbatical Leave Committee completes its review of the applications and forwards original documents (Letter of Intent to Apply for Sabbatical Leave of Absence, Application for Sabbatical Leave of

Absence, and Workload Banking: Augment Sabbatical Salary) to the respective College Vice President, Academic Services' Office, who will forward a set of original forms for each approved applicant to the Office of the Vice Chancellor, Educational Services and Student Success **by the end of the Fall Semester.** ([Articles 12-1A.7, 12-1A.4g, and 12-1B.](#))

The Vice Presidents of Academic Services shall communicate the decision of the Sabbatical Committee by the end of the Fall Semester with a full explanation of the person's standing on the list for approval or non-approval. This communication shall be in a verifiable format (email is acceptable).

If denied, see Appeal Process ([Article 12-1A.7a.](#)) below.

The Chancellor shall present the Sabbatical Leave of Absence applications with the Sabbatical Leave Committee's recommendations to the Board of Trustees on or before its February Board of Trustees meeting. The Sabbatical Committee reserves the right to review the list of recommended candidates before it is published in the February Board of Trustees' Agenda. The Sabbatical Committee shall review the list of recommended candidates by the deadline for submitting the Board of Trustees' Agenda items, and the Committee Chair shall advise the Chancellor of its review.

Applicants shall be notified no later than March 1st by the Vice Presidents, Academic Services through the Sabbatical Leave Committee of the Board of Trustees' action. Email notification is acceptable.

The applicant must include a percentage of the whole to be completed for each objective of the proposed work. If the applicant desires to augment ~~his/her~~ their Sabbatical Leave of Absence salary with Banked Load, ~~he/she the needs to attach~~ the Workload Banking: Augment Sabbatical Salary Form must be completed and attached.

a. Denied Sabbatical Leave of Absence Application and Appeal Process

A unit member whose application is denied by the Sabbatical Leave Committee shall be provided with a copy of the policies and procedures for review and appeal of the Sabbatical Leave Committee's decision. See [Article 12-1A.7](#) above. Should the denial of the application be appealed, the College President, Chancellor, and the Board of Trustees shall be notified in writing of the denial of the application by the Sabbatical Leave Committee, including the reasons for the Sabbatical Leave Committee's action. The decision of the Appeal's Committee is binding and shall not be grievable under [Article 7](#) of this Agreement.

12-1A.8 Sabbatical Leave Committee

The Sabbatical Leave Committee shall consist of:

- a. The Chabot College Vice President, Academic Services and the Las Positas College Vice President, Academic Services, one of whom shall serve as Secretary. Each member of the Committee shall have equal voting privileges.
- b. Eight (8) Regular unit members appointed by the Faculty Association for a term of five (5) Academic Years each. The Faculty Association reserves the right to remove members, and it is understood that members may resign from service at will. The composition of these eight (8) unit members shall be: four (4) from Chabot College and four (4) from Las Positas College. The Sabbatical Leave Committee Chairperson shall be selected by the Sabbatical Leave Committee from among the unit members of the Committee.
- c. The Committee will assign mentors to guide the Sabbatical Leave Recipients. The Recipient is expected to communicate with the mentor on a regular basis. Progress Reports are due to the mentor at the end of October and the end of March per [Article 12-1A.9b](#) (below).

12-1A.9 Unit Member Obligations and Procedures for Review and/or Appeal of Denied Sabbatical Leave of Absence Report

[See Appendix](#): Paid [Funded] Sabbatical Leave of Absence (LOA) Contract Form.

a. Acceptance and Contract

If there is a training session, the Sabbatical Leave Recipients are expected to attend.

Upon approval of a Sabbatical Leave of Absence by the Board of Trustees, a Contract of Agreement shall be completed stating those services to be performed by the unit member and giving all essential details such as effective beginning and terminating dates, requirements to serve at least twice the period of Sabbatical Leave of Absence, [Article 12-1A.1 \(see below\)](#), salary and method of payment, method of reimbursement should the Contract of Agreement be broken, and other pertinent matters. This Contract of Agreement shall be signed by the unit member taking the Sabbatical Leave of Absence and by the Board of Trustees' Secretary or designee. In the event the unit member fails to sign and return the Contract of Agreement for Sabbatical Leave of Absence within ten (10) days after receipt, ~~he or she~~ the unit member shall be deemed to have refused said Sabbatical Leave of Absence and the offer of a Sabbatical Leave of Absence shall be automatically withdrawn. The Board of Trustees may, upon application, extend this period under special circumstances.

Subject to California Education Code Section 87770, the unit member shall agree in writing to a period of service in the employ of the District following their return from the Paid Sabbatical Leave of Absence, which is equal to twice the period of the Leave.

The following logistics shall apply with respect to the Contract of Agreement:

- Human Resources shall mail the Sabbatical Leave of Absence Contract of Agreement to Board of Trustees approved applicants by April 1. This shall occur through a verifiable mailing system.
- Board of Trustees approved applicants will return the signed Contract of Agreement to Human Resources no later than ten (10) days after receipt.
- Human Resources will verify with the Sabbatical Committee Chair through the Vice Presidents, Academic Services the receipt of Board of Trustees approved applicant's Contracts of Agreements no later than April 30.
- As stated above, if the Contract of Agreement is not signed within ten (10) days, then the offer of a Sabbatical Leave of Absence shall be automatically withdrawn.
- Human Resources will obtain both parties signatures by the end of May. A copy will be sent through a verifiable mailing system to the Board of Trustee approved applicant.
- In the absence of a signed Contract of Agreement, the Faculty Association-District Contract shall control and is binding on the Sabbatical Leave of Absence recipient.

b. Reports (Progress Reports and Summary Reports)

Sabbatical Recipients must provide their mentor with a relevant off-campus email.

(1) Progress Report(s)

For Faculty on a year-long Sabbatical Leave there shall be two (2) Progress Reports. for Faculty on a semester-long Sabbatical Leave there shall be one (1) Progress Report. The report(s) shall be submitted at the following time(s):

- (a) End of October
- (b) End of March

The Progress Report is to be submitted to the Mentor. Failure to do so can result in non-progression of the Sabbatical.

(2) Summary Report and Presentation

Sabbatical Leave Report Summaries are required and are due from the Faculty returning in either the Fall or Spring Semester to the Chairperson of the Sabbatical Leave Committee through the College's Vice Presidents, Academic Services on the first day of return to active service.

The Vice President, Academic Services at each college will send letters reminding returnees their Sabbatical Leave of Absence Report is due on their first day of their return to active service. This process shall occur in August for those returning in the Fall Semester or after the full Academic Year, or in December for those returning in the Spring Semester.

This Report shall describe and document the activities and accomplishments of the unit member during the Sabbatical Leave of Absence period in conformity with the application for Sabbatical Leave of Absence approved by the Board of Trustees. This Report shall be in the prescribed form and shall include the documentation and other information as the Sabbatical Leave Committee may require determining if each objective of the Sabbatical Leave of Absence has or has not been fully achieved. Objectives cannot be partially achieved.

In addition to submitting the Sabbatical Leave Report, the faculty member shall present a summary of the work and/or activities completed during the sabbatical period. This presentation should occur within the Academic Year upon return from full Sabbatical Leave of Absence and should be delivered in a setting readily available to the public and publicized to both Colleges. The presentation should include a detailed account of the project(s), finding(s), or work completed during the sabbatical, as well as how these efforts contribute to the faculty member's academic and/or professional growth.

Faculty members who do not fulfill both the written report and presentation requirements within the specified timeframe shall not be eligible to apply for future sabbatical leave for three (3) full Academic Years beyond the six (6) full Academic Years as defined in Article 12-1A.3

For archival purposes, the Sabbatical Leave of Absence Report should be submitted with an electronic copy in PDF form.

The Sabbatical Leave Committee begins review of reports from the previous Spring Semester and the previous Academic Year. The Committee shall complete the review no later than sixty (60) days after the beginning of the following semester or as soon thereafter as possible. Reports with Sabbatical Leave Committee approval or disapproval shall be forwarded to the Chancellor through the College President for Board of Trustee review.

c. Standards of Review

The standards for review shall be whether there is good cause to conclude: (1) that the intent and purpose of the Sabbatical Leave of

Absence have not been satisfied; or (2) that the Sabbatical Leave of Absence Report was not submitted within the required time period, or in the form and content prescribed. and if so, what is the appropriate penalty?

d. Sabbatical Leave Committee Review

- (1) The Sabbatical Leave Committee shall review all Sabbatical Leave of Absence Reports.
- (2) Prima facie evidence of non-compliance and notice.

The Sabbatical Leave Committee, should it conclude that there is prima facie evidence that the Sabbatical Leave of Absence Standards have not been satisfied, shall notify the recipient in writing of:

- (a) its tentative conclusion;
- (b) the basis for its conclusion;
- (c) all documents supporting this conclusion; and,
- (d) what the Sabbatical Leave Committee believes the recipient failed to do to satisfy the intent and purpose of the Sabbatical Leave of Absence.

e. Meeting

The Sabbatical Leave Committee shall meet with the recipient to attempt to give the recipient an opportunity to respond to the Committee's concerns and tentative conclusions. The recipient is entitled to representation from the Faculty Association.

f. Opportunity to Correct Deficiencies

If, after the meeting, the Sabbatical Leave Committee concludes that there is cause to reject the Sabbatical Leave of Absence Report, it will further consider whether the deficiencies are correctable. A deficiency will be considered correctable if the Sabbatical Leave Committee has concluded that the unit member engaged in the activities articulated in the Sabbatical Contract of Agreement, but failed to prepare the required Sabbatical Leave of Absence Report. A deficiency will not be considered correctable if the Sabbatical Leave Committee has concluded that the unit member failed to engage in the activities articulated in the Sabbatical Leave Contract of Agreement.

If the Sabbatical Leave Committee determines that some or all of the violations are correctable, the recipient shall be granted sufficient time and opportunity to satisfy the concerns of the Committee and meet the standard.

g. Resubmission

The recipient shall resubmit the Sabbatical Leave of Absence Report with evidence ~~he/she has fulfilled~~ of fulfilling the intent and

purposes of the Sabbatical Leave of Absence within the time frame established by the Sabbatical Leave Committee.

h. Reconsideration

The Sabbatical Leave Committee shall hold a meeting to reconsider. The recipient is entitled to appear in support of his/her their resubmission. Thereafter, the Committee shall issue its decision.

The Sabbatical Leave Committee shall then forward the Sabbatical Leave of Absence Report, or revised Report, to the Chancellor with its decision to approve or disapprove.

i. Review by the Chancellor

If the Sabbatical Leave Committee recommendation is to approve the Report, and the Chancellor disagrees with the Committee, the Chancellor shall report the basis of his/her their disagreement, and allow the recipient an opportunity to meet and justify his/her their Report.

j. Report to the Board of Trustees

After reviewing the Report of the unit member and the decision of the Sabbatical Leave Committee, and considering the recipient's position and evidence, the Chancellor shall forward the Report and the recommendation of the Sabbatical Leave Committee, and his/her their own recommendation, to the Board of Trustees.

k. Review by the Board of Trustees

The Board of Trustees shall accept, reject or institute penalty action regarding the matter as specified herein.

l. Penalties for Non-Compliance

If the recipient has not satisfied the standards the available penalties are:

- (1) Refund, by the recipient, of all or part of the Sabbatical Leave monies. The percent of the refund is determined by the Board of Trustees upon the recommendation of the Sabbatical Leave Committee relative to the percent the recipient satisfied the objectives in the Sabbatical Leave of Absence application, and
- (2) Limitation on eligibility for a Sabbatical Leave of Absence for ~~seven~~ (7) ten (10) Academic Years after the conclusion of the repayment ~~schedule~~.

m. Complaints by Recipients

(1) Grievance and Arbitration

A recipient may appeal the final decision of the Board of Trustees by filing a grievance against the Chancellor based on the Chancellor's recommendation to the Board of Trustees in accordance with [Article 7](#). The sole basis on which a recipient may appeal is that the Sabbatical Review procedures set out

in this Article have been violated. The recipient is precluded from asserting through a grievance that there is no good cause for the decision and/or that the penalty was too severe. The burden of proof shall rest with the grievant who shall also be required to proceed first with the evidence.

(2) Alternative Hearing Committee

If the Faculty Association declines to take the grievance to arbitration, the recipient shall be entitled to proceed to a hearing before an Administrative Law Judge in accordance with the provisions of Education Code Section 87470, et seq. The District shall promptly arrange for the hearing.

The decision of the Administrative Law Judge shall be final and binding on the parties, subject only to review pursuant to Code of Civil Procedure (CCP) §1094.5.

n. Cause for Denial of Sabbatical Leave of Absence Report

The Sabbatical Leave Committee shall, in its discretion, be granted the authority to deny all or part of a Sabbatical Leave of Absence Report based on the standards below. The Sabbatical Leave Committee members shall be given broad powers to authenticate their findings, and their recommendations shall be provided to all parties in the appeals process above.

- (1) Fraud or misrepresentation related to the Sabbatical Leave of Absence on the part of the recipient; or
- (2) Academic dishonesty related to the Sabbatical Leave of Absence, including but not limited to plagiarism; or
- (3) Failure to complete all or part of the Sabbatical Leave of Absence objectives; or
- (4) Failure to meet the academic standards and provide appropriate documentation of the Sabbatical Leave of Absence Report.

o. Recoupment of Monies

The District and recipient shall attempt to agree upon a schedule for repayment of any penalty. Absent agreement, the District may implement a wage deduction at the garnishment rate permitted under the wage garnishment law of the State of California, without initiating statutory wage garnishment proceedings. Rather, the Sabbatical Leave of Absence Contract shall state that upon completion of all administrative due process afforded under this Agreement, should the Board of Trustees determine a recoupment is required, the unit member consents to the wage deduction.

Absent mitigating circumstances, the repayment schedule shall ordinarily provide for repayment within three (3) Academic Years of return from the Sabbatical Leave of Absence when the Sabbatical

Leave of Absence was for one (1) Academic Year, and within three (3) semesters of return from the Sabbatical Leave of Absence when the Sabbatical Leave of Absence was for one (1) semester.

Absence agreement between the District and the recipient, the District may, using the statutory wage garnishment proceedings, implement a wage deduction at the garnishment rate permitted under the California Wage Garnishment Law.

p. Discipline

The unit member's failure to repay the salary may also be grounds for disciplinary action.

q. Credit to Fund

The Sabbatical Leave Fund shall be credited with any amount so recovered.

r. Interrupted Leaves

In case the approved Sabbatical Leave of Absence activity, as agreed upon in the Sabbatical Leave of Absence Contract with the District, is interrupted by serious accident or illness during the Sabbatical Leave of Absence, and the accident or illness is properly verified by a qualified physician, and this interruption does not extend over a period of time that would cause the purposes of the Sabbatical Leave of Absence to be abandoned, this interruption shall not constitute a violation of the Contract of Sabbatical Leave Agreement nor prejudice the unit member against receiving the rights and benefits provided for under terms of the Sabbatical Leave of Absence.

In cases where interruption due to accident or illness would preclude satisfactory completion of the Sabbatical Leave of Absence purposes, the Sabbatical Leave of Absence shall be terminated, and a Sick Leave of Absence shall be substituted by mutual agreement between the District and the unit member. If a Sabbatical Leave of Absence is terminated due to extended illness or serious accident, the Sabbatical Leave of Absence salary shall also be terminated, and the expenses drawn against the Sabbatical Leave Fund shall be terminated.

In all cases of serious accident or illness of a unit member on Sabbatical Leave of Absence, the Chancellor shall be promptly notified by Registered Letter via the U.S. Mail after occurrence or medical diagnosis, and the Chancellor shall so notify the Sabbatical Leave Committee. While on Sabbatical Leave of Absence, if any material changes occur beyond the control of the unit member which may affect the contractual obligations of the unit member on Sabbatical Leave of Absence, ~~he or she~~ the unit member shall notify the Chancellor and a revised Contract of Sabbatical Leave Agreement may be written with the unit member if necessary. The Chancellor shall so notify the Sabbatical Leave Committee.

s. Modified Sabbatical Leave of Absence Purpose

A recipient is permitted to modify the approved Sabbatical Leave of Absence activity only in cases of serious and unforeseen circumstances, and only after approval by the Sabbatical Leave Committee.

The unilateral alteration of a Sabbatical Leave of Absence activity by a recipient, without obtaining prior approval by the Committee shall, in and of itself constitute a basis to disapprove the Sabbatical Leave of Absence Report or a particular objective therein.

In case the Sabbatical Leave of Absence activity, as approved by the Board of Trustees, or agreed upon in the Sabbatical Leave Contract with the District, must be changed due to unexpected undue hardship and/or other unusual or unforeseen circumstances, the unit member taking the Sabbatical Leave of Absence (or an agent representing the unit member if he/she the unit member is unable to communicate) shall immediately notify the Office of the Vice President, Academic Services in writing (email acceptable) of his/her their respective college, who shall so notify the Sabbatical Leave Committee. This request to modify shall include the reason(s) for the modification, a description of alternative plan(s) including alternative objective(s) and method(s) for achieving the intended outcome.

This notification shall be made by verifiable written medium such as email, or U.S. Mail as a Certified or Registered Letter, shall state completely the reason(s) for the change, and include a complete description of any alternative plan [alternative objective(s), method(s) for achieving objective(s) and documentation]. The Sabbatical Leave Committee reserves the right to require verification of the circumstances causing the change.

The Sabbatical Leave Committee shall recommend its approval or disapproval of the requested change to the Chancellor for final approval in consultation with the appropriate College President. The Chancellor shall inform the Sabbatical Leave Committee, in writing, of his/her their decision as soon as possible. A revised Contract of Sabbatical Leave of Absence Agreement may be written with the unit member if necessary. Should the need for approval of a change in the Sabbatical Leave of Absence activity occur at a time when the Committee Chairperson or the Committee is not available and a delay in receiving a response from the appropriate Vice President would cause undue hardship for the unit member taking the Sabbatical Leave of Absence, the appropriate Vice President is empowered to act upon the request for change in Sabbatical Leave of Absence activity without the Sabbatical Leave Committee's recommendation. The appropriate Vice President shall inform the Sabbatical Leave Committee, in writing, of his/her their action in these cases.

t. Postponed Sabbatical Leaves of Absence

A unit member who has had a Sabbatical Leave of Absence approved shall be entitled to postpone it under the following conditions:

- (1) The Sabbatical Leave Committee and the unit member agree; or
- (2) The Chancellor or ~~his/her~~ their designee grants the postponement.

12-1B. Unpaid Sabbatical Leave of Absence

Any unit member with Regular status and employed fifty percent (50%) or more will be eligible for either a Paid or Unpaid Sabbatical Leave of Absence upon completion of six (6) full Academic Years of bargaining unit service (California Education Code 87768). These same service requirements shall apply each time an individual seeks a subsequent Sabbatical Leave of Absence, Paid or Unpaid.

For Unpaid Sabbatical Leaves of Absence, unit members are advised to refer to Articles [20B.2a](#) and [20C.2d](#) for impact issues regarding Unpaid Sabbatical Leaves of Absence and retirement.

Sabbatical Leaves of Absence Without Pay or Benefits, granted to the unit member for experiences which may be presumed to be of educational benefit to the students and the District, as determined by the Sabbatical Leave Committee, shall result in service credit up to a one (1) Academic Year maximum on the [Full-time Faculty Salary Schedule](#) for the period of the Unpaid Sabbatical Leave of Absence.

Application for [Full-time Faculty Salary Schedule](#) Step Advancement credit must be made in advance. See [Article 12-1A.7](#) for application – Sabbatical Leave of Absence.

Applicants shall submit their proposal to the Sabbatical Leave Committee. They shall not be ranked but shall be either approved or disapproved by the Committee. A Letter of Intent shall not be required per [Article 12-1A.6](#). Applicants shall be notified no later than March 1st by the Vice Presidents, Academic Services through the Sabbatical Leave Committee of the Board of Trustees' action.

Sabbatical Leave Committee completes its review of the applications and forwards original documents (Letter of Intent to Apply for Sabbatical Leave of Absence, Application for Sabbatical Leave of Absence, and Workload Banking: Augment Sabbatical Salary) to the respective College Vice President, Academic Services' Office, who will forward a set of original forms for each approved applicant to the Office of the Vice Chancellor, Educational Services and Student Success **by the end of the Fall Semester** (Articles [12-1A.7](#), [12-1A.4g.](#) and [12-1B](#)). If denied, see Appeal Process ([Article 12-1A.7a.](#)).

The Vice Presidents of Academic Services shall communicate the decision of the Sabbatical Committee by the end of the Fall Semester with a full explanation of the person's standing on the list for approval or non-approval. This communication shall be in a verifiable format (email is acceptable).

The unit member shall not have to serve a period of service in the employ of the District, which is twice the period of the Unpaid Sabbatical, following ~~his/her~~ their return from said Unpaid Sabbatical. A Contract of Agreement and Sabbatical

Report shall be required per [Articles 12-1A.9a. and 9b](#). The following logistics shall apply with respect to the Contract of Agreement ([Appendix](#): Unpaid Sabbatical Leave of Absence (LOA) Contract):

- Human Resources shall mail the Sabbatical Leave of Absence Contract of Agreement to Board of Trustees approved applicants by April 1. This shall occur through a verifiable mailing system.
- Board of Trustees approved applicants will return signed Contract of Agreement to Human Resources no later than ten (10) days after receipt.
- Human Resources will verify with the Sabbatical Committee Chair through the Vice Presidents, Academic Services receipt of Board of Trustees approved applicant's Contracts of Agreements no later than April 30.
- If the Contract of Agreement is not signed within ten (10) days, then the Offer of a Sabbatical Leave of Absence shall be automatically withdrawn.
- Human Resources will obtain both parties signatures by the end of May. A copy will be sent through a verifiable mailing system to the Board of Trustees approved applicant.
- In the absence of signed Contract of Agreement, the Faculty Association-District Contract shall control and is binding on the Sabbatical Leave of Absencerecipient.

If the Sabbatical Leave Committee finds deficiencies in the Sabbatical Report, the unit member shall not advance one (1) Step on the Full-time [Faculty Salary Schedule](#) upon ~~his/her~~their return to work at the end of the Unpaid Sabbatical Leave of Absence and shall not be eligible to buy the appropriate Service Credit from the California State Teachers' Retirement System (CalSTRS) or the California Public Employees' Retirement System (CalPERS) Service Credit.

Reports are due from the Faculty returning in either the Fall or Spring Semester to the Chairperson of the Sabbatical Leave Committee through the Vice Presidents, Academic Services on the first day of return to active service.

The Vice President, Academic Services at each college will send letters welcoming returnees back and informing them of the date their Sabbatical Leave of Absence Report sixty (60) days after the start of their return to active service. This process shall occur in June for those returning in the Fall Semester or after a full Academic Year, or in October for those returning in the Spring Semester.

The Sabbatical Leave Committee begins review of the reports from previous Spring Semester and previous Academic Year. The Committee shall complete the review no later than sixty (60) days after the beginning of the following semester or as soon thereafter as possible. Reports with Sabbatical Leave Committee approval or disapproval shall be forwarded to the Chancellor through the College President for the Board of Trustees review.

If the Sabbatical Leave Committee acts affirmatively on the acceptance of the Unpaid Sabbatical Report, the District shall, if requested by the unit member, report said Unpaid Sabbatical Leave of Absence to the California State Teachers' Retirement System

(CalSTRS) or the California Public Employees' Retirement System (CalPERS) as

an Unpaid Sabbatical Leave of Absence for the purpose of allowing the unit member to purchase said Leave as CalSTRS or CalPERS Service Credit. If the unit member requests the District to report the Unpaid Sabbatical Leave of Absence to CalSTRS or CalPERS, then the District shall report the Unpaid Sabbatical Leave of Absence to CalSTRS or CalPERS when the Sabbatical Leave Committee acts affirmatively on the eligible unit member's report.

It is understood that the unit member bears the full financial burden of purchasing this Unpaid Service Year of CalSTRS or CalPERS service credit. It is further understood that CalSTRS or CalPERS regulations control with respect to the granting of the respective Service Credit.

This provision shall be applied retroactively to all eligible unit members.

12-1C. Unpaid Leave of Absence (Not Sabbaticals) for Educational Benefit

Per [Article 21E.2](#), Unpaid Leaves of Absence (other than Sabbatical) granted to unit members for experiences which may be presumed to be of educational benefit to the students and the District, as determined by the Sabbatical Leave Committee, shall result in Service Credit on the [Faculty Salary Schedule](#) up to one (1) Academic Year. Application for this Leave must be made in advance to the Sabbatical Leave Committee. At the end of said Unpaid Leave of Absence, the unit member must submit a report to the Sabbatical Committee verifying that the objectives of the Leave of Absence were accomplished. The Sabbatical Leave Committee has the authority to determine if the Leave of Absence objectives were accomplished before the Step Advance shall occur.

ARTICLE 12-2

WORKLOAD BANKED LEAVE OF ABSENCE

12-2. Workload Banked Leave of Absence Policies

(See [Article 10D.9](#))

12-2A.1 Maximum Workload Banked Leave of Absence

Regular unit members may earn a maximum of one (1) semester Workload Banked Leave of Absence without loss of salary or benefits.

Sixteen (16) Calculated A Hours (CAHs) must have been banked in order to take a Workload Banked Leave of Absence in any proposed semester. A unit member may take a semester of Workload Banked Leave of Absence (LOA) while on Pre-retirement Reduction in Workload (See [Article 30](#) for this type of Leave of Absence). If the unit member is on Pre-retirement Reduction in Workload according to the terms of [Article 30](#), ~~he/she the unit member~~ shall be charged a proportional amount of Banked Load when applying ~~his/her their~~ Banked Calculated A Hours (CAHs) toward a full semester's absence, commensurate to ~~his/her their~~ Load obligation for that semester. For example, if the unit member's Load obligation is seventy-five percent (75%) for the semester in question, as per [Article 30](#), then ~~he/she the unit member~~ needs to apply seventy-five percent (75%) of sixteen (16) Calculated A Hours (CAHs), i.e., twelve (12) Calculated A Hours (CAHs) from ~~his/her their~~ Banked Load balance, to take that semester as a Banked Load Leave of Absence. Faculty cannot workload bank any hours over forty (40) scheduled hours per week.

- a. For Counseling Faculty, Library Faculty, and Special Assignments Faculty participating in a Workload Banked Leave of Absence, Calculated A Hour (CAH) equivalents for non-instructional service shall be computed according to [Article 10D.12](#). In these cases, the District shall maintain Load Sheets according to [Article 10D.9](#).

Unit members must request in writing if the overload earned is for banking or non-banked carryover at the time of the acceptance of the overload. Only overload that is properly requested on the official form shall go into the unit member's Workload Banked Account. See Appendix: Workload Banking Request Form (Regular Unit Members only).

A unit member with an underload is not eligible to workload bank any hours until the underload is satisfied.

Any class taught for Load during ~~Summer or Inter-session~~ an Intersession, whether units are banked or not, shall incur an obligation to serve office hours in accordance with [Article 17E.2](#).

- b. A unit member desiring to participate in Workload Banking shall use the [Workload Banking Request Form](#) (Regular Unit Members only) to request the transfer of a specified number of Calculated A Hours (CAHs) from ~~his/her~~ ~~their~~ Non-Banked Carry-over into Banked Load, subject to the conditions below.
 - c. A maximum of six (6) Calculated A Hours (CAHs) may be banked in any one (1) semester or Term (~~including Summer Session or Inter-session~~).
 - (1) These hours may be earned at any time during the Faculty member's not less than one hundred and seventy-five (175) day contract, or during ~~the Summer or Inter-session~~ an Intersession.
 - (2) Only CAHs within a positive Non-Banked Carry-over may be transferred to Banked Load; Banked Load shall never show a negative balance.
 - (3) The above shall not apply to regular and contract unit members who lose overload priority.
 - (4) ~~(3)~~ If a unit member experiences a negative Non-Banked Carry-over (underage) at the end of any Academic Year, ~~he/she the unit member~~ may elect to reduce the underage by transferring a specified amount of CAHs from the Banked Load to the Non-Banked Carry-Over, as long as the CAHs transferred are less than or equal to the unit member's Banked Load balance (See Article 10D.9).
 - d. Unit members who intend to take a Semester Workload Banked Leave of Absence must submit their Workload Banked Leave of Absence ~~#Request Form (Regular Unit Members only) with the most recent load sheet attached~~ to their immediate supervisor ~~and the appropriate College Vice President~~ by March 15 for the following Fall Semester and by September 15 for the following Spring Semester. Sixteen (16) Calculated A Hours (CAHs) or the equivalent must be completed by the Term preceding the intended Workload Banked Leave of Absence, including ~~Summer Session Intersessions~~. Failure to accrue the mandatory Calculated A Hours (CAHs) or the equivalent by the Term preceding the intended Workload Banked Leave of Absence will result in either cancellation or postponement of the Workload Banked Leave of Absence. Approval or disapproval of the Workload Banked Leave of Absence request will be based on the impact of the Workload Banked Leave of Absence on the integrity of the unit member's program. Notification of approval or disapproval will be given to the unit member by April 15 for Fall Semester Workload Banked Leaves of Absence or by October 15 for Spring Semester Workload Banked Leaves of Absence.
 - e. In the event the Workload Banked Leave of Absence request is denied, an Ad Hoc Committee consisting of the following members will be convened by the College Vice President, Academic Services or the Vice President, Student Services to re-assess the potential program impact.

Members of the Ad Hoc Committee include:

- (1) The College Vice President, Academic Services or the College Vice President, Student Services or his/her designee;
- (2) The unit member planning the Semester Workload Banked Leave of Absence; and
- (3) One unit member not planning a Semester Workload Banked Leave of Absence, mutually agreed to by the College Vice President, Academic Services or the College Vice President, Student Services and the unit member planning the Semester Leave of Absence.

This Ad Hoc Committee will make a written recommendation to the College Vice President, Academic Services or the College Vice President, Student Services who will review the recommendation of the Ad Hoc Committee and make a recommendation to the appropriate College President. The final decision will rest with the College President. The decision and its rationale will be sent in writing to each member of the Ad Hoc Committee.

- f. Limit on Load Bank. No unit member may bank more than seventeen (17) Calculated A Hours (CAHs) or equivalent. See [Article 10D.11](#).
- g. Commencing with the Fall Semester 2014, the requirement for Sixteen (16) Calculated A Hours (CAHs) will be required for all requested Workload Banked Leaves of Absence unless the unit member is on Pre-retirement Reduction in Workload according to the terms of [Article 30](#). See [Article 12-2A.1](#), above.
- h. Any class taught for Load during ~~Summer or Inter session an Intersession~~, whether units are banked or not, shall incur an obligation to serve office hours in accordance with [Article 17E.2](#).

12-2A.2 Cancellation or Extension of Workload Banked Leave of Absence by The Unit Member

A cancellation of one (1) Academic Year extension may be requested from the College Vice President, Academic Services or the College Vice President, Student Services a minimum of one (1) semester in advance of the planned Workload Banked Leave of Absence (April 1 for Fall Semester, October 1 for Spring Semester).

12-2A.3 Frequency of Workload Banked Leaves of Absence

A Workload Banked Leave of Absence may be taken once in a three (3) Academic Year period.

12-2A.4 Restrictions on Taking Workload Banked Leaves of Absence

Workload Banked Leaves of Absence shall not be granted during ~~the Summer Session Intersessions~~ nor during the semester immediately before or after a Sabbatical Leave of Absence.

12-2A.5 Accounting for Workload Banked Load Conversion of Workload Banked Load to Unbanked Load

- a. At the time a unit member Workload Banks Load hour in lieu of receiving overload pay, this money must be set aside in a specially identified fund for use by the college where the unit member is employed. These reserves must be accounted for semiannually.
- b. Accumulated Workload Banked units may be converted to Load by the unit member but only according to the terms of [Article 12-2A.1c\(3\)](#) above.

12-2A.6 Cashing Out Workload Banked Load

12-2A.6.1 Restrictions on Cashing Out Workload Banked Load

After July 1, 2005 a unit member shall not be entitled to cash out Workload Banked overload except under one (1) of the following circumstances:

- a. Exigent circumstances as decided by the District beyond the unit member's control; or
- b. Retirement; or
- c. Permanent movement from the unit position to another permanent position in the District; or
- d. Resignation from a permanent unit position but continuation as a Part-time unit member; or
- e. Termination from District employment; or
- f. Death of the unit member. The balance in the deceased unit member's account shall be paid to his/her their estate.

12-2A.6.2 Guidelines for Cashing Out Workload Banked Load

Subject to [Article 12-2A.6](#) above, cashing out Workload Banked Load will occur under the following guidelines:

- a. The Workload Banked units shall be paid according to the prevailing Schedule of Part-time Faculty Salary Rates, at the Calculated A Hour (CAH) rate indicated for instructional assignments, at the highest step shown that is not greater than the unit member's current step on the Full-time [Faculty Salary Schedule](#).

Because Workload Banked Load commingles Load from both instructional and non-instructional service, it is understood that non-instructional pay rates cannot be applied when cashing out Workload Banked Load.

- b. A written request for cash out must be made at least thirty (30) calendar days before cash out is desired.

- c. A unit member wishing to cash out Workload Banked Load must submit a written request to the appropriate College Vice President stating the reason for the request according to the above guidelines and circumstances. Thereafter, the request shall be forwarded to the Office of Human Resources.
- d. When a Full-time unit member leaves the employment of the District, any unused Workload Banked overload shall be paid as described herein.

12-2A.7 Load Sheet

Effective Fall Semester 2012, unit member Load Sheets shall delineate banked versus non-banked overages in accordance with [Article 10D.9](#).

12-2A.8 Working While on Workload Banked Leave of Absence

Unit members on Workload Banked Leave of Absence shall be deemed eligible to perform overloads, for compensation on the [Part-Time Faculty Salary Schedule](#). See [Article 18B.1e.\(2\)](#).

ARTICLE 12-3

FACULTY EXCHANGE LEAVE OF ABSENCE

12-3A. Faculty Exchange Leave of Absence

Leaves of Absence may be granted during the Academic Year to Full-time Regular Faculty. Regular unit members who are approved may participate in a Personnel Exchange Program for a period not to exceed one (1) Academic Year under the provisions of Section 87422 of the Education Code, Temporary Exchange of Academic Employees. These Leaves of Absence shall be mutually agreed upon and determined on the basis of the following factors:

12-3A.1 Effect of Faculty Exchange Leave of Absence

There shall be no interference with the normal operations of the College or District, the educational program, proper instruction, or the provision of services to students.

12-3A.2 Costs

No additional cost to the District shall necessarily be incurred as a result of the exchange. However, the Board of Trustees may appropriate funds to encourage the program. These funds may be allocated to the unit member for actual and necessary expenses as are appropriate and specifically designated.

12-3A.3 Requirements

All exchanges shall be on a one-for-one basis, and visiting personnel shall meet District requirements for unit members in their classification of Instructional Faculty, Counseling Faculty, Library Faculty, or Faculty on Special Assignments, as appropriate. The District's unit member shall continue to receive salary, seniority, increments, and other benefits during the Leave of Absence. Salary, benefits, and other expenses of visiting exchange personnel shall not be the responsibility of this District.

12-3A.4 Reinstatement into Position

The unit member, upon expiration of the Faculty Exchange Leave, shall be reinstated in the position held at the time of the granting of the Leave of Absence unless agreed otherwise by the unit member and the District.

ARTICLE 13

TRANSFERS

TENTATIVE AGREEMENT

13A. Faculty Transfers

A transfer refers to any action which results in the transfer of a Contract or Regular unit member from college to college and/or division/area to division/area within a college.

13A.1 Voluntary Permanent Faculty Transfers

Current Contract and Regular tenured unit members who request a transfer shall self-identify as current CLPCCD Full-time Faculty in the applicant tracking system, must meet the minimum qualifications for the opened position and must complete all application requirements that external applicants complete. This unit member shall be included in the initial interview round. All applicants shall be screened by the Office of Human Resources, who shall notify the appropriate managers of an internal applicant before the initial interview round.

13A.2 Voluntary Temporary Transfers (One or Two Semesters)

a. Contract or Regular unit members may voluntarily transfer from one (1) service unit (e.g., discipline and/or college) to another, or they may divide their duties between service units.

Unit members already in the discipline which the unit member is transferring into shall be notified of the transfer when the transfer decision is final.

b. Request to temporarily transfer shall be granted by the involved Vice Presidents on the basis of the criteria listed below:

(1) The transfer will enhance the efficiency of the District's educational program and the transfer will not create an overload for the transferee;

(2) The unit member has the required Faculty Service Area (FSA) and minimum qualifications, majors or minors to perform the services required and seniority; and

(3) If all the factors noted above are equal, the bargaining unit member with the most seniority shall have preference.

13A.3 Involuntary Faculty Transfers

a. Contract and Regular unit members may be involuntarily transferred from college to college, one instructional or service unit to another on the same campus, or they may be required to divide their duties between colleges or service sites provided that said involuntary transfer shall not occur unless

the requirements set forth in items (1) through (4) below are satisfied. Unit members already in the discipline which the unit member is transferring into shall be notified of the transfer when the transfer decision is final. The following guidelines shall apply:

- (1) It is demonstrated by the District that there is a significant reduction in the need for the services provided by Instructional Faculty, Counseling Faculty, Library Faculty, or Faculty on Special Assignments, and other members of the bargaining unit, or it is demonstrated by the District that there is a valid educational need for the transfer. Upon request, written reasons for the transfer shall be provided by the District;
- (2) No unit member shall be involuntarily transferred if there is another unit member with less District-wide seniority who is credentialed or meets the minimum qualifications to fill the vacancy, unless
 - (a) transferring the unit member with least seniority will disrupt the program, or
 - (b) transferring this unit member will not meet the educational needs of the other college. In this case, the reasons shall be stated in writing and the next least senior unit member shall be transferred. If the same condition prevails, the procedure shall be repeated until a satisfactory transfer can be made;
- (3) The unit member to be transferred is given notice at least twenty (20) calendar days prior to the beginning of the semester except in unusual circumstances due to resignation, death, illness, accident, emergency leave, or physical catastrophe. In addition, unit members shall be notified seventy-five (75) calendar days prior to the beginning of the semester if their involuntary transfer will result in a new preparation. The seventy-five (75) day notice shall state the involved course(s)/assignment(s) being dropped and added, and the days, hours and locations now required by the involuntary transfer. See Appendix: Transfer: Notice of involuntary Transfer; and,
- (4) When a unit member has been subject to involuntary transfer, the timely application to voluntarily transfer back to the unit member's former position will be given preference over the filling of a vacancy in that position by a new hire or other Faculty transfer.

b. A unit member may request a reduced Load as an alternative to an involuntary transfer.

13B. Transfer of Managers to Faculty: Voluntary or Involuntary

13B.1 Transfer of A Manager Previously A Tenured District Faculty Member

~~A previously tenured unit member, who has assumed a management position within the District, shall have a right to be voluntarily or involuntarily transferred back into a Faculty position.~~

An academic administrator who previously held tenured faculty status within the

District and who maintains a valid Faculty Service Area (FSA) shall be eligible to request retreat to a faculty position.

The administrator must submit a formal written request to the Chancellor and Faculty Association President. Upon receipt of the request, the District and Faculty Association shall meet in good faith to determine if the requested retreat is feasible. The determination shall be based upon:

- (1) Available, board-approved faculty positions within the administrator's FSA
- (2) Available funding within the board approved adopted budget
- (3) Programmatic need and alignment with enrollment-driven staffing plans

Retreat shall not be automatic or guaranteed. Approval requires mutual agreement between the District and Faculty Association that a qualifying vacancy exists and can be funded without creating a structural deficit or adversely affecting operations.

If the District or Faculty Association determines that the retreat is not feasible, the administrator shall remain in their current assignment.

13B.2 Transfer of a Manager Not Previously a Tenured District Faculty Member

a. Transfers of Managers Hired Before July 1, 1990

A manager may submit a written request to voluntarily transfer into a vacant Faculty position for which he/she the manager is qualified, or a manager may be involuntarily transferred into a Faculty position for which he/she the manager is qualified. The Faculty Association may request a faculty mentor to facilitate the former manager's transition into Faculty duties (Refer to [Article 21D.3](#) for Salary Placement). However, managers transferred under these provisions shall not perform specific Faculty Association unit member duties if any qualified Contract or Regular Faculty Association unit member will be bumped or prevented from performing any part of their usual duties, assignments, courses, or schedules. Unit members in the discipline which the manager is transferring into shall be notified of the transfer when the transfer decision is final.

b. Transfers of Managers Hired After July 1, 1990

Transfer of managers hired after July 1, 1990 shall be pursuant to Education Code 87458. However, managers transferred under these provisions shall not perform specific Faculty Association unit member duties if any qualified Contract or Regular Faculty Association unit member will be bumped or prevented from performing any part of their usual duties, assignments, courses, or schedules. Unit members in the discipline which the manager is transferring into shall be notified of the transfer when the transfer decision is final.

ARTICLE 14

CONTRACT (UNTENURED) FACULTY EVALUATION

TENTATIVE AGREEMENT

14A. Purpose

In the granting of tenure, a peer review process will be used to ensure that Contract (Probationary) Faculty demonstrate the qualities and performance necessary to meet professional responsibilities. Tenure derives from two (2) sources: the authority of the Chabot-Las Positas Community College District Board of Trustees, who ensures that the communities they represent are provided the best possible learning environment, and the college Faculty, who are obliged as professionals and specialists in their fields to provide a high-quality educational forum for learning. While the Board of Trustees and the Administrators it appoints set in place the guidelines for hiring effective Faculty and for evaluating their performances, the Faculty, represented by the Faculty Senates, have the responsibility under shared governance to implement these guidelines and to participate in the evaluation process. The Faculty Association has the responsibility to monitor contractual procedural due process aspects of the evaluation process. The mutual goal of the District administration and faculty is to hire qualified, diverse Faculty who are expert in their subject areas, skilled in their professional responsibilities, and sensitive to equal employment guidelines and community diversity.

Through an ongoing evaluation process, the decision to grant tenure generally occurs at the end of the fourth Academic Year for a Probationary Faculty unit member (hereafter referred to as a Contract unit member) (See [Article 14L.2](#), Footnote 2). In the normal process, the Tenure Committees, comprised of Faculty peers and Administrators, recommend to the Board of Trustees the appropriate Faculty for tenure.

This policy conforms to the provisions of AB 1725 and Sections 87663 and 87664 of the California Education Code.

14B. Guiding Principles

14B.1 Non-Discrimination

The evaluators shall not consider information about the private life, religious, political and/or organizational affiliations, or sexual preferences of the Contract Faculty unit member.

14B.2 Use of Anonymous Materials

No anonymous letters or material shall, in any form, be used in the evaluation process except that student surveys of unit members done on negotiated student survey forms shall be anonymous in order to protect the identity of the student.

14B.3 Forms

Only those forms that have been negotiated shall be used in the evaluation Agreement—CLPFA/Chabot-Las Positas Community College District
July 1, 2022 – June 30, 2025

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process. [See Appendix:](#)

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14B.4 Written Responses

The Contract Faculty unit member has the right to respond in writing to the evaluation(s). Written responses shall become part of the unit member's Personnel File. See [Articles 16-1 to 16-3](#).

14B.5 Retention Data

Retention data may be used to alert the Level 1 evaluators that the Contract Faculty unit member needs to develop strategies to retain students. Retention data shall not be the basis for tenure denial.

14B.6 Non-Retaliation

There shall be no retaliation against a Contract Faculty unit member who voices an opinion or files a signed written opinion.

14B.7 Reassigned Time

Contract and Temporary Leave Replacement (TLR) Faculty hired as Instructional Faculty, Counseling Faculty, or Library Faculty shall not be granted reassign time for the first two probationary contracts. If, however, a Contract or Temporary Leave Replacement (TLR) Faculty person is hired with demonstrable work experience outside of his/her their primary assignment, management shall have the option to offer the unit member up to but not exceeding four (4) CAHs of reassign time. See [Article 10C.3e](#).

14C. Faculty Standards for All Contract (Untenured) Faculty

14C.1 Forward

Faculty at Chabot College and Las Positas College have been selected with considerable care and with particular attention to their ability to give freely of their knowledge and talents to students. Each Faculty member is asked to assume the personal and professional obligations which inhere in a career as college Instructional, Counseling, Library or Faculty on Special Assignments.

The Faculty is expected to, with diversity, equity, inclusiveness, accessibility, and belonging in mind, meet the Faculty Standards by demonstrating excellence in working with students; in collegial participation; in professional and personal enrichment; and in professional responsibilities.

14C.2 Excellence in Working with Students

- a. Knowing their subject fields in depth, keeping up to date and being alert to new materials in the literature;
- b. Challenging students and setting high expectations with full knowledge of the diversity of human qualities and learning styles;
- c. Demonstrating sensitivity in working with students, including those of diverse racial and ethnic backgrounds, sexual orientations, and abilities;
- d. Creating opportunities for students to assume responsibility for their own learning.
- e. Adapt current discipline content, including knowledge from diverse communities and perspectives, to make it relevant, representative, and accessible to a diverse community of students.

14C.3 Collegial Participation

Collegial participation is defined as a unit member contributing to a collaborative, respectful working environment with all staff. Some areas in which collegial participation can be demonstrated include, but are not limited to, the following:

- a. Developing curriculum;
- b. Recommending organizational policies;
- c. Assessing program needs and effectiveness;
- d. Participating in appropriate collegial governance, committees, and campus life;
- e. In team taught courses or any course taught by a group of Faculty, cooperating with the majority of the Faculty team with respect to instructional delivery, student survey, and the use of support materials, including texts and documents; and
- f. Collaborating in equity-minded and accessible curriculum development and in the accreditation process.
- g. Working with colleagues to examine data about disproportionate impact, to uncover inequitable patterns, policies, and practices, and to advocate for strategies to improve equitable student outcomes and success.
- h. Fostering an environment that promotes student success.

14C.4 Professional and Personal Enrichment

- a. Participating regularly in self-initiated professional development activities such as classes, workshops, flex days, conferences, seminars or professional meetings; and/or

- b. Publishing, making conference presentations, presenting artistic exhibits, giving performances, researching, becoming involved in community matters relevant to the academic area.
- c. Participating in diversity, equity, inclusion, accessibility, and belonging professional development and learning opportunities, referencing student equity data that aligns to college goals and commitments to equity to make informed professional development decisions.
- d. Implementing professional development knowledge by evaluating and reflecting on the content gained from professional development experiences.
- e. Facilitating and modeling effective communication practices that actively encourage all forms of communication--dialect, vernacular and non-standard forms.

14C.5 Professional Responsibilities

Unit members are also expected to fulfill the specific requirements listed below, with a lens on diversity, equity, accessibility, and belonging practices:

- a. Attend and participate in Faculty meetings, division meetings, committee meetings, subdivision and/or task force meetings;
- b. Participate in orientation, commencement (see [Articles 8C.3](#) and [8C.6](#)), and on-campus professional development activities;
- c. Participate in program and subject area improvement tasks, such as creating and assessing Student Learning Outcomes (SLOs), Service Area Outcomes (SAOs), Course Learning Outcomes (CLOs) and Program Learning Outcomes (PLOs), revising and developing curricula, program review, articulation, and mentoring students and Part-time Faculty unit members;
- d. Meet deadlines and submittal of Discipline Plans (see [Articles 26E.4-26E.7](#)), schedules, grades and Census Reports (see [Articles 1C.1cc](#) and [8C.4](#)); and
- e. Where appropriate, participate in advisory committees and maintain contacts with other educational institutions, organizations, businesses or industry;
- f. Act as mentors for Part-time faculty;
- g. Provide leadership for department in recruiting and retaining a diverse student body students in coordination with outreach, counseling and other college/district personnel including but not limited to developing community connections, to provide mentoring, work experience and job opportunities for students within the department as approved by the Division Dean. Discretionary professional activities include holding memberships in the Faculty Senates, College/District standing committees, joint College/District/Faculty Association Committees, College/District ad hoc committees, regional, state, national or international professional organizations, and/or student clubs or activity advising. The unit member may also participate in outreach activities to other educational segments and the community. First Academic Year Contract Faculty unit members are

exempt from these discretionary professional activities.

- h. Contribute to and/or participate in diversity, equity, inclusion, accessibility, and belonging efforts in your discipline, campus and/or the wider communities. Contributions include but are not limited to faculty inquiry groups, research, conferences, publications, professional development, and presentations.
- i. Communicate in a manner that shows respect for the diverse languages and dialects represented in the college community.
- j. Respect and recognize the diverse cultural and ethnic backgrounds, perspectives, and opinions of others.

14C.6 Additional Specific Standards for Instructional Faculty

- a. Delivering inclusive and coherent lectures that reflect an array of learning styles, approaches, and experiences;
- b. Creating inclusive assignments, projects, and course materials that reflect an array of learning styles, approaches, and experiences, and that serve instructional goals objectives as defined in course outline of record;
- c. Creating exams and/or other evaluative assignments that test for mastery of course content;
- ~~d. Creating course materials that serve instructional goals as defined in course outline of record;~~
- ~~d. e. Organizing course content so that it encompasses authorized course outlines;~~
- ~~e. f. Identifying basic and essential concepts and developing pertinent materials and strategies that will assist students in understanding the core subject matter consistent with the official course outline of record;~~
- ~~f. g. Preparing carefully and organizing an equitable, inclusive and accessible a course of instruction which adheres to the objectives and suggested materials listed in the course outline of record, and which encourages student use of campus resource centers and laboratories. If unit members within a team-teaching class (see [Article 10D.2d](#) for definition) have adopted a required text, that text must be used unless the unit member(s) in the affected class agree to an exception;~~
- ~~g. h. Teaching with imagination, vigor, and clarity, attempting to provide a framework of learning for all students which consciously places topics in a well-knit relationship one to the other;~~
- ~~h. i. Applying new technologies in the delivery of instruction where appropriate; and~~
- ~~i. j. Working collaboratively with the Enrollment Management process as described in [Article 26: Enrollment Management](#).~~
- ~~j. k. See [Article 19D](#) and [Article 19C.3](#) for evaluation of online instruction.~~

14C.7 Additional Specific Standards for Counseling Faculty

- a. Working in and supporting a collaborative Counseling Division team environment;
- b. Demonstrating a wide variety of counseling skills (listening, interviewing, trusting, encouraging, flexible, resourceful, fair) and counseling techniques while providing academic, career, and personal counseling services;
- c. Demonstrating a high degree of accuracy when providing information concerning college/university transfer, degree requirements, college/district procedures and course curriculum;
- d. Applying new technologies in the delivery of counseling services;
- e. Developing and implementing new/revised projects, programs, and activities in accordance with the Counseling Divisions' Adopted Goals and Objectives;
- f. Developing liaisons between the Counseling Division and Instructional Divisions, serving on committees, and achieving familiarity with College and District Goals and Policies;
- g. When applicable to a particular coordination assignment, demonstrating leadership and advocacy in collaboration with other staff in a particular unit;
- h. When applicable to a particular coordination assignment, demonstrating planning and vision in delivering counseling and student support services;
- i. Working collaboratively with the Enrollment Man, agreement process as described in [Article 26: Enrollment Management](#); and
- j. Professional Responsibilities for Counselors providing mental health counseling only: Demonstrating professional and accurate therapeutic skills when providing mental health counseling, including maintaining professional standards prescribed by the Board of Behavioral Sciences.

14C.8 Additional Specific Standards for Library Faculty

- a. Working in and supporting a collaborative team environment;
- b. Developing and implementing new/revised projects, programs and plans in accordance with the Adopted Goals and Objectives of the Learning Resources Program and with diversity, equity, inclusion, accessibility, and belonging in mind;
- c. Promoting student and staff access to use of the library through comprehensive reference service and bibliographic instruction;
- d. Contributing to building, organizing, and maintaining diverse, inclusive, and accessible library collections, including implementing electronic access to information;
- e. Teaching students in class orientations, individually, and through Library Skills courses;

- f. Developing liaisons between the Library and Instructional Faculty, serving on committees and achieving familiarity with College and District goals and policies;
- g. Applying new technologies in the delivery of library services; and
- h. Working collaboratively with the Enrollment Management process as described in [Article 26: Enrollment Management](#).

14C.9 Additional Specific Standards for Faculty on Special Assignments/Coordinator Assignment(s) As Part or All of Their Primary Duty

In consultation with the unit member and the supervisor, the Level One Tenure Review Committee will develop standards appropriate to each unit member on Special Assignments/Coordinator Assignment(s) as ~~his/her~~ their primary assignment. The standards shall be clearly related to the Special Assignments/Coordinator Assignment(s) and comparable in their level of specificity to the standards described above for the other categories of Faculty. The standards shall be approved in writing by the appropriate Vice President, within three (3) weeks of the first day of service. Where appropriate, working collaboratively in the enrollment management process as defined in [Article 26: Enrollment Management](#) is an expectation.

14C.10 Specific Standards for Distance Education Instruction

See [Article 19E](#)

14C.11 Evaluation of Faculty Teaching Distance Education Courses and Performing Other Online Services

See [Article 19F](#)

14D. Frequency and Timeline

~~The following procedures apply to faculty evaluation during the first four (4) Academic Years of Contract Faculty employment. The first contract is for one (1) Academic Year, the second contract is for one (1) Academic Year, and the last contract (third and fourth Academic Years) is for two (2) Academic Years. This frequency and timeline conform to AB 1725 guidelines.~~

14D.1 Spring Semester Hires—Faculty Members First Hired on Contract in The Spring Semester

~~Contract Faculty first hired in the Spring Semester begin the review process that Spring Semester and continue through the next Academic Year on a first Academic Year Contract (Education Code 87605). At least one (1) class or activity observation and student survey process shall occur in the first Spring Semester.~~

14ED. Committees and Procedures

Evaluation for tenure involves a three (3) level committee structure:

14ED.1 Level One Tenure Review Committee

a. Membership and Selection of Members

The Level One Tenure Review Committee shall be composed of three (3) members (with an optional fourth member). Additionally, an observer shall be assigned by the Faculty Association. If an observer is not assigned by the Faculty Association by October 1 for Fall Semester hires or March 1 for mid-year hires, the untenured review process will continue as per the established deadlines without a Faculty Association observer except that the Faculty Association Grievance Officer may become the Faculty Association observer at any time if requested by the Contract Faculty unit member. The Faculty Association observer shall function exclusively to monitor the Level One Tenure Review Committee on contractual due process issues.

The Faculty Association observer shall be privy to the Level One file, may attend all or some of the Level One meetings at his/her their discretion and shall not be responsible for the substantive issues involving recommendation for contract renewal, dismissal or tenure (if appropriate).

b. The appropriate Administrator.

c. A tenured (Regular) Faculty unit member selected from the Contract Faculty unit member's Primary (or related) Discipline, appointed by mutual consent of Faculty from the Contract Faculty unit member's Primary Discipline (or division); or, in the event that consensus cannot be reached, appointed by the appropriate Administrator. See [Article 1C.1h](#) for definition of Primary Discipline.

d. A tenured Faculty unit member from a discipline different from that of the Contract Faculty unit member may be appointed.

e. Whenever possible, Committee members should be selected with a goal of reflecting both ethnic and gender diversity.

f. The Contract Faculty unit member may challenge the Level One Tenure Review Committee composition by requesting a change of one (1) member of the Committee (the appropriate Administrator is not subject to exclusion by this process). The Contract Faculty unit member must request a change in his/her their

Level One Tenure Review Committee before the end of the first two (2) semesters of his/her their Contract Faculty employment. The right to request a Level One Tenure Review Committee change shall lapse after that time. The replacement member to the Level One Tenure Review Committee will be appointed by the same body that chose the original Committee member. Additionally, either the Contract Faculty unit member or that unit member's Division may request the selection of a Level One Tenure Review Committee member from the District's other college. In order to select the optional fourth

member of the Level One Tenure Review Committee, the Committee and the Contract Faculty unit member must reach mutual consent. With the exception of the right of the Contract Faculty unit member's one (1) Level One Tenure Review Committee member challenge defined above, the Committee shall remain the same for the entire four (4) Academic Years of Contractual employment unless a Committee member (either Faculty or Administrator) must be replaced due to a temporary leave, a break in District service or a change in assignment.

14ED.2 Training

All members of Tenure Review Committees and Contract Faculty unit members shall receive training in the tenure evaluation process, when they are assigned to a Tenure Review Committee or if they have not received training within the last two (2) Calendar Years from the last date trained.

The training shall be conducted by the Faculty Association at each college. The training will include process issues relevant to the tenure process including but not limited to:

- a. Following the stated timelines in this Article;
- b. Following up on all stated areas where the candidate needs improvement or has unsatisfactory performance;
- c. Formatting and implementing the Tenure Review Committees according to the guidelines in this Article;
- d. Providing timely feedback to the Contract Faculty unit member when the candidate needs to improve or is unsatisfactory so as to give the candidate an opportunity to remediate;
- e. Providing guidelines for the use of the negotiated evaluation forms.

14ED.3 Faculty Hired on A Full-Time, Temporary Leave Replacement (TLR) Basis

All Faculty who are hired on a Full-time, Temporary Leave Replacement (TLR) basis shall be evaluated in accordance with this Article's first and second Academic Year reviews. Examples of Faculty hired in this manner include, but are not limited to, Faculty hired as Sabbatical Leave replacements and Faculty hired with non-permanent funds.

If the unit member with a Full-time Temporary Leave Replacement (TLR) assignment is hired for the immediately subsequent Academic Year in a Tenure Track position, the Level One Tenure Review Committee shall apply only one (1) Academic Year of the immediately prior Temporary Leave Replacement (TLR) Faculty service to the evaluation process of the Contract Faculty unit member's placement. Only one (1) Academic Year of the immediately prior Temporary Leave Replacement (TLR) Faculty service shall count toward the Tenure Review Process. It is understood that this provision shall apply regardless of whether the tenure track position is in the same or related discipline as the Temporary Leave Replacement (TLR) Faculty assignment.

14D.4 Additional Substantiated Information

Any substantiated information which the appropriate Administrator has and which is relevant to the Faculty Standards shall be shared with the Level One Tenure Review Committee and the Level Two Tenure Review Committee, and the new information shall require the Level One Tenure Review Committee to reconvene and meet with the Contract Instructional Faculty unit member, who shall be given an opportunity to respond in writing within a timeline agreed upon between the Faculty Association President and the Chancellor or their designee(s). The response from the Level One Tenure Review Committee and from the Contract Instructional Faculty unit member shall be submitted to the Level Two Tenure Review Committee per the timeline agreed to by the Chancellor and the President of the Faculty Association. The Level One Tenure Review Committee may revise its initial Level One Report and Recommendation.

14D.5 Untenured Contract Cycle

The following provisions govern the evaluation of Contract Faculty during the first four (4) Academic Years of employment.

- a. The first and second contracts are for one (1) Academic Year each.
- b. The third and fourth Academic Years are covered by a single two-year contract. This schedule conforms to AB 1725 guidelines.
 - 1) Spring Semester Hires
Contract Faculty first hired in the Spring Semester begin the review process that semester and continue through the following Academic Year under a first-year contract (Education Code 87605). At least one (1) class or activity observation and student survey shall occur during the initial Spring Semester.

14D.6 Timing of Observations

- a. Evaluations will follow the Faculty Evaluation Timeline (see Appendix). An explanation of the Timeline will be included with the Evaluation documents and linked on the Human Resources website. Where unit members are being evaluated during short-term assignments (e.g. fast-track, late-start, etc.) lasting less than 16 weeks, the timeline for completion of evaluations shall be modified proportionally.
- b. Under the first Academic Year contract, observations shall be spaced so that no more than one (1) observation occurs in any week during the Fall Semester. Under the second Academic Year contract, observations may occur any time from the Spring Semester of the first Academic Year (after the March 15 renewal date) through the Fall Semester of the second Academic Year. At least one (1) of the three (3) observations shall take place in the Spring Semester. Under the third contract cycle, which are years three (3) and four (4), observations may occur any time from the Spring Semester of the second Academic Year (after the March 15 renewal date) through the Fall Semester of

the fourth Academic Year.

14D.7 Meeting Schedule

a. Initial Meeting

The initial meeting between the Level One Tenure Review Committee and the Contract Faculty unit member should occur in early October. The appropriate Administrator shall organize this meeting. The Committee will review the tenure process with the Contract Faculty unit member, including Faculty Standards (Articles 14C.1–11), the Professional Review, student surveys, observations, materials review, Administrator's review, other relevant information, meetings, and the Level One Tenure Review Committee Report.

b. Interim Meetings

Interim meetings are held as needed to update the Contract Faculty unit member on progress and findings.

If the Level One Tenure Review Committee identifies possible performance deficiencies, it shall meet with the faculty member within seven (7) working days of determining that a pattern or practice constitutes a deficiency. The Committee will provide written details of the deficiency(ies) and proposed remedy(ies), including a remediation timeline.

When remedies are suggested, additional interim meetings shall be scheduled to monitor progress, determine whether deficiencies have been addressed, and document results. The Contract Faculty unit member shall respond in writing within five (5) working days after each meeting.

c. Additional Meetings

Additional meetings may be held during the tenure review process at the request of either the Contract Faculty unit member or any Level One Tenure Review Committee member.

d. Final Meeting

After collecting all data, the Level One Tenure Review Committee shall meet with the Contract Faculty unit member to present its recommendations. This meeting should occur before the end of the Fall Semester.

The Contract Faculty unit member shall sign two (2) copies of the Level One Tenure Review Committee Report to acknowledge receipt and the right to attach a response. One (1) copy remains with the faculty member, and the other is forwarded as described below. The Level One Report shall be a fair and accurate summary of the information considered by the Committee.

14FE. Methods for Instructional Faculty

14FE.1 Professional Review

- a.** In the first Academic Year, the Contract Faculty unit member must submit a brief narrative description (one to three pages) of ~~his/her~~ ~~their~~ Faculty assignment by ~~October 1 for Fall Semester hires and March 1 for mid-year~~

~~hires~~. In the second, third, and fourth Academic Years the Contract Instructional Faculty unit members must submit a written Professional Review (three to eight pages) to the supervisor by October 1. The Professional Review shall cover the Contract Instructional Faculty unit member's previous Academic Year of employment. It will include the Contract Faculty unit member's goals and objectives and a plan on how the Faculty standards will be addressed during the evaluation period. By October 1 or March 1 for mid-year hires, the Professional Review will be submitted to the Level One Tenure Review Committee with copies to the unit member's appropriate Administrator. The Professional Review shall include information and ideas relevant, but not limited to, the standards for Faculty evaluation (as expressed above in the Articles titled "Faculty Standards") (See [Articles 14C.1-5](#) and [14C.6](#)). Faculty members first hired on a Contract Instructional Faculty basis in Spring Semester are also subject to the Professional Review process.

- b. The contract faculty unit member shall complete a self-reflection of their assigned duties, addressing strategies, equitable practices, and the use of disaggregated student success data. The unit member should consider their approach to student learning, and the performance of historically underrepresented groups and disproportionately impacted populations. The unit member will reflect on the insights gained and practices learned to improve performance and increase success for all students. The unit member should identify additional resources helpful in continuing their development of equity-minded practices and discuss other areas of work that involve equity-minded practices if applicable. This is not an evaluative or scored element. Reflections will not be rated and will not be used punitively. The focus in this portion of the Professional Review is on growth and equity-minded teaching, support, and service.

14FE.2 Class Visits Instructional Observation

In order to assess the professional effectiveness of the Contract Instructional Faculty unit member, the Level One Tenure Review Committee shall make a minimum of three (3) ~~classroom visits~~ class observations to occur during each contract year according to [Article 14D.1](#) [typically one (1) visit by each Committee member].

a. Timing of the Visits

~~Under the first Academic Year contract, these visits shall be spaced so that no more than one (1) visit occurs in any week during the Fall Semester. Under the second Academic Year contract, visits may occur any time from the Spring Semester of the first Academic Year (after the March 15 renewal date) through the Fall Semester of the second Academic Year. At least one of the three (3) visits should take place in the Spring Semester. Under the third, two Academic Year contract, visits may occur any time from the Spring Semester of the second Academic Year (after the March 15 renewal date) through the Fall Semester of the fourth Academic Year.~~

a. b. Procedures for the Visits Observation

A standard negotiated District college Class Visit Report Observation form shall be used. Visits Observations may be unannounced, but shall occur with the consent of the Contract Instructional Faculty unit member. The Contract Instructional Faculty unit member may request that a particular visit not occur. If there is difficulty in coordinating a classroom visit an Observation, the Contract Instructional Faculty unit member and the Level One Tenure Review Committee member may schedule a specific visiting time. The evaluator shall meet privately with the Contract Instructional Faculty unit member to discuss the written report. (See Appendix for appropriate Observation Forms: Evaluation: Observation of Instruction Form - Online Class, Evaluation: Observation of Instruction Form - Math Emporium, Evaluation: Observation of Instruction Form - Face to Face Class, Evaluation: Student Response to Instruction Form - Face to Face Class, Evaluation: Student Response to Instruction Form - Math Emporium).

For Instructional unit members utilizing Canvas or the currently employed LMS in a face-to-face course, the evaluator will be granted access to the course for the purpose of evaluation. In addition, for unit members teaching asynchronous, synchronous, hybrid or Hyflex courses the evaluator will be granted access to Canvas or the currently employed LMS for the purpose of evaluation. The evaluator will be granted access for up to seventy-two (72) hours for the classes of any modality.

Both people shall sign this negotiated Class Visit Report Observation Form. Additional visits may occur at the request of either the Level One Tenure Review Committee or the Contract Instructional Faculty unit member. For Contract Instructional Faculty unit members who teach primarily laboratory courses, this evaluation shall include visits in the laboratory setting.

When a Contract Instructional Faculty unit member has an offsite assignment as part of his/her their Load, the respective program Faculty will implement procedures on negotiated forms to obtain information from the staff at the site regarding the Contract Instructional Faculty unit member's performance. This information will serve as only one (1) part of input into the Contract Instructional Faculty unit member's evaluation, and this information will be shared first with the Contract Instructional Faculty unit member and then with the members of the Level One Tenure Review Committee. See Article 19D and Article 19C.3 for evaluation of online class.

b. e. Additional Class Visits Observations

When additional relevant information (as defined by Article 14F.4) comes to the attention of the appropriate Administrator, the Contract Instructional Faculty unit member shall be subject to unannounced observations and evaluations by the appropriate Administrator into classrooms or work areas.

c. d. Summary of Student Surveys

A student survey shall normally be conducted in tandem with each of the

classroom visits described above. Students shall be surveyed in no fewer than three (3) classes for each of the first and second Academic Year contracts. For the first and second Academic Year contracts, at least one (1) student survey should occur in the Spring Semester. Surveys for the third, two Academic Year contract shall occur during no fewer than two (2) classes in the Fall Semester for both Contract Academic Years. The Level One Tenure Review Committee shall be responsible for the distribution and collection of the surveys. The survey form used will be a standard negotiated form. The Level One Tenure Review Committee shall compile, analyze, and write a summary of the student surveys, including an item-by-item tally of the responses. The forms will be retained by the Level One Tenure Review Committee until after the end of each semester, and will then be returned to the Contract Instructional Faculty unit member by the Level Two Tenure Review Committee. In the case of programs in which students stay with an Instructional Faculty member for more than one (1) semester, and in order to protect student anonymity, the forms may be retained by the Level One Tenure Review Committee for two (2) to four (4) semesters. [See Appendix](#): Evaluation: Student Response to Instruction Form - Face to Face Class, Evaluation: Student Response to Instruction Form - Math Emporium, Evaluation: Student Response to Instruction Form - Online Class.

d. e. Classroom Materials

Contract Instructional Faculty unit members shall provide the Level One Tenure Review Committee with a sampling of relevant instruction materials from classes, such as syllabi, sample tests, information sheets, and grading standards. This shall be done on a timeline as set forth at the initial meeting of the Contract Instructional Faculty unit member with the Level One Tenure Review Committee.

e. f. Report of In-Class Visit Observation

The Contract Instructional Faculty unit member shall receive a written, signed report of the in-class visit within twenty (20) working days of the occurrence of the visit. Where the in-class visit is conducted by a Level One Tenure Review Committee member, failure to provide this report in a timely fashion shall not be deemed to be a violation of the evaluation process.

14F.3 Appropriate Administrator's Review

~~The appropriate Administrator will write a review of the Contract Instructional Faculty unit member's performance, based upon information such as Class Visit Reports, the Contract Instructional Faculty unit member's narrative description of the assignment (first Academic Year) or Professional Review (second, third, and fourth Academic Years), the Contract Instructional Faculty unit member's fulfillment of collegial responsibilities, Administrative Summary and Evaluation based on applicable contractual faculty standards including: fulfillment of collegial responsibilities, excellence in working with students, participate in program and subject areas improvement tasks, meet deadlines and submittal of grades and Census Reports, and meet additional specific standards for Instructional faculty, and other relevant~~

information. The appropriate Administrator will meet with the Contract Instructional Faculty unit member to deliver and discuss the appropriate Administrator's Review, to inform the Contract Instructional Faculty unit member of the opportunity to attach a response, and to secure the Contract Instructional Faculty unit member's signature acknowledging receipt of the appropriate Administrator's Review. The signed appropriate Administrator's Review and any Contract Instructional Faculty unit member's response are then forwarded to the Level One Tenure Review Committee by December 1.

14FE.43 Other Relevant Information

The Level One Tenure Review Committee Shall review any other relevant information that pertains to the Faculty Standards (see [Articles 14C.1-5](#) and [14C.6](#)). Other relevant information pertinent to the evaluation process may include documents from the Personnel File (see [Article 16-1](#)). The Level One Tenure Review Committee shall not consider information about the private life, religious, political and/or organizational affiliations, or sexual preferences of the Contract Instructional Faculty unit member. No anonymous letters or material shall, in any form, be used in the evaluation process except that student surveys of the Contract Instructional Faculty unit member done on negotiated student survey forms shall be anonymous in order to protect the identity of the student. Any substantiated information which the appropriate Administrator has and which is relevant to the Faculty Standards shall be shared with the Level One Tenure Review Committee and the Level Two Tenure Review Committee, and the new information shall require the Level One Tenure Review Committee to reconvene and meet with the Contract Instructional Faculty unit member, who shall be given an opportunity to respond in writing within a timeline agreed upon between the Faculty Association President and the Chancellor or their designee(s). The response from the Level One Tenure Review Committee and from the Contract Instructional Faculty unit member shall be submitted to the Level Two Tenure Review Committee per the timeline agreed to by the Chancellor and the President of the Faculty Association. The Level One Tenure Review Committee may revise its initial Level One Report and Recommendation.

14F.5 Meetings for Each Academic Year

a. Initial Meeting

The initial meeting of the Level One Tenure Review Committee and Contract Instructional Faculty unit member should occur in early October. The appropriate Administrator shall be responsible for organizing this initial meeting. At this time, the Committee will apprise the Contract Instructional Faculty unit member of the tenure review procedures, including Faculty Standards in [Articles 14C.1-5](#) and [14C.6](#), the Professional Review, student surveys, class visits, classroom materials, appropriate Administrator's review, other relevant information, meetings, and the Level One Tenure Review Committee Report.

b. Interim Meetings

Interim meetings are held as needed to apprise the Contract Instructional

Faculty unit member of progress and findings. Should the Level One Tenure Review Committee detect possible performance deficiencies, the Level One Tenure Review Committee shall meet with the instructor within seven (7) working days of determining that a pattern or practice constitutes a deficiency and provide written details of the deficiency(ies) and written remedy(ies), which include a timeline for remediation. Should remedies be suggested, further interim meetings shall be scheduled to monitor progress, determine whether performance deficiencies have been remedied, and document progress. The Contract Instructional Faculty unit member shall respond in writing to each deficiency within five (5) working days after each meeting.

e. Additional Meetings

Additional meetings may occur during the tenure review process at the request of either the Contract Instructional Faculty unit member or the Level One Tenure Review Committee members.

d. Final Meeting

After collection of all data, the Level one Tenure Review Committee shall meet with and report its recommendations to the Contract Instructional Faculty unit member. This meeting should take place before the end of the Fall Semester. The Contract Instructional Faculty unit member shall be asked to sign two (2) copies of the Level One Tenure Review Committee Report verifying receipt of it and understanding of the right to attach a response. One (1) copy shall remain with the Contract Instructional Faculty unit member, and the other shall be forwarded as described below. This Level One Report shall be a fair and accurate summary of the information to the Level One Tenure Review Committee.

14F.6 Level One Tenure Review Committee Report

The Level One Tenure Review Committee shall forward its recommendations to the appropriate College Vice President, Academic Services or College Vice President, Student Services for contract renewal, dismissal, or tenure (if appropriate). This recommendation may include a minority view. This Report should be a fair and accurate summary of the judgment made by each individual Level One Tenure Review Committee member. Included with the recommendation shall be the Level One Tenure Review Committee's specific rationale for its recommendation, including reference to each of the methods listed in this policy. The Contract Instructional Faculty unit member may attach a response to the completed report that goes to the administration. The Level One Tenure Review Committee's Level One Report should be delivered, through the Contract Instructional Faculty unit member's appropriate Administrator, to the appropriate College Vice President, Academic Services or College Vice President, Student Services by December 16.

14GF. Methods for Counseling Faculty

14GF.1 Professional Review

- a. In the first Academic Year, the Contract Counseling Faculty unit member must submit a brief narrative description (one to three pages) of his/hertheir Faculty assignment. It will include the Contract Counseling Faculty unit member's goals and objectives and an initial plan on how the counseling standards will be addressed during the evaluation period and will be submitted to the Level One Tenure Review Committee with copies to his/hertheir appropriate Administrator. In the second, third, and fourth Academic Years Contract Counseling Faculty unit members must submit a written Professional Review to the Level One Tenure Review Committee and the appropriate Administrator by October 1 and March 1 for mid-year hires. The Professional Review (three to eight pages) shall cover the Contract Counseling Faculty unit member's previous Academic Year of employment. The Professional Review shall include information and ideas relevant, but not limited to, the standards for Faculty evaluation (as expressed above in the Faculty Standards [see Articles 14C.1-5 and 14C.7]). Contract Counseling Faculty unit members first hired on Contract in Spring Semester are also subject to the Professional Review Process.
- b. The contract faculty unit member shall complete a self-reflection of their assigned duties, addressing strategies, equitable practices, and the use of disaggregated student success data where available. The unit member should consider their approach to student support, and the performance of historically underrepresented groups and disproportionately impacted populations. The unit member will reflect on the insights gained and practices learned to improve performance and increase success for all students. The unit member should identify additional resources helpful in continuing their development of equity-minded practices and discuss other areas of work that involve equity-minded practices, if applicable. This is not an evaluative or scored element. Reflections will not be rated and will not be used punitively. The focus in this portion of the Professional Review is on growth and equity-minded teaching, support, and service.

14GF.2 Counseling Sessions

In order to assess the professional effectiveness of the Contract Counseling Faculty unit member, the Level One Tenure Review Committee members shall insure that three (3) separate observation visits of counseling sessions occur during each contract Academic Year.

a. Timing of the Visits

Under the first Academic Year contract, these visits shall be spaced so that no more than one (1) visit occurs in any week during the Fall Semester. Under the second Academic Year contract, these visits may occur any time from the Spring Semester of the first Academic Year through the Fall Semester of the second Academic Year. At least one (1) of the three (3) visits should take place in the Spring Semester. Under the third, two (2)

~~Academic Year contract, these visits may occur any time from the Spring Semester of the second Academic Year (after the March 15 renewal date) through the Fall Semester of the fourth Academic Year.~~

a. b. Procedures for the Visits

A negotiated Observation/Visit Form shall be used for counseling sessions. ([See Appendix](#): Evaluation: Counseling Faculty Performance Observation Form). Visits shall be unannounced, but shall occur with the consent of the Contract Counseling Faculty unit member and the student present. The Contract Counseling Faculty unit member may request that a particular visit not occur. If there is difficulty in coordinating a visit, the Contract Counseling Faculty unit member and the Level One Tenure Review Committee member may schedule a specific visiting time. The evaluator shall meet privately with the Contract Counseling Faculty unit member to discuss the written report. Additional visits shall occur at the request of either the Level One Tenure Review Committee or the Contract Counseling Faculty unit member.

For counselors providing mental health counseling: Session visits will only take place with the expressed written permission of the student, otherwise the counselor will be evaluated on a detailed and professionally prepared case presentation.

When a Contract Counseling Faculty unit member has an offsite assignment as part of his/her their Load, the respective program Faculty will implement procedures on negotiated forms to obtain information from the staff at the site regarding the Contract Counseling Faculty unit member's performance. This information will serve as only one (1) part of input into the Contract Counseling Faculty unit member's evaluation, and this information will be shared first with the Contract Counseling Faculty unit member and then with the members of the Level One Tenure Review Committee.

b. e. Additional Counseling Session Visits

When additional relevant information (as defined by [Article 14G.5](#)) comes to the attention of the appropriate Administrator, the Contract Counseling Faculty unit member shall be subject to unannounced observations and evaluations by the appropriate Administrator into classrooms or service areas.

c. d. Classroom

If the Contract Counseling Faculty unit member has an Instructional Faculty Load assignment for Load credit, the methods for evaluating Instructional Faculty will be used for that portion of the Contract Counseling Faculty workload.

d. e. Summary of Student Surveys

Students seeking counseling services shall be surveyed each semester for the first and second Academic Year Contract Counseling Faculty unit member. Surveys for the third, two (2) Academic Year contract shall occur once during the Fall Semester for both contract Academic Years. The Level

One Tenure Review Committee shall be responsible for coordinating the distribution and collection of the surveys with the appropriate Administrator of Student Services at both colleges responsible for Contract Counseling Faculty unit members. The form used will be a standard negotiated survey form. The Level One Tenure Review Committee shall compile, analyze and write a summary of the student surveys, including an item-by-item tally of the responses. The forms will be retained by the Level One Tenure Review Committee until after the end of each semester and will be returned to the Contract Counseling Faculty unit member.

[See Appendix](#): Evaluation: Counseling Faculty Evaluation Form - Student Survey.

e. f. Report of the Visit

The Contract Counseling Faculty unit member shall receive a report of the visit within twenty (20) working days of the date of the visit. Where the visit is conducted by a Level One Tenure Review Committee member, failure to provide this report in a timely fashion shall not be deemed to be a violation of the evaluation process.

14GF.3 Coordination Assignments of Contract Counseling Faculty

Contract Counseling Faculty unit members on Special Assignments are assigned coordination responsibilities which may range from the coordination of a particular college wide, counseling related function (i.e., transfer, student follow up, orientation) to the coordination of a comprehensive program providing the full range of counseling and student support services to a target group of students. The Level One Tenure Review Committee shall review information relevant to the coordination assignment(s) that may include assessment instruments that survey service delivery effectiveness; evaluate planning and leadership in relation to established unit goals and objectives; observe interpersonal and communication skills in the team setting via observations of staff meetings; and review additional applications relevant to unit organization.

14G.4 Appropriate Administrator's Review

~~The appropriate Administrator will write a review of the Contract Counseling Faculty unit member's performance, based upon information such as Counseling Faculty Session Reports, the Contract Counseling Faculty unit member's narrative description of the assignment (first Academic Year) or Professional Review (second, third and fourth Academic Years), the Contract Counseling Faculty unit member's fulfillment of collegial responsibilities, Administrative Summary and Evaluation based on applicable contractual faculty standards including: fulfillment of collegial responsibilities, excellence in working with students, participate in program and subject areas improvement tasks, meet deadlines and submittal of grades and Census Reports, and meet additional specific standards for Instructional Faculty, and other relevant information. The appropriate Administrator will meet with the Contract Counseling Faculty unit member to deliver and discuss the appropriate~~

~~Administrator's Review, to inform the Contract Counseling Faculty unit member of the opportunity to attach a response, and to secure the Contract Counseling Faculty unit member's signature acknowledging receipt of the appropriate Administrator's Review. The signed appropriate Administrator's Review and any Contract Counseling Faculty unit member's response are then forwarded to the Level One Tenure Review Committee by December 1.~~

14GF.54 Other Relevant Information

The Level One Tenure Review Committee shall review any other relevant information that pertains to the Faculty Standards (see [Articles 14C.1-5](#) and [14C.7](#)) and coordination assignment(s). Other relevant information pertinent to the evaluation process may include documents from the Personnel File (see [Article 16-1](#)). The Level One Tenure Review Committee shall not consider information about the private life, religious, political and/or organizational affiliations, or sexual preferences of the Contract Counseling Faculty unit member. No anonymous letters or material shall, in any form, be used in the evaluation process except that student surveys of the Contract Counseling Faculty unit member shall be done on negotiated student survey forms and shall be anonymous in order to protect the identity of the student. Any substantiated information which the appropriate Administrator has and which is relevant to the Faculty Standards shall be shared with the Level One Tenure Review Committee and Level Two Tenure Review Committee, and the new information shall require the Level One Tenure Review Committee to reconvene and meet with the Contract Counseling Faculty unit member, who shall be given an opportunity to respond in writing within a timeline agreed upon between the

~~Faculty Association President and the Chancellor or their designee(s). The response from the Level One Tenure Review Committee and from the Contract Counseling Faculty unit member shall be submitted to the Level Two Tenure Review Committee as per the timeline agreed to by the Chancellor and the President of the Faculty Association. The Level One Tenure Review Committee may revise its initial Level One Tenure Review Report and Recommendation.~~

14G.6 Meetings for Each Academic Year

a. Initial Meeting

~~The initial meeting of the Level One Tenure Review Committee and the Contract Counseling Faculty unit member should occur in early October. The appropriate Administrator shall be responsible for organizing this initial meeting. At this time, the Level One Tenure Review Committee will apprise the Contract Counseling Faculty unit member of the Tenure Review procedures, including Faculty Standards in [Articles 14C.1-5](#) and [14C.7](#), the Professional Review, counseling sessions, classroom surveys coordination assignment(s), the appropriate Administrator's Review, other relevant information and meetings, and the Level One Committee Tenure Review Report.~~

b. Interim Meetings

~~Interim meetings are held as needed to apprise the Contract Counseling Faculty unit member of progress and findings. Should the Level One Tenure Review Committee detect possible performance deficiencies, the Committee shall meet with the Contract Counseling Faculty unit member within seven (7) working days of determining that a pattern or practice constitutes a deficiency and provide written details of the deficiency(ies) and written remedy(ies), which include a timeline for remediation. Should remedies be suggested, further interim meetings shall be scheduled to monitor progress, determine whether performance deficiencies have been remedied, and document progress.~~

~~The Contract Counseling Faculty unit member shall respond in writing to each deficiency within five (5) working days after each meeting.~~

c. Additional Meetings

~~Additional meetings may occur during the Tenure Review process at the request of either the Contract Counseling Faculty unit member or the Level One Tenure Review Committee members.~~

d. Final Meeting

~~After collection of all data, the Level One Tenure Review Committee shall meet with and report its recommendations to the Contract Counseling Faculty unit member. This meeting should take place before the end of the Fall Semester. The Contract Counseling Faculty unit member shall be asked to sign two (2) copies of the Level One Tenure Review Report verifying receipt of it and understanding of the right to attach a response. One (1) copy shall remain with the Contract Counseling Faculty unit member, and the other shall be forwarded as described below. This Level One Tenure Review Committee Report shall be a fair and accurate summary of the information provided to the Level One Tenure Review Committee.~~

14G.7 Level One Tenure Review Committee Report

~~The Level One Tenure Review Committee shall forward its recommendations to the appropriate College Vice President, Academic Services or College Vice President, Student Services for contract renewal, dismissal, or tenure (if appropriate). This recommendation may include a minority view. This Level One Tenure Review Report should be a fair and accurate summary of the judgment made by each individual Level One Tenure Review Committee member. Included with the recommendation shall be the Level One Tenure Review Committee's specific rationale for its recommendation, including reference to each of the methods listed above. The Contract Counseling Faculty unit member may attach a response to the completed report that goes to the administration. The Level One Tenure Review Committee's final report should be delivered, through the Contract Counseling Faculty unit member's appropriate Administrator, to the appropriate College Vice President, Academic Services or College Vice President, Student Services by December 16.~~

14HG. Methods for Library Faculty

14HG.1 Professional Review

a. In the first Academic Year, the Contract Library Faculty unit member must submit a brief narrative description (one to three pages) of ~~his/her~~ their faculty assignment. In the second, third, and fourth Academic Years, the Contract Library Faculty unit member must submit a written Professional Review (three to eight pages) ~~to the supervisor by October 1 and March 1 for mid year hires.~~ The Professional Review shall cover the Contract Library Faculty unit member's previous Academic Year of employment. It will include the Contract Library Faculty unit member's goals and objectives and a plan on how the Faculty standards will be addressed during the evaluation period. By October 1 or March 1 for mid-year hires, the Professional Review will be submitted to the Level One Tenure Review Committee with copies to the unit member's appropriate Administrator. The Professional Review shall include information and ideas relevant, but not limited to, the standards for Faculty evaluation (as expressed above in the Articles titled "Faculty Standards").

See [Articles 14C.1-5](#) and [14C.8](#). ~~Contract Library Faculty unit members first hired on contract in Spring Semester are also subject to the Professional Review process.~~

b. The contract faculty unit member shall complete a self-reflection of their assigned duties, addressing strategies, equitable practices, and the use of disaggregated student success data where available. The unit member should consider their approach to student support, and the performance of historically underrepresented groups and disproportionately impacted populations. The unit member will reflect on the insights gained and practices learned to improve performance and increase success for all students. The unit member should identify additional resources helpful in continuing their development of equity-minded practices and discuss other areas of work that involve equity-minded practices, if applicable. This is not an evaluative or scored element. Reflections will not be rated and will not be used punitively. The focus in this portion of the Professional Review is on growth and equity-minded teaching, support, and service.

14HG.2 Observations

In order to assess the professional effectiveness of the Contract Library Faculty unit member, the Level One Tenure Review Committee shall make a total of three (3) observations of reference work during each contract, [typically one (1) observation by each Level One Tenure Review Committee member].

a. ~~Timing of the Observations~~

~~Under the first Academic Year contract, visits shall be spaced so that no more than one (1) visit occurs in any week during the Fall Semester. Under the second Academic Year contract, visits may occur any time from the~~

~~Spring Semester of the first Academic Year (after the March 15 renewal date) through the Fall Semester of the second Academic Year. At least one of the three (3) visits should take place in the Spring Semester. Under the third, two (2) Academic Year contract, visits may occur any time from the Spring Semester of the second Academic Year (after the March 15 renewal date) through the Fall Semester of the fourth Academic Year.~~

a. b. Procedures for the Observations

A negotiated college Class Visit Report form shall be used and adapted as appropriate. [See Appendix](#): Evaluation: Library Faculty Observation Form. Observations shall be unannounced, but shall occur with the consent of the Contract Library Faculty unit member. The Contract Library Faculty unit member may request that a particular observation not occur. If there is difficulty in coordinating an observation, the Contract Library Faculty unit member and the Level One Tenure Review Committee member may schedule a specific visiting time. The evaluator shall meet privately with the Contract Library Faculty unit member to discuss the written report. Both people shall sign the negotiated Librarian Performance Observation Report Form. The evaluator shall meet privately with the contract Library Faculty unit member to discuss the written report. Additional observations shall occur at the request of either the Level One Tenure Review Committee or the Contract Library Faculty unit member.

When a Contract Library Faculty unit member has an offsite assignment as part of ~~his/her~~ their Load, the respective program Faculty will implement procedures on negotiated forms to obtain information from the staff at the site regarding the Contract Library Faculty unit member's performance. This information will serve as only one (1) part of input into the Contract Library Faculty unit member's evaluation, and this information will be shared first with the Contract Library Faculty unit member and then with the members of the Level One Tenure Review Committee.

b. e. Additional Observation Visits

When additional relevant information (as defined by [Article 14H.4](#)) comes to the attention of the appropriate Administrator, the Contract Library Faculty unit member shall be subject to unannounced observations and evaluations by the appropriate Administrator in classrooms or work areas.

c. d. Summary of Student Surveys

A survey will be conducted each semester for the first and second Academic Year Contract Library Faculty unit member. Surveys for the third, two (2) Academic Year contract shall occur during the Fall Semester of each Academic Year. Using a standard negotiated form, the survey will include both of the following: (a) a minimum of one (1) class of students participating in a library orientation, and (b) a minimum of thirty (30) students enrolled in library skills or requesting other library services. The Level One Tenure Review Committee shall compile, analyze, and write a summary of the student surveys, including an item-by-item tally of the responses. The forms will be retained by the Level One Tenure Review

Committee until after the end of each semester and will then be returned to the Contract Library Faculty unit member. The student surveys will be developed collegially by the Library Faculty from both colleges. [See Appendix](#): Evaluation: Library Faculty Orientation - Student Survey Form.

d **e. Report of the Visit**

The Contract Library Faculty unit member shall receive a report of the observation within twenty (20) working days after the observation is completed. Where the visit is conducted by a Level One Tenure Review Committee member, failure to provide this Tenure Review Report in a timely fashion shall not be deemed to be a violation of the evaluation process.

14H.3 Appropriate Administrator's Review

~~The appropriate Administrator will write a review of the Contract Library Faculty unit member's performance, based upon information such as observation reports, the Contract Library Faculty unit member's narrative description of the assignment (first Academic Year) or Professional Review (second, third, and fourth Academic Years), the Contract Library Faculty unit member's fulfillment of collegial responsibilities, Administrative Summary and Evaluation based on applicable contractual faculty standards including: fulfillment of collegial responsibilities, excellence in working with students, participate in program and subject areas improvement tasks, meet deadlines and submittal of grades and Census Reports, and meet additional specific standards for Instructional Faculty, and other relevant information. The appropriate Administrator will meet with the Contract Library Faculty unit member to deliver and discuss the appropriate Administrator's Review, to inform the Contract Library Faculty unit member of the opportunity to attach a response, and to secure the Contract Library Faculty unit member's signature acknowledging receipt of the appropriate Administrator's Review. The signed appropriate Administrator's Review and any Contract Library Faculty unit member's response are then forwarded to the Level One Tenure Review Committee by December 1.~~

14HG.43 Other Relevant Information

The Level One Tenure Review Committee shall review any other relevant information that pertains to the Faculty Standards as described above in [Articles 14C.1-5](#) and [14C.8](#). Other relevant information pertinent to the evaluation process may include documents from the Personnel File (see [Article 16-1](#)). The Level One Tenure Review Committee shall not consider information about the private life, religious, political and/or organizational affiliations, or sexual preferences of the Contract Library Faculty unit member. No anonymous letters or material shall, in any form, be used in the evaluation process except that student evaluations of the Contract Library Faculty unit member shall be done on negotiated student survey forms and shall be anonymous in order to protect the identity of the student. Any substantiated information which the appropriate Administrator has and which is relevant to the Faculty Standards shall be shared with the Level One Tenure Review Committee and Level Two Tenure Review

Committee, and the new information shall require the Level One Tenure Review Committee to reconvene and meet with the Contract Library Faculty unit member, who shall be given an opportunity to respond in writing within a timeline agreed upon between the Faculty Association President and the Chancellor or their designee(s). The response from the Level One Tenure Review Committee and from the Contract Library Faculty unit member shall be submitted to the Level Two Tenure Review Committee as per the timeline agreed to by the Chancellor and the President of the Faculty Association. The Level One Tenure Review Committee may revise its initial Level One Tenure Review Report and Recommendation.

14H.5 Meetings for Each Academic Year

a. Initial Meeting

The initial meeting of the Level One Tenure Review Committee and Contract Library Faculty unit member should occur in early October. The appropriate Administrator shall be responsible for organizing this initial meeting. At this time, the Level One Tenure Review Committee will apprise the Contract Library Faculty unit member of the Tenure Review procedures, including Faculty Standards in [Articles 14C.1-5](#) and [14C.8](#), the Professional Review, observations, surveys, the appropriate Administrator's Review, other relevant information, meetings, and the Level One Tenure Review Committee Report.

b. Interim Meetings

Interim meetings are held as needed to apprise the Contract Library Faculty unit member of progress and findings. Should the Level One Tenure Review Committee detect possible performance deficiencies, the Committee shall meet with the Contract Library Faculty unit member within seven (7) working days of determining that a pattern or practice constitutes a deficiency and provide written details of the deficiency(ies) and written remedy(ies), which include a timeline for remediation. Should remedies be suggested, further interim meetings shall be scheduled to monitor progress, determine whether performance deficiencies have been remedied, and document progress.

The Contract Library Faculty unit member shall respond in writing to each deficiency within five (5) working days after each meeting.

c. Additional Meetings

Additional meetings may occur during the Tenure Review process at the request of either the Contract Library Faculty unit member or the Level One Tenure Review Committee members.

d. Final meeting

After collection of all data, the Level One Tenure Review Committee shall meet with and report its recommendations to the Contract Library Faculty unit member. This meeting should take place before the end of the Fall Semester. The Contract Library Faculty unit member shall be asked to sign two (2) copies of the Level One Tenure Review Committee Report verifying

~~receipt of it and understanding of the right to attach a response. One (1) copy shall remain with the Contract Library Faculty unit member, and the other shall be forwarded as described below. This Level One Tenure Review Committee Report shall be a fair and accurate summary of the information provided to the Level One Tenure Review Committee.~~

14HG.64 Level One Tenure Review Committee Report

The Level One Tenure Review Committee shall forward its recommendations to the appropriate College Vice President, Academic Services or College Vice President, Student Services for contract renewal, dismissal, or tenure (if appropriate). This recommendation may include a minority view. This Level One Tenure Review Committee Report should be a fair and accurate summary of the judgment made by each individual Level One Tenure Review Committee member. Included with the recommendation shall be the Committee's specific rationale for its recommendation, including reference to each of the methods listed above. The Contract Library Faculty unit member may attach any comments to the completed report that goes to the administration. The Level One Tenure Review Committee's final report should be delivered, through the Contract Library Faculty unit member's appropriate Administrator, to the appropriate College Vice President, Academic Services or College Vice President, Student Services by December 16.

14IH. Methods for Faculty on Special Assignments/Coordinators

See Appendix: Evaluation: Special Assignment Faculty Client Survey Form.

14IH.1 Professional Review

- a. In the first Academic Year, the Contract Faculty unit member on Special Assignments must submit a brief narrative description (one to three pages) of ~~his/her~~ their Faculty assignment. in the second, third, and fourth Academic Years the Contract Faculty unit member on Special Assignments must submit a written Professional Review (three to eight pages) to the Level One Tenure Review Committee and the appropriate Administrator ~~by October 1 and March 1 for mid-year hires. It will include the Contract Faculty unit member's goals and objectives and a plan on how the Faculty standards will be addressed during the evaluation period. By October 1 or March 1 for mid-year hires, the Professional Review will be submitted to the Level One Tenure Review Committee with copies to the unit member's appropriate Administrator.~~ The Professional Review (three to eight pages) shall cover the Contract Faculty unit member on Special Assignments previous Academic Year of employment. The Professional Review shall include information and ideas relevant, but not limited to, the standards for Faculty evaluation (as expressed above in Faculty Standards in [Articles 14C.1-5](#) and [14C.9](#)). Contract Faculty unit members on Special Assignments first hired on Contract in Spring Semester are also subject to the Professional Review process.
- b. The contract faculty unit member shall complete a self-reflection of their assigned duties, addressing strategies, equitable practices, and the use of

disaggregated student success data where available. The unit member should consider their approach to student support, and the performance of historically underrepresented groups and disproportionately impacted populations. The unit member will reflect on the insights gained and practices learned to improve performance and increase success for all students. The unit member should identify additional resources helpful in continuing their development of equity-minded practices and discuss other areas of work that involve equity-minded practices, if applicable. This is not an evaluative or scored element. Reflections will not be rated and will not be used punitively. The focus in this portion of the Professional Review is on growth and equity-minded teaching, support, and service.

14H.2 Site Visits

In order to assess the professional effectiveness of the Contract Faculty unit member on Special Assignments, the Level One Tenure Review Committee members shall make three (3) site visits during each contract. A site may be a workshop presented by the Contract Faculty unit member on Special Assignments, a meeting conducted, or other appropriate activities.

a. Timing of the Visits

~~Under the first Academic Year contract, these visits shall be spaced so that no more than one (1) visit occurs in any week during the Fall Semester. Under the second Academic Year contract, these visits may occur any time from the Spring Semester of the first Academic Year contract through the Fall Semester of the second Academic Year contract. Under the third, two (2) Academic Year contract, these visits may occur any time from the Spring Semester of the second Academic Year contract (after the March 15th renewal date) through the Fall Semester of the second Academic Year of the third contract.~~

a. b. Procedures for the Visits

A negotiated Workshop Visit Report Form shall be used. Visits shall be unannounced, but shall occur with the consent of the Contract Faculty unit member on Special Assignments. The Contract Faculty unit member on Special Assignments may request that a particular visit not occur. If there is difficulty in coordinating a visit, the Contract Faculty unit member on Special Assignments and the Level One Tenure Review Committee member may schedule a specific visiting time. Additional visits shall occur at the request of either the Level One Tenure Review Committee or the Contract Faculty unit member on Special Assignments. The evaluator shall meet privately with the Contract Faculty on Special Assignments to discuss the written report.

When a Contract Faculty on Special Assignments has an offsite assignment as part of ~~his/her~~ their Load, the respective program Faculty will implement procedures on negotiated forms to obtain information from the staff at the site regarding the Contract Faculty on Special Assignments' performance. This information will serve as only one (1) part of input into the Contract

Faculty on Special Assignments' evaluation, and this information will be shared first with the Contract Faculty on Special Assignments and then with the members of the Level One Tenure Review Committee.

b. e. Additional Site Visits

When additional relevant information (as defined by [Article 14I.4](#) below) comes to the attention of the appropriate Administrator, the Contract Faculty unit member on Special Assignments shall be subject to unannounced observations and evaluations by the Division appropriate Administrator in Faculty work areas.

c. d. Surveys of Appropriate Clients

The Level One Tenure Review Committee, in consultation with the Contract Faculty unit member on Special Assignments and the supervisor, will identify the appropriate clients to be surveyed. Depending upon the nature of the specific assignment, these may include students, Faculty, Classified Professional staff, and/or Administrators. The Level One Tenure Review Committee shall be responsible for the distribution and collection of the surveys conducted on the negotiated form. The Level One Tenure Review Committee shall compile, analyze, and write a summary of the surveys, including an item-by-item tally of the responses. The forms will be retained by the Level One Tenure Review Committee until after the end of each semester, and will then be returned to the Contract Faculty unit member on Special Assignments. [See Appendix: Evaluation: Special Assignment Faculty - Client Survey Form.](#)

d. e. Sample Work Products

Contract Faculty unit members on Special Assignments shall provide the Level One Tenure Review Committee with a sampling of relevant work products such as newsletters, flyers, reports, planning documents, and instructional materials developed. This shall be done on a timeline as set forth at the initial meeting of the Contract Faculty unit member on Special Assignments with the Level One Tenure Review Committee.

e. f. Report of the Site Visit

Contract Faculty unit members on Special Assignments shall receive a report of the Site Visit within twenty (20) working days after the Site Visit occurred. Where the visit is conducted by a Level One Tenure Review Committee member, failure to provide this report in a timely manner shall not be deemed to be a violation of the evaluation process.

14I.3 Appropriate Administrator's Review

~~The appropriate Administrator will write a review of the Contract Faculty unit member on Special Assignments performance, based upon information such as visit reports, the Contract Faculty unit member on Special Assignment's narrative description of the assignment (first Academic Year) or Professional Review (second, third and fourth Academic Years), the Contract Faculty unit member on Special Assignment's fulfillment of collegial responsibilities, Administrative Summary and Evaluation based on applicable contractual~~

faculty standards including: fulfillment of collegial responsibilities, excellence in working with students, participate in program and subject areas improvement tasks, meet deadlines and submittal of grades and Census Reports, and meet additional specific standards for Instructional Faculty, and other relevant information. The appropriate Administrator will meet with the Contract Faculty unit member on Special Assignments to deliver and discuss the appropriate Administrator's Review, to inform the Contract Faculty unit member on Special Assignments of the opportunity to attach a response, and to secure the Contract Faculty unit member on Special Assignment's signature acknowledging receipt of the appropriate Administrator's Review. The signed appropriate Administrator's Review and any Contract Faculty unit member on Special Assignments response are then forwarded to the Level One Tenure Review Committee by December 1.

14H.43 Other Relevant Information

The Level One Tenure Review Committee shall review any other relevant information that pertains to the Faculty Standards as described above ([Articles 14C.1-5](#) and [14C.9](#)). Other relevant information pertinent to the evaluation process may include documents from the Personnel File (see [Article 16-1](#)). The Level One Tenure Review Committee shall not consider information about the private life, religious, political and/or organizational affiliations, or sexual preferences of the Contract Faculty unit member on Special Assignments. No anonymous letters or material shall, in any form, be used in the evaluation process except that student surveys of the Contract Faculty unit member on Special Assignments shall be done on negotiated student survey forms and shall be anonymous in order to protect the identity of the student. Any substantiated information which the appropriate Administrator has and which is relevant to the Faculty Standards shall be shared with the Level One Tenure Review Committee and Level Two Tenure Review Committee, and the new information shall require the Level One Committee to reconvene and meet with the Contract Faculty unit member on Special Assignments, who shall be given an opportunity to respond in writing within a timeline agreed upon between the Faculty Association President and the Chancellor or their designee(s). The response from the Level One Tenure Review Committee and from the Contract Faculty unit member on Special Assignments shall be submitted to the Level Two Tenure Review Committee. The Level One Tenure Review Committee may revise its initial Level One Tenure Review Committee Report and Recommendation.

14I.5 Meetings for Each Academic Year

a. Initial Meeting

The initial meeting of the Level One Tenure Review Committee and Contract Faculty unit member on Special Assignments should occur in early October. The appropriate Administrator shall be responsible for organizing this initial meeting. At this time, the Level One Tenure Review Committee will apprise the Contract Faculty unit member on Special Assignments of the Tenure Review procedures, including Faculty Standards in [Articles](#)

14C.1.5 and 14C.9, the Professional Review, site visits, surveys, sample work products, the appropriate Administrator's Review, other relevant information, meetings, and the Level One Tenure Review Committee Report.

b. Interim Meetings

Interim meetings are held as needed to apprise the Contract Faculty unit member on Special Assignments of progress and findings. Should the Level One Tenure Review Committee detect possible performance deficiencies, the Committee shall meet with the Contract Faculty unit member on Special Assignments within seven (7) working days of determining that a pattern or practice constitutes a deficiency and provide written details of the deficiency(ies) and written remedy(ies), which include a timeline for remediation. Should remedies be suggested, further interim meetings shall be scheduled to monitor progress, determine whether performance deficiencies have been remedied, and document progress. The Contract Faculty unit member on Special Assignments shall respond in writing to each deficiency within five (5) working days after each meeting.

c. Additional Meetings

Additional meetings may occur during the Tenure Review process at the request of either the Contract Faculty unit member on Special Assignments or the Level One Tenure Review Committee members.

d. Final Meeting

After collection of all data, the Level One Tenure Review Committee shall meet with and report its recommendations to the Contract Faculty unit member on Special Assignments. This meeting should take place before the end of the Fall Semester. The Contract Faculty unit member on Special Assignments shall be asked to sign two (2) copies of the Level One Tenure Review Committee Report verifying receipt of it and understanding of the right to attach a response. One (1) copy shall remain with the Contract Faculty unit member on Special Assignments, and the other shall be forwarded as described below. This Level One Tenure Review Committee Report and Recommendations shall be a fair and accurate summary of the information to the Level One Tenure Review Committee.

14I.6 Level One Tenure Review Committee Report

The Level One Tenure Review Committee shall forward its recommendations to the appropriate College Vice President, Academic Services or College Vice President, Student Services for contract renewal, dismissal, or tenure (if appropriate). This recommendation may include a minority view. This Level One Tenure Review Committee Report should be a fair and accurate summary of the judgment made by each individual Level One Tenure Review Committee member. Included with the recommendation shall be the Level One Tenure Review Committee's specific rationale for its recommendation, including reference to each of the methods listed above. The Contract Faculty unit member on Special Assignments may attach any comments to the

~~completed report that goes to the administration. The Level One Tenure Review Committee's final report should be delivered to the appropriate College Vice President, Academic Services or College Vice President, Student Services by December 16.~~

14I. Appropriate Administrators Review

The appropriate Administrator will write a review of the Contract Faculty Unit Member's performance, based upon information such as applicable observation, class visit, or session reports; the Contract Faculty Unit Member's narrative description of the assignment (first Academic Year) or Professional Review (second, third, and fourth Academic Years); fulfillment of collegial responsibilities; and an Administrative Summary and Evaluation based on adherence to applicable contractual faculty standards. These standards include, but are not limited to: excellence in working with students; participation in program, discipline, or service area improvement activities; meeting required deadlines and submitting grades, Census Reports, or other documentation as appropriate to the assignment; adherence to additional specific standards relevant to the faculty member's discipline or assignment; and other pertinent information.

The appropriate Administrator will meet with the Contract Faculty Unit Member to deliver and discuss the review, inform the Contract Faculty Unit Member of the opportunity to attach a written response, and secure the Contract Faculty Unit Member's signature acknowledging receipt. The signed Appropriate Administrator's Review and any faculty response will be forwarded to the Level One Tenure Review Committee by December 1.

14J. Level One Tenure Review Committee Report

The Level One Tenure Review Committee shall forward its recommendation for contract renewal, dismissal, or tenure (if applicable) to the appropriate College Vice President—Academic Services or Student Services. The recommendation may include a minority view.

The Report shall provide a fair and accurate summary of the judgment of each Committee member and include the specific rationale for the recommendation, referencing all evaluation methods used.

The Contract Faculty unit member may attach a written response to the completed report. The Level One Report shall be submitted, through the appropriate Administrator, to the College Vice President Academic Services or Student Services no later than December 16.

14JK. Level Two Tenure Review Committee

14JK.1 Membership and Selection of Members

The Level Two Tenure Review Committee shall be composed of two (2) members:

- a. Appropriate College Vice President, Academic Services or College Vice President, Student Services or designee(s);
- b. Lead instructor, program coordinator, or related division representative who is not a member of the Level One Tenure Review Committee,

appointed by mutual agreement of the Faculty in the Contract Faculty unit member's Division or in the event consensus cannot be reached, appointed by the appropriate Administrator;

- c. The appropriate College Vice President, Academic Services or College Vice President, Student Services shall be responsible for assembling the Level Two Tenure Review Committee members. The appropriate Administrator may be a member of both the Level One Tenure Review and the Level Two Tenure Review Committees. Level One Tenure Review Committee members will be available for consultation with the Level Two Tenure Review Committee as needed.

14J.2 Training

~~Members of the Level Two Tenure Review Committee shall receive training every two (2) years in the tenure evaluation process and in following affirmative action guidelines.~~

14JK.32 Methods

- a. The Level Two Tenure Review Committee reviews the recommendations of the Level One Tenure Review Committee. All materials from the Level One Tenure Review Committee shall be made available to the Level Two Tenure Review Committee. The Level Two Tenure Review Committee shall request a consultation with the Level One Tenure Review Committee in cases of clarification, procedural concerns, new substantiated information that has surfaced since the Level One Tenure Review Committee Report was written, and potential differences in the recommendation. If the Level One Tenure Review Committee votes against retention, the Contract Faculty unit member will be invited to meet with the Level Two Tenure Review Committee before it makes its decision. The Level Two Tenure Review Committee may request a meeting with the Contract Faculty unit member any time. The Contract Faculty unit member shall be notified in writing of any meeting with the Level Two Tenure Review Committee.
- b. Based upon the outcome of the work done by the Level One Tenure Review Committee, meeting(s) with the Contract Faculty unit member, and any other relevant information as defined by [Articles 14F.4, 14G.5, 14H.4](#), and [14I.4](#), the Level Two Tenure Review Committee will forward a recommendation for contract renewal, for dismissal, or for tenure (if appropriate) to the College President. The Level Two Tenure Review Committee's Report should be submitted to the College President by the end of the second week of instruction of Spring Semester.
- c. If the Level One Tenure Review Committee and the Level Two Tenure Review Committee disagree on their recommendations, then the Presidential Tenure Review Committee shall be formed.

14KL. Presidential Tenure Review Committee

14KL.1 Membership

The Presidential Tenure Review Committee shall be composed of three (3) or four (4) members:

- a. The College President;
- b. A Faculty member of the Level One Tenure Review Committee who is from the discipline; and
- c. One or both members of the Level Two Tenure Review Committee.

Members must support the majority recommendation made by their respective Committee.

14KL.2 Methods

- a. All tenure review materials from the Level One Tenure Review Committee and the Level Two Tenure Review Committee shall be made available to the Presidential Tenure Review Committee.
- b. The Presidential Tenure Review Committee, after reviewing the recommendations of the respective committees, shall submit a recommendation to the District Chancellor for contract renewal, dismissal, or tenure (if appropriate). The recommendations of the Presidential Tenure Review Committee should be submitted to the District Chancellor's Office by February 15, along with the review documents. The Chancellor will forward the documents to the Office of Human Resources.

14LM. Outcome

14LM.1 Procedures

The preceding Tenure Review procedure shall occur over the course of the four (4) Academic Year tenure consideration period.

14LM.2 Recommendations for Academic Year One and Academic Year Two

Committee recommendations during the first Academic Year contract and the second Academic Year contract shall include only recommendations for renewal, or dismissal.²

14LM.3 Recommendations for Academic Years Three and Four

Committee recommendations in the second Academic Year of the third, two (2) Academic Year contract shall include only recommendations for tenure or dismissal.

²*Current Education Code (87608, 87608.5, 87609) permits the granting of tenure after the first or second Academic Years. However, the District and the Faculty Association have agreed, after consultation with the Faculty, not to utilize the early tenure option. Should guidelines and procedures for granting early tenure be developed, early tenure could be an additional option.*

14LM.4 Notification

The District Chancellor, through the action of the Board of Trustees, must notify the Contract Faculty unit member of the decision for contract renewal, dismissal, or tenure by March 15, according to the provisions set forth in the Education Code.

14MN. Grievance

In the event the Contract Faculty unit member believes that the Tenure Review procedure was followed incorrectly, the Contract Faculty unit member may file a grievance in accordance with the guidelines set forth in this Agreement and the Education Code Section 87610.1. Nothing in this Article shall be construed to permit either the Faculty Association or a unit member to file a grievance to challenge the substance of any evaluation. Any grievance challenging the procedure utilized for an evaluation shall only first be filed after the completion of the annual evaluation process at issue.

The District and the Faculty Association recognize that Education Code Section 87610.1 permits either a Contract Faculty unit member who is denied Regular (tenured) status or the Faculty Association to challenge the decision.

14NO. Diversity, Equity, Inclusion and Accessibility and Belonging (DEIAB)

The District and Faculty Association will meet and confer as necessary, in the event that Title 5 guidelines are promulgated by the state, that stipulate how DEIAB initiative goals should bear upon faculty standards and evaluations.

See [Article 29F](#)

ARTICLE 15

REGULAR (TENURED) FACULTY EVALUATION

TENTATIVE AGREEMENT

15A. Purpose

The purpose of Faculty evaluation is to provide students the best quality education possible, in the context of the objectives of each instructional, Counseling, Library and Special Assignments Service Area, pertaining to each college and the District. This is achieved through the professional growth and development of all unit members involved in the evaluation. The evaluation process is designed to assist unit members in examining their objectives, techniques, and accomplishments, and to provide a means to recognize outstanding performance, a means to identify areas in which changes might prove beneficial to students' learning, and a two-way channel of communication about program needs. Since the evaluation process facilitates communication among peers, it serves to promote the professional development of evaluation team members and Regular (Tenured) unit member evaluatees. This policy conforms to the provisions of AB 1725 and Sections 87663 and 87664 of the Education Code.

15B. Guiding Principles

15B.1 Non-Discrimination

The evaluators shall not consider information about the private life, religious, political and/or organizational affiliations, or sexual preferences of the Regular (Tenured) unit member evaluatee.

15B.2 Use of Anonymous Materials

No anonymous letters or material shall, in any form, be used in the evaluation process except that student survey of Regular (Tenured) unit members done on negotiated student survey forms shall be anonymous in order to protect the identity of the student.

15B.3 Forms

Only those forms that have been negotiated shall be used in the evaluation process. [See Appendix](#):

Evaluation: Mental Health Counseling Faculty Performance Observation Form

Evaluation: Mental Health Counseling Faculty Evaluation Form-Student Survey

Evaluation: Counseling Faculty Evaluation Form - Student Survey

Evaluation: Counseling Faculty Performance Observation Form

Evaluation: Special Assignment Faculty - Client Survey Form

Evaluation: Library Faculty Observation Form

Evaluation: Library Faculty Orientation - Student Survey Form
Evaluation: Observation of Instruction Form - Online Class
Evaluation: Observation of Instruction Form: Math Emporium
Evaluation: Observation of Instruction Form - Face to Face Class
Evaluation: Student Response to Instruction Form - Face to Face Class
Evaluation: Student Response to Instruction Form – Math Emporium
Evaluation: Student Response to Instruction Form - Online Class

15B.4 Written Responses

The Regular (Tenured) unit member evaluatee has the right to respond in writing to the evaluation(s). Written responses shall become part of the Regular (Tenured) unit member's Personnel File, see [Article 16-1](#).

15B.5 Non-Retaliation

There shall be no retaliation against a Regular (Tenured) unit member who voices an opinion or files a signed written opinion.

15B.6 Retention Data

Retention data may be used to alert the evaluators that the unit member needs to develop strategies to retain students. Retention data shall not be the basis for an unsatisfactory evaluation.

15C. Faculty Standards for All Regular (Tenured) Faculty

15C.1 Forward

Faculty at Chabot College and Las Positas College have been selected with considerable care and with particular attention to their ability to give freely of their knowledge and talents to students. Each unit member is asked to assume the personal and professional obligations which inhere in a career as college instructional, Counseling, Library, or Special Assignments Faculty. The unit members are expected to, with diversity, equity, inclusiveness, accessibility and belonging in mind, meet the Faculty Standards by demonstrating excellence: in working with students; in collegial participation; in professional and personal enrichment; and in professional responsibilities.

15C.2 Excellence in Working with Students

- a. Knowing their subject fields in depth, to keep up to date and to be alert to new materials in the literature;
- b. Challenging students and setting high expectations with full knowledge of the diversity of human qualities and learning styles;
- c. Demonstrating sensitivity in working with students, including those of diverse racial and ethnic backgrounds, sexual orientations, and abilities; and
- d. Creating opportunities for students to assume responsibility for their own learning.

- e. Adapt current discipline content, including knowledge from diverse communities and perspectives, to make it relevant, representative, and accessible to a diverse community of students.

15C.3 Collegial Participation

Collegial participation is defined as a unit member contributing to a collaborative, respectful working environment with all staff. Some areas in which collegial participation can be demonstrated include, but are not limited to, the following:

- a. Developing curriculum;
- b. Recommending organizational policies;
- c. Assessing program needs and effectiveness;
- d. Participating in appropriate collegial governance, committees, and campus life;
- e. In team taught courses or any course taught by a group of Faculty, cooperating with the majority of the Faculty team with respect to instructional delivery, student survey, and the use of support materials, including texts and documents; and
- f. Collaborating in equity-minded and accessible curriculum development and the accreditation process.
- g. Working with colleagues to examine data about disproportionate impact, to uncover inequitable patterns, policies, and practices, and to advocate for strategies to improve equitable student outcomes and success.
- h. Fostering an environment that promotes student success.

15C.4 Professional and Personal Enrichment

- a. Participating regularly in self-initiated professional development activities such as classes, workshops, flex days, conferences, seminars or professional meetings; and/or
- b. Publishing, making conference presentations, presenting artistic exhibits, giving performances, researching, and becoming involved in community matters relevant to the academic area.
- c. Participating in diversity, equity, inclusion, accessibility, and belonging professional development and learning opportunities, referencing student equity data that aligns to college goals and commitments to equity to make informed professional development decisions.
- d. Implementing professional development knowledge by evaluating and reflecting on the content gained from professional development experiences
- e. Facilitating and modeling effective communication practices by making space for dialects, vernaculars, and other non-standard forms of communication.

15C.5 Professional Responsibilities

Unit members are expected also to fulfill the specific requirements listed below with a lens on diversity, equity, accessibility, and belonging practices:

- a. Attend and participate in college-wide meetings, division meetings, College/District standing committees, subdivision and/or task force meetings;
- b. Participate in orientation, commencement (see [Article 8C.3](#)), and on- campus professional development activities;
- c. Participate in program and subject area improvement tasks, such as creating and assessing Student Learning Outcomes (SLOs), Service Area Outcomes (SAOs), Course Learning Outcomes (CLOs) and Program Learning Outcomes (PLOs), revising and developing curricula, program review, articulation, and mentoring students and Part-time Faculty members;
- d. Meet deadlines and submittal of Discipline Plans (see [Articles 26E.4 to 26E.7](#) for Discipline Plan definition), schedules, grades and Census Reports (see [Article 1C.1cc.](#) for Census definition); and
- e. Where appropriate, participate in advisory committees and maintain contacts with other educational institutions, organizations, businesses or industry;
- f. Act as mentors for Part-time and/or Full-time faculty;
- g. Provide leadership for department in recruiting and retaining a diverse students body in coordination with outreach, counseling and other college/district personnel including but not limited to developing community connections, to provide mentoring, work experience and job opportunities for students within the department as approved by the Division Dean. Discretionary professional activities include but are not limited to holding memberships in the Faculty Senates, joint College/District/Faculty Association Committees, College/District ad hoc committees, regional, state, national or international professional organizations, and/or student clubs or activity advising. Unit members may also participate in outreach/marketing activities to other educational segments and the community.
- h. Contribute to and/or participate in diversity, equity, inclusion, accessibility, and belonging efforts in your discipline, campus and/or the wider communities. Contributions include but are not limited to faculty inquiry groups, research, conferences, publications, professional development, presentations.
- i. Provide professional development and learning opportunities for students, faculty, and staff to participate in and advance diversity, equity, inclusion, accessibility and belonging strategies.
- j. Communicate in a manner that shows respect for the diverse languages and dialects represented in the college community.
- k. Respect and recognize the diverse cultural and ethnic backgrounds, perspectives, and opinions of others.

15C.6 Additional Specific Standards for Instructional Faculty

- a. Delivering inclusive and coherent lectures that reflect an array of learning styles, approaches, and experiences;
- b. Creating inclusive assignments, projects, and course materials that reflect an array of learning styles, approaches, and experiences, and that serve instructional goals objectives as defined in course outline of record;
- c. Creating exams and/or other evaluative assignments that test for mastery of course content;
- d. Creating course materials that reflect an array of learning styles, approaches, and experiences, and that serve instructional goals;
- e. Organizing course content so that it encompasses authorized course outlines;
- f. Identifying basic and essential concepts and developing pertinent materials and strategies that will assist students in understanding the core subject matter consistent with the official course outline;
- g. Preparing carefully and organizing a an equitable, inclusive and accessible course of instruction which adheres to the objectives and suggested materials listed in the course outline, and which encourages student use of campus resource centers and laboratories. If Faculty within a team-teaching class (see [Article 10D.2d](#) for definition), have adopted a required text, that text must be used unless the Faculty in the affected class agree to an exception;
- h. Teaching with imagination, vigor, and clarity, attempting to provide a framework of learning for all students which consciously places topics in a well-knit relationship one to the other;
- i. Applying new technologies in the delivery of instruction where appropriate; and;
- j. Working collaboratively in the Enrollment Management Process as described in [Article 26: Enrollment Management](#).
- k. See [Article 19D](#) and [Article 19C.3](#) for evaluation of online instruction.

15C.7 Additional Specific Standards for Counseling Faculty

- a. Working in and supporting a collaborative Counseling Division team environment;
- b. Demonstrating a wide variety of counseling skills (listening, interviewing, trusting, encouraging, flexible, resourceful, fair) and counseling techniques while providing academic, career, and personal counseling services;
- c. Demonstrating a high degree of accuracy when providing information concerning college/university transfer, degree requirements, college/district procedures and course curriculum;
- d. Applying new technologies in the delivery of counseling services;
- e. Developing and implementing new/revised projects, programs, and activities in accordance with the Counseling Divisions' Adopted Goals and

Objectives;

- f. Developing liaisons between the Counseling Division and Instructional Divisions, serving on committees, and achieving familiarity with College and District goals and policies;
- g. When applicable to a particular coordination assignment, demonstrating leadership and advocacy in collaboration with other staff in a particular unit;
- h. When applicable to a particular coordination assignment, demonstrating planning and vision in delivering counseling and student support services; and
- i. Working collaboratively in the Enrollment Management Process as described in [Article 26: Enrollment Management](#).
- j. Professional Responsibilities for Counselors providing mental health counseling only: Demonstrating professional and accurate therapeutic skills when providing mental health counseling, including maintaining professional standards prescribed by the Board of Behavioral Sciences.

15C.8 Additional Specific Standards for Library Faculty

- a. Working in and supporting a collaborative team environment;
- b. Developing and implementing new/revised projects, programs and plans in accordance with the Adopted Goals and Objectives of the Learning Resources Program and with diversity, equity, inclusion, accessibility, and belonging in mind;
- c. Promoting student and staff access to use of the Library through comprehensive reference service and bibliographic instruction;
- d. Contributing to building, organizing, and maintaining diverse, equitable inclusive, accessible, and belonging Library collections, including implementing electronic access to information;
- e. Teaching students in class orientations, individually, and through Library Skills courses;
- f. Developing liaisons between the Library Faculty and Instructional Faculty, serving on committees and achieving familiarity with College and District Goals and Policies;
- g. Applying new technologies in the delivery of Library services; and
- h. Working collaboratively in the Enrollment Management Process as described in [Article 26: Enrollment Management](#).

15C.9 Additional Specific Standards for Faculty on Special Assignments/Coordinator Assignment(s)

In consultation with the Regular (Tenured) unit member evaluatee and the supervisor, the Peer Review Committee will develop Faculty Standards appropriate to each unit member on Special Assignments/Coordinator Assignment(s) as his/her their Primary Duty. The Faculty Standards shall be

clearly related to the Special Assignments/Coordinator Assignment(s) and comparable in their level of specificity to the Faculty Standards described above for the other categories of Faculty. The Faculty Standards shall be approved in writing by the appropriate Vice President, within three weeks of the first day of service. Where appropriate, working collaboratively in the Enrollment Management Process as described in [Article 26: Enrollment Management](#) is an expectation.

15C.10 Specific Standards for Distance Education Instruction

See [Article 19E](#)

15C.11 Evaluation of Faculty Teaching Distance Education Courses and Performing Other Online Services

See [Article 19F](#)

15D. Frequency and Timeline

- a. Evaluations will follow the Faculty Evaluation Timeline (see Appendix). An explanation of the Timeline will be included with the Evaluation documents and linked on the Human Resources website. Where unit members are being evaluated during short-term assignments (e.g. fast-track, late-start, etc.) lasting less than 16 weeks, the timeline for completion of evaluations shall be modified proportionally.

~~There are two (2) different types of evaluation: regular scheduled and nonscheduled. Each type~~ All evaluations must follow the Faculty Standards and timelines articulated in this Article.

- b. All Regular (Tenured) unit members will undergo a regular scheduled evaluation once every three (3) Academic Years. The three-year period is measured from when the process should have last begun (i.e., if an evaluation should have started Fall 2010, the next must be started and completed in Fall 2013). This regular scheduled evaluation cannot be deferred except by a negotiated agreement between the District and the Faculty Association.
- c. A nonscheduled evaluation will only occur under the conditions stated in Article 15.D.2 below. The process for a nonscheduled evaluation is the same as for a regular scheduled evaluation except for the special expectations articulated in Articles 15D.2 and 15D.3a below.

15D.1 Regular Scheduled Evaluation

Evaluation for an individual unit member shall occur once every three (3) Academic Years. See [Article 15D](#) above.

15D.2 Non-Scheduled Evaluations

If the College Vice President, Academic Services or College Vice President, Student Services becomes aware of Faculty performance issues which appear to indicate a need for improvement, the appropriate College Vice President will consult with the unit members' most recent Peer Review Committee, and the

Committee will consider and may recommend options for a follow-up nonscheduled evaluation. If one or more of the Peer Review Committee members is unavailable (i.e., on Leave of Absence, or no longer in active service in the District), the Vice President will consult with those members who are currently available. It is understood that this nonscheduled evaluation will take place out of sequence from the three (3) Academic Year evaluation cycle described in [Article 15D.1](#) above.

When possible, a meeting with the unit member and the Peer Review Committee will take place prior to any recommendation for a nonscheduled evaluation. If a nonscheduled evaluation is ultimately elected, it will be conducted by a special Peer Review Committee established for this purpose in accordance with [Article 15F.1b.](#)

15D.3 Timelines for Regular Scheduled and Nonscheduled Evaluations

As stated above in [Article 15D.1](#), the entire evaluation shall take place within a single semester, with the documents to the appropriate Vice President by the end of the semester. The following timeline shall be observed during the semester in which the review takes place:

- a. For nonscheduled application only: Identification of, and notice to, a unit member evaluatee and ~~his/her~~ their most recent Peer Review Committee within thirty (30) days of the date upon which the appropriate Vice President became aware of issues nominally indicating a need for improvement (applies to nonscheduled evaluation only);
- b. Submission by the Peer Review Committee of the Peer Review Report to the unit member evaluatee, in a private confidential meeting, by the end of the semester; and
- c. A copy of the Peer Review Committee's Report and all supporting documents, with the unit member evaluatee's response, shall be routed to the appropriate Administrator, appropriate College Vice President and the College President, and then forwarded to the unit member evaluatee's District Personnel File, see [Article 16-1](#).
- d. Per [Article 15F.1](#) Peer Review Committee Composition
 - (1) Regular Evaluation:

The Peer Review Committee shall consist of two (2) Regular (Tenured) Faculty members, one (1) of whom shall be from the unit member evaluatee's Division.

If one member of the Peer Review Committee does not complete ~~his or~~ her their duties during the assigned semester, then the outstanding evaluation shall be completed during the following semester without a need to repeat any portion of the process that was already performed. It is understood that this follow-up evaluation may be performed by a new Peer Review Committee member, with ~~his/her~~ their name drawn in a manner consistent with [Article 15F](#).

15E. Evaluation Components and Procedures

Training sessions to prepare Faculty to perform evaluations shall be conducted on an annual Academic Year basis as part of Faculty Association activities. Each appropriate Administrator shall be required, by the end of the third week of the Academic Year, to submit a schedule for conducting Regular (Tenured) Faculty evaluations to the appropriate Vice President. Evaluators are required to attend training every two (2) years. The training shall be conducted by the Faculty Association at each college and shall consist of the following:

- a. Adherence to the stated timelines in this Article;
- b. Providing guidelines for the use of the negotiated evaluation forms.

The Regular (Tenured) evaluation process is Faculty driven and detailed below.

15E.1 Professional Review Report

The Professional Review Report is prepared by the Regular (Tenured) Faculty member being reviewed and submitted to the Peer Review Committee by October 1 for fall evaluations and March 1st for spring evaluations. The Professional Review shall cover the unit member's activities since the last evaluation [three (3) to eight (8) pages]: an assessment of performance in relation to each of the Faculty Standards in [Article 15C](#):

- a. Excellence in Working with Students;
- b. Collegial Participation;
- c. Professional and Personal Enrichment;
- d. Professional Responsibilities;
- e. Additional Specific Standards, if applicable; and
- f. Discussion of achievements as well as problems or issues.

15E.2 Professional Self-Evaluation

The contract faculty unit member shall complete a self-reflection of their assigned duties, addressing strategies, equitable practices, and the use of disaggregated student success data. The unit member should consider their approach to student learning, and the performance of historically underrepresented groups and disproportionately impacted populations. The unit member will reflect on the insights gained and practices learned to improve performance and increase success for all students. The unit member should identify additional resources helpful in continuing their development of equity-minded practices, and discuss other areas of work that involve equity-minded practices, if applicable. This is not an evaluative or scored element. Reflections will not be rated and will not be used punitively. The focus in this portion of the Professional Review is on growth and equity-minded teaching, support, and service.

15E.23 Supporting Materials Attached to the Professional Review Report

All supporting materials, as defined in Sections a, b, and c below, shall pertain to the timeframe since the last scheduled evaluation.

- a. Course Syllabi used by the Instructional Faculty unit member in two (2) or more courses. For Counseling Faculty and Library Faculty, any materials developed by the Counseling or Library Faculty, and distributed to students may be included. For Faculty on Special Assignments, similar supplementary documentation will be expected.
- b. Negotiated student survey forms from at least two (2) different sections or Counseling, Library or Special Assignments Faculty observations. [See Appendix](#): Evaluation: Counseling Faculty Evaluation Form - Student Survey, Evaluation: Library Faculty Orientation - Student Survey Form, Evaluation: Student Response to Instruction Form - Face to Face Class, Evaluation: Student Response to Instruction Form - Math Emporium, Evaluation: Student Response to Instruction Form - Online Class.
- c. Additional supporting materials may include work site visitations, completed final exams or class projects; retention data; standardized test results; samples of handouts; or other relevant materials.
- d. The supporting materials will be returned to the Regular (Tenured) unit member evaluatee upon completion of the report of the Peer Review Committee and review by the appropriate Vice President.
- e. See [Article 19D](#) and [Article 19C.3](#) for evaluation of Online Instruction.

15F. Peer Review Committee Composition and Role

15F.1 Peer Review Committee Composition

a. Regular Evaluation

The Peer Review Committee shall consist of two (2) Regular (Tenured) Faculty members, one (1) of whom shall be from the unit member evaluatee's Division.

The unit member's evaluatee's Division based Committee member shall be selected from within the unit member evaluatee's Division by a blind Division based lottery to be conducted in private between the division dean and division administrative assistant by the end of the first full week of classes of the semester in which the evaluation is to occur. The unit member being evaluated shall have the opportunity to be present at the lottery. Once a unit member's name has been drawn for service on a Regular (Tenured) Faculty Evaluation Peer Review Committee, that unit member's name shall be set aside and removed from the lottery pool so as to ensure that one unit member will not be drawn more than once unless there are not a sufficient number of unit members within the Division to serve on Regular (Tenured) Faculty Peer Review Committees.

Once the first Peer Review Committee member is determined, the second Committee member shall be selected by lottery from the unit member's

discipline or related discipline. Alternatively, if requested by the unit member evaluatee and approved by the appropriate Administrator, the second Peer Review Committee member may be selected by a second draw from the Division, or by lottery from a specified discipline or disciplines either within or without the Division.

The unit member evaluatee may challenge either Peer Review Committee appointment by requesting a replacement. Only one challenge is permitted. If the unit member evaluatee so challenges this aspect of the Committee composition, the challenged Committee member shall be replaced from the same group and in the same manner as the removed Committee member.

b. **Nonscheduled Evaluation**

A three (3) member Peer Review Committee shall be created. The first member shall be a Regular (Tenured) Faculty member selected from within the unit member evaluatee's Division by a blind Division based lottery in the same manner as described in [Article 15F.1a](#) above. The second member shall be selected by the unit member who is being evaluated. This member must be another Regular (Tenured) Faculty member or Administrator from another Division. The third member shall be a Regular (Tenured) Faculty member selected by mutual agreement of the appropriate Administrator and the unit member who is being evaluated.

15F.2 Peer Review Committee Responsibilities

a. **Class Visits or Appropriate Observations**

Each Peer Review Committee member shall conduct a class or appropriate observation visit. The visit shall be announced in advance to the unit member evaluatee, and the unit member evaluatee shall have the right to request the visit be rescheduled. The visit shall be summarized by the Committee member evaluator on a negotiated Class Visit or appropriate Observation Form. The Peer Review Committee Report shall be a fair and accurate summary report of the facts reported on the Class Visit or appropriate Observation Form and shall be a fair and accurate summary of the judgment of the Peer Review Committee members.

For counselors providing mental health counseling: Session visits will only take place with the expressed written permission of the student, otherwise the counselor will be evaluated on a detailed and professionally prepared case presentation.

[See Appendix](#): Evaluation: Counseling Faculty Performance Observation Form, Evaluation: Library Faculty Observation Form, Evaluation: Special Assignment Faculty - Client Survey Form, Evaluation: Observation of Instruction Form - Face to Face Class, Evaluation: Observation of Instruction Form - Math Emporium, Evaluation: Observation of Instruction Form - Online Class.

For unit members utilizing ~~Canvas~~ or the currently employed LMS in a face-to-face course, the evaluator will be granted access to the course for the purpose of evaluation. In addition, for unit members teaching

asynchronous, synchronous, hybrid or Hyflex courses the evaluator will be granted access to ~~Canvas~~ or the currently employed LMS for the purpose of evaluation. The evaluator will be granted access for up to seventy-two (72) hours.

The Peer Review Report shall be provided to the unit member evaluatee within twenty (20) working days from the completion of the class visit or appropriate observation.

- (1) If there is a difference of opinion between the two (2) Peer Review Committee members as to performance after the completion of the class or observation visit under Article 15F.2a. above, then the two(2) Peer Review Committee members shall make another visit together which shall be announced in advance and shall complete a negotiated Class Visit or Observation form together to report on this visit. The Peer Review Committee Report shall be a fair and accurate report of the facts reported on the Class Visit or Observation form and shall be a fair and accurate summary of the judgment of the Peer Review Committee members. The Peer Review Committee Report shall be provided to the unit member evaluatee within twenty (20) working days from the completion of the class visit or appropriate observation.
- (2) If there are performance deficiencies remaining after the completion of the class or appropriate observation visit in [Article 15F.2a.1](#) above, then an Administrator may make another class visit or appropriate observation which shall be announced in advance and shall then complete a negotiated Class Visit or Observation form to report on this visit. The Administrator's Report shall be a fair and accurate report of the facts reported on the Class Visit or Observation form and shall be a fair and accurate summary of the judgment of the Administrator.

[See Appendix](#): Evaluation: Counseling Faculty Performance Observation Form, Evaluation: Library Faculty Observation Form, Evaluation: Special Assignment Faculty - Client Survey Form, Evaluation: Observation of Instruction Form - Face to Face Class, Evaluation: Observation of Instruction Form - Math Emporium, Evaluation: Observation of Instruction Form - Online Class. The Class Visit or Observation Visit Report shall be provided to the unit member evaluatee within twenty (20) working days from the completion of the class visit or appropriate observation.

b. Summary of Student Surveys

Students shall be surveyed in no fewer than two (2) classes or observational site visits. The Peer Review Committee shall be responsible for the distribution and collection of the surveys. The survey form used shall be a standard negotiated form. [See Appendix](#): Evaluation: Counseling Faculty Evaluation Form - Student Survey, Evaluation: Library Faculty Orientation - Student Survey Form, Evaluation: Student Response to Instruction Form - Face to Face Class, Evaluation: Student Response to Instruction Form - Math Emporium, Evaluation: Student Response to Instruction Form - Online

Class.) The Peer Review Committee shall compile and analyze, and write a summary of the student surveys, including an item-by-item tally of the responses.

c. Examine and Discuss the Professional Review

The Professional Review Report ([Articles 15E.1](#) and [15E.2](#)) shall be submitted to the Peer Review Committee which shall meet with the unit member evaluee to discuss the unit member evaluee's Professional Review. The discussion will assist the unit member evaluee in the following ways:

- (1) Examining the objectives, techniques, and accomplishments in relation to the Faculty Standards in [Article 15C](#);
- (2) Recognizing outstanding performance;
- (3) Identifying areas, if any, which are unsatisfactory and/or appear to be in need of improvement; and
- (4) Facilitating communication about program needs.

d. Additional Supporting Materials

The Peer Review Committee may request additional supporting materials from among those listed above.

e. Peer Review Committee Summary

Based on the Class Visit or appropriate Observation Reports, Student Surveys, and a review of the Professional Review Report, there will be a Summary Report prepared by all evaluators within twenty (20) working days from the completion of the class visit or appropriate observation. This Summary Report shall be a fair and accurate summary of the information provided to the Peer Review Committee. This Summary Report shall also be a fair and accurate summary of the judgment made by each individual Peer Review Committee member. If appropriate, the Summary Report should indicate any unsatisfactory performance and/or any area which needs improvement. A unit member given a less than satisfactory rating on the Summary Report shall be reevaluated in the following semester. The unit member evaluee may attach any comments to the Peer Review Summary Report that goes to the supervisor within ten (10) working days of the completion of the Peer Review Summary Report.

15G. Appropriate Administrator's Review and Responsibilities

All materials from the Peer Review Committee shall be forwarded to the appropriate Administrator. The appropriate Administrator shall do the following:

15G.1 Review of Documents

Review the documents exclusive to the evaluation process herein. Outside documents shall not be included.

15G.2 Write an Administrator's Review

Write an Administrator's Review that incorporates the Administrative Summary and Evaluation based on applicable contractual Faculty standards including: fulfillment of collegial responsibilities, excellence in working with students, participate in program and subject areas improvement tasks, meet deadlines and submittal of grades and Census Reports, and additional specific standards for Instructional Faculty.

15G.3 Assist the Regular (Tenured) Faculty Evaluatee

Assist the Regular (Tenured) Faculty evaluatee in examining ~~his/her~~ their objectives, techniques, and accomplishments and recognize outstanding performance.

15G.4 Provide Resources

Assist in providing resources in areas in which unit member changes might prove beneficial to students' learning.

15G.5 Review Program Needs

The appropriate Administrator's Review shall be a fair and accurate summary of the information provided to the appropriate Administrator. The appropriate Administrator's Review shall also be a fair and accurate summary of the judgment of the appropriate Administrator.

The appropriate Administrator's Review is given to the unit member evaluatee, who may attach a response. All documents are then forwarded to the appropriate College Vice President.

15H. Vice President's Review

The appropriate College Vice President will review the documents. If the appropriate Administrator is the Vice President, then [Articles 15G and 15H](#) are combined. A meeting between the appropriate College Vice President, the unit member evaluatee, and appropriate parties may be requested by either party or by the Peer Review Committee. The appropriate College Vice President will forward the documents through the President to the Office of Human Resources.

15I. Timeline and Limitations

It is expected that the evaluation process will be completed in one (1) semester. See [Article 15D](#) above. The Professional Review, Peer Review Committee Report, appropriate Administrator's Review Report, and other materials prepared as part of this process shall only be used for the purposes set out in this Article.

15J. Grievance

In the event the unit member evaluatee believes that the procedures herein have not been followed, the unit member evaluatee may file a grievance. Nothing in this Article shall be construed to permit either the Faculty Association or a unit member to file a grievance to challenge the substance of any evaluation. Any grievance challenging the procedure

utilized for an evaluation shall only first be filed after the completion of the evaluation process at issue.

15K. Role of The Faculty Association

The Faculty Association shall be allowed to monitor the process at any time at the request of the unit member evaluatee. This Faculty Association involvement shall be for the purpose of monitoring the due process aspects of the evaluation process.

15L. Diversity, Equity, Inclusion and Accessibility and Belonging (DEIAB)

The District and Faculty Association will meet and confer as necessary, in the event that Title 5 guidelines are promulgated by the state, that stipulate how DEIAB initiative goals should bear upon faculty standards and evaluations.

See [Article 29F](#)

ARTICLE 18

PART-TIME FACULTY

TENTATIVE AGREEMENT

18A. Notification of Contract and Temporary Leave Replacement (TLR) Faculty Vacancies

18A.1 Vacancy Postings

The District shall notify all Part-time Faculty sixty (60) days before the beginning of each semester, ~~Inter session and Summer Session and each Intersession~~ of all Contract or Temporary Leave Replacement (TLR) unit member vacancies.

If a vacancy becomes available less than sixty (60) days before the beginning of a Semester, ~~Inter session or Summer Session or an Intersession~~, then this notification shall occur as soon as the vacancy is known to the District.

Vacancies are positions not filled by permanent unit members as part of their regular assignment or as part of an overload assignment. Notification shall be made by hard copy through Faculty mailboxes and on designated bulletin boards and by electronic mail. It is understood that weekly electronic distributions from the office of Human Resources shall continue.

Part-time Faculty shall inform the Office of Human Resources of their intent to apply for Contract and Temporary Leave Replacement (TLR) vacancies by submitting a District Faculty Application within a published deadline.

18B. Employment Rights

The parties recognize the provision of Education Code 87665 which states, “The Governing Board may terminate the employment of a Temporary Part-time employee at its discretion at the end of a day or week, whichever is appropriate.”

18B.1 Part-Time Faculty Seniority

a. College

The Office of Human Resources shall be responsible for verifying and maintaining a separate Seniority List for each college-specific Discipline. Disciplines shall be defined according to the Discipline List as adopted by the State Board of Governors of California Community Colleges and college-specific disciplines as negotiated. The latest version of the Disciplines List shall be on file in the Office of Academic Services and the Office of Student Services. A Part-time unit member may accumulate separate Seniority placement(s) in more than one (1) Discipline, by establishing service in one (1) or more additional Disciplines. When a Part-

time unit member seeks an assignment in a new Discipline for which they are qualified, the hiring or onboarding practices of the indicated department shall apply.

(1) The Faculty Association Right to Review the Seniority List

The Faculty Association retains the right to review the Seniority List and the process for determination of placement on the List at will. Within two (2) work weeks of requesting said review by the Faculty Association, the District shall make all the relevant documents available.

(2) Date Seniority List Posted Publicly

A draft Seniority List for the following Academic Year will be posted on or before October 15. The District will notify all Part-time unit members and the Faculty Association by email when the college-specific discipline Seniority list(s) will be made available for review in appropriate Administrators' Offices. This notification shall remind unit members of their right to contest their placement. Part-time unit members shall have two (2) work weeks from the posting to contest their placement on the List in writing to their appropriate Administrator, who shall work with Human Resources to ensure due diligence. The final Seniority List shall be stamped with the date and posted on or before November 10.

(3) Signature of Appropriate Administrator

The appropriate Administrator shall sign the Seniority List for his/her their division at the time of its posting in the division.

b. Determination of the Date of Initial Service Part-Time Faculty Seniority Process

~~For Part-time unit members hired in Fall Semester, 2006 or later, Seniority shall be based on his/her date of initial Term of service in the college-specific discipline. Seniority shall not be attributed on a rotational basis. Part-time Faculty currently in the five (5) semester evaluation process will continue in that manner (see 2022-2025 Collective Bargaining Agreement). Part-time unit members hired for or after the Fall Semester 2026 will remain without Seniority for a minimum of six (6) semesters of employment. All Part-time Faculty without Seniority shall be evaluated once per Academic Year. Initial and/or continued placement on the Seniority List is dependent on the unit member's receiving "Satisfactory" evaluations. Further, all other employment rights criteria in this Article 18B shall be met for placement on the Seniority List.~~

~~New Part-time unit members will be given a provisional lottery number by Human Resources in cooperation with the Faculty Association for the first five (5) semesters of employment (Fall and Spring or Spring and Fall depending on date of hire). After five (5) semesters, if a "Satisfactory" evaluation has been received or no evaluation has occurred, the new Part-~~

~~time unit member will be moved to the appropriate college-specific discipline Seniority List(s).~~

Part-time Faculty members, including Emeritus faculty members, who submit grades beyond the due date established by the Academic Calendar Committee for two (2) terms in any period of three (3) rolling calendar years shall lose seniority in all disciplines. The loss of seniority will begin in the second semester following the second failure not to submit grades and be in effect through all terms until two (2) semesters have elapsed. Upon completion of the loss of seniority time period, the Part-time Faculty member shall be placed back on the seniority list at their previous position.

c. **Attaining Seniority Status for Part-Time Hire**

Attaining seniority status for a Part-time Faculty hire is, at minimum, a three (3) year process. The Part-time Faculty member, through a process of annual evaluations, will achieve seniority by receiving three (3) satisfactory annual evaluations. A successful annual evaluation, for the purpose of attaining Seniority, must be without the requirement of a re-evaluation. A re-evaluation is required when an annual evaluation is rated as "needs improvement." An evaluation rated as "needs improvement" will prompt, at minimum, an additional evaluation in order for the Part-time Faculty member to achieve seniority (see example below).

Successful Evaluation Scenarios:

<u>Year</u>	<u>Evaluation Rating</u>	<u>Re-evaluation Rating</u>	<u>Action</u>
<u>1st Year</u>	<u>Satisfactory</u>	<u>None needed</u>	<u>Evaluate next year</u>
<u>2nd Year</u>	<u>Satisfactory</u>	<u>None needed</u>	<u>Evaluate next year</u>
<u>3rd Year</u>	<u>Satisfactory</u>	<u>None needed</u>	<u>Evaluation requirements met; Add to Seniority List</u>

<u>Year</u>	<u>Evaluation Rating</u>	<u>Re-evaluation Rating</u>	<u>Action</u>
<u>1st Year</u>	<u>Satisfactory</u>	<u>None needed</u>	<u>Evaluate next year</u>
<u>2nd Year</u>	<u>Satisfactory</u>	<u>None needed</u>	<u>Evaluate next year</u>
<u>3rd Year</u>	<u>Needs Improvement</u>	<u>Satisfactory</u>	<u>Additional evaluation year required</u>
<u>4th Year</u>	<u>Satisfactory</u>	<u>None needed</u>	<u>Evaluation requirements met; Add to the Seniority List</u>

The final evaluation, prior to earning seniority, shall occur in the Fall regardless of hire date. If the Part-time Faculty without Seniority receives a Satisfactory evaluation in their final academic year, without receiving a "needs improvement" that same academic year, they shall be placed on the appropriate college-specific discipline Seniority list(s). If at any point in the 3-year process a less than Satisfactory evaluation is given, the guidelines in 18I.2(a, b) shall be followed.

If, through no fault of their own, no evaluation occurs in any Academic Year within this process, the Part-time Faculty member shall be exempt from that year's Satisfactory evaluation requirement and will advance to the following year in the evaluation cycle as if they have received a Satisfactory evaluation.

(1) Seniority Number Assignment for Faculty Achieving Seniority Simultaneously

Two (2) or more faculty in the same discipline who successfully achieve Seniority status in the same semester shall be assigned Seniority numbers by lottery by Human Resources, in cooperation with the Faculty Association.

~~The first day of the Term in which a unit member begins work in a college-specific discipline shall normally be the unit member's date of hire for Seniority purposes (or Seniority Date) in that discipline. In the event that the unit member was hired after the beginning of the semester (e.g., to teach a late start class), the Seniority Date shall be the Monday of the week in which the assignment formally begins. If two or more unit members in the same discipline have the same initial date of service, then their respective placement shall be determined by lottery. The lottery draw will occur no later than September 15th for Fall Semester, February 15th for Spring Semester, and the second week of the Summer Session or Inter-Session. Any Part time unit member hired after the lottery draw for the specific Term will be given the next available lottery number.~~

(2) (1) Break in Service

A break in service at the unit member's assigned college of three (3) consecutive semesters (not including Summer Sessions or Inter-sessions Intersessions) in a college-specific discipline shall result in the unit member's name being removed from that college's discipline Seniority List, except in cases of extenuating circumstances described in Subsection two (2) below. After said break, the unit member shall have to establish a new date hire date upon rehire in that discipline at that college, as follows: and restart the seniority process as stated in 18B.1(3).

- a. The first day of the Term in which the unit member returns to paid service in the discipline shall be the unit member's new date of hire in that discipline for Seniority purposes.
- b. The returning unit member shall be considered senior to other new faculty whose initial service in the discipline is the same date of hire established per paragraph (a) above, and shall not be subject to the lottery described above.

Notwithstanding the above, unit members shall retain their seniority ranking in a college-specific discipline during periods in which they have a paid Summer Session Intersession service each Fiscal Year.

(3) (2) Extenuating Circumstances—Not Considered A Break in Service for the Purpose of Seniority

An absence of service shall not be considered a break in service, or otherwise count towards a break in service described in [Article 18B.1b.1](#) above, if the Part-time unit member is not given an assignment due to a Reduction in force, bumping by a Full-time unit member, class cancellation due to low enrollment, active military service as defined in [Article 11H](#), or if the unit member is unable to accept an assignment for extreme personal reasons as determined and mutually agreed upon by the District and the Faculty Association, or in order to accept a Temporary Leave Replacement (TLR) Full-time Instructional, Counseling, Library or Special Assignments Faculty position at another Institution of higher education, or some other temporary academic appointment (e.g., a Fulbright scholarship). With extenuating circumstances, an absence in service that exceeds three (3) full calendar years shall result in the unit member's name being removed from the affected college-specific discipline Seniority List.

(3) Retirement from CalSTRS or CalPERS or Social Security

~~The process of retiring from CalSTRS, CalPERS or Social Security shall not impact a Part-time unit member's position(s) on the Part-time Seniority Lists. Notwithstanding, the provisions around Break-in-Service, specified in paragraph (1) above, shall apply.~~

(4) Previous Full-Time Not Emeritus Retired Status

~~Effective January 1, 2020, in the event that a Full-time unit member resigns without retiring from CalSTRS, CalPERS or Social Security, and is subsequently rehired as a Part-time Faculty member, for Seniority purposes, he/she the unit member shall be treated as a new hire. The new date of initial Term of service shall be the first day of the Term when the unit member returns to service as Part-time Faculty, pursuant to [Article 18B.1b](#).~~

(5) Resignation

~~If a Part-time unit member formally resigns from his/her their position, he/she the unit member will then be removed from the applicable Seniority Lists. After said resignation, the unit member shall have to establish a new date of initial Term of service upon rehire in that discipline at that college and restart the seniority process as stated in [18B.1\(3\)](#). The first day of the Term in which the unit member returns to paid service in the discipline shall be the unit member's new initial date of service in that discipline for Seniority purposes.~~

e. Part Time Unit Members Hired Prior to Fall, 2006

~~For Part-time unit members hired prior to Fall Semester, 2006, the date of initial service in the college specific discipline(s) shall be as previously determined. Notwithstanding, the provisions concerning Break in Service~~

~~and Resignation, shown above, shall pertain (Procedures for determining the date of initial Term of Service can be found in the 2015-18 Collective Bargaining Agreement).~~

c. d. Distribution of Assignments

Assignments to Part-time Faculty will be based first on program needs. District Program needs shall have priority over the Part-time Seniority List(s). See [Article 18B.2](#) below. Part-time unit members who are on more than one (1) Seniority List should be offered assignments in each discipline/area in which they have seniority according to availability of assignments. Deans are encouraged to coordinate their assignments for such a faculty member. Notwithstanding, a Part-time unit member who is on more than one Seniority List is not guaranteed assignments per the above suggestion.

d. e. Order of Assignments

The order of assignments for the Academic Year and ~~Summer/Inter-session Intersession~~ shall be according to the following priority:

- (1) To all Contract, Regular, and Temporary Leave Replacement (TLR) Faculty for Load;
- (2) To Contract and Regular Faculty for overload for extra pay and ~~Summer/Inter-session Intersession~~, in accordance with the Load limits defined in [Article 10D.11](#) (see Articles also [10D.10](#) and [17E](#)). Minimum qualifications shall be used to determine overload, ~~Summer Session and Inter-session Intersession~~ assignment eligibility.

This provision applies to Regular Faculty on Workload Banked Leave of Absence, see [Article 12-2A.8](#).

See Articles [10D.11](#) and [12-1A.3h](#) for exception if Regular Faculty is on a Sabbatical Leave of Absence;

- (3) To retirees with Emeritus Status (see [Board of Trustees Policy 7800](#) for Emeritus Status) at the District's discretion. Retirees will not be placed on the Part-time Seniority List, and they shall be subject to the evaluation process outlined in this [Article 18I.1](#). Emeritus Faculty are encouraged to fill out an Assignment Preference and Availability form on a yearly basis;
- (4) To ~~existing or newly hired~~ Part-time Faculty with Seniority in order to fulfill one (1) or more program need(s) according to [Article 18B](#). ~~(includes non-Emeritus Faculty who resigned – see [Article 18B.1.b2](#) above.)~~
- (5) To Part-time Faculty without Seniority in order to fulfill one (1) or more program need(s) according to Article 18B. Assignments to Faculty without seniority are made at the discretion of the supervising administrator without regard to date of hire; Part-time Faculty with Satisfactory evaluations in two consecutive Academic years shall not be unduly denied an assignment in order to establish seniority rights.

(5) To Temporary Leave Replacement (TLR) Full-time Faculty for overload. It is understood that prior to making offers to Part-time unit members, ~~Summer Session and Inter-session Intersession~~ assignments shall be offered to Contract and Regular unit members.

e. f. Assignment Preference and Availability Form

Part-time unit members shall complete an Assignment Preference and Availability form each year for the subsequent Academic Year. The Assignment Preference and Availability form shall be emailed via campus email no later than the first ~~week Friday in December November~~ by their appropriate Administrator's Office. In the event that the Part-time Faculty member is hired after the first ~~week Friday in December November~~, ~~he/she the unit member~~ shall be given the opportunity to submit an Assignment Preference and Availability form within two (2) weeks of hire pursuant to this Article. The Assignment Preference and Availability form shall request Part-time unit members to indicate their interest and availability for a(n) assignment(s) each Semester or ~~Inter-session or Summer Session Intersession~~ consistent with [Article 18C.3](#). The Assignment Preference and Availability form shall be provided in the form of a fillable PDF document, either from the Office of the Dean for their respective Division, or by the Part-time unit member acquiring the document on their own. The Part-time unit member shall return the form to ~~his/her their~~ appropriate Administrator's Office, via campus email, no later than the first Friday after the start of Spring Semester, to be considered for assignments for the immediately following Summer Sessions and Academic Year. In the event a Part-time unit member does not submit a preference form by the established deadline, that Part-time unit member risks losing ~~his/her their~~ seniority preference when classes are assigned. [See Appendix](#): Assignment Preference and Availability form: Part-time Faculty.

The appropriate Administrator shall keep the returned Assignment Preference and Availability form for one (1) Academic Year and shall produce it within five (5) days if requested by the Part-time unit member or the Faculty Association. The unit member may update the Assignment Preference and Availability form every Academic Term, including ~~Summer Session Intersessions~~, in advance of the distribution of assignments so as to keep the Assignment Preference and Availability form current as to the unit member's availability.

f. g. Part-Time Unit Member Assignment Guidelines

After Full-time Faculty receive overload assignments according to [Articles 10D.b](#), [10D.10](#), and [17A](#), and Emeritus Faculty receive assignments at District discretion, according to [18B.1.e](#) above, the appropriate Administrator may reserve up to twenty percent (20%) of the total Full-time Equivalent Faculty (FTEF) allocated to the discipline to assign at ~~his/her their~~ discretion, see [Article 18B.1.d](#) above.

For any term (including ~~Summer and Inter-session Intersessions~~), Part-time unit members shall be offered an assignment of maximum Load requested,

up to sixty-seven percent (67%) [10.05 Calculated A Hours (CAHs) or equivalent], that is workable within the constraints of the available college-specific discipline assignments, in order of Seniority, and per availability as provided on the Assignment Preference form, before the next senior Part-time unit member receives ~~his/her~~ their assignment. Offers of assignment will be made via campus email. The process shall continue until all Part-time assignments have been distributed. The unit member has the right to decline any or part of the offered assignment without penalty.

- (1) Part-time unit members have forty-eight (48) hours to accept the assignment. At the time assignments are made, the most current Seniority List will apply. Administrators will make a reasonable attempt to not offer assignments during weekends and holidays.
- (2) If a course of instruction, Counseling Faculty hours, Library Faculty hours, or other assignments become available after the procedure for making assignments has begun, these shall be assigned to unit members, taking into account program needs, in the exact manner and order described in [Article 18B.1e](#) above. When assignments are made from the Seniority List in this circumstance, the offering of the assignments will start with the most senior Part-time Faculty who has less than a sixty-seven percent (67%) Load already assigned that is workable within the constraints of the available college-specific discipline assignments. No unit members, Contract, Regular, Temporary Leave Replacement (TLR) or Part-time, are allowed to change or modify their original assignment when taking new assignments under this circumstance. At the time assignments are made, the most current Seniority List will apply.
- (3) Part-time unit members offered an assignment within thirty (30) days of the start of the assignment shall have twenty-four (24) hours to respond. If no response has been received within twenty-four (24) hours, the appropriate Administrator shall follow the order of Seniority in offering the assignment consistent with [Article 18B.1e](#) above.
- (4) Guidelines Specific to Part-time Counseling Faculty:

~~Effective Spring Semester 2023, f~~ For every block of five (5) weekly Counseling hours scheduled for direct student contact, Part-time Counseling Faculty shall be scheduled for an additional one-half (0.5) hour for the purpose of proactive follow-up with students via telephone and electronic mail. This provision shall also apply to Full-time Counseling Faculty performing Counseling Faculty “D” Hour work for overload.

For any Term, block scheduling assignments shall occur as described below, unless the College Counseling Department elects to follow an alternative process through mutual agreement of Management and Counseling Faculty. The initial assignments shall allow for Counseling Faculty to be assigned hours in blocks of up to five (5) weekly Counseling Faculty D Hours (“D” Hour) each, to which the one-half

(0.5) hour for scheduled follow-up, mentioned above, shall be added, up to a maximum of up to three such blocks per person. The load limit under this section shall be sixteen and a one-half (16.5) weekly Counseling "D" Hours per unit member, including the scheduled one and a one-half (1.5 hours) for follow up with students. The assignments will be offered in blocks and must be accepted as such. If available hours are insufficient to provide sixteen and a one-half (16.5) Counseling "D" Hours for each Counseling Faculty person as described herein, then new hours shall be assigned where the original assignments left off to the first person who initially received an assignment of less than an aggregate of sixteen and a one-half (16.5) hours. Those following on the Seniority List shall be allowed to achieve up to sixteen and a one-half (16.5) weekly Counseling "D" Hours, which includes the scheduled one and a one-half (1.5) hours for follow-up with students, before giving any more hours to Counseling Faculty at the top of the List. Each block of five and a one-half (5.5) weekly hours, including a scheduled one-half hour for student follow up, over the course of a full Fall or Spring semester, shall be deemed equivalent to a twenty percent (20%) load assignment of three (3) CAH.

Once all the Counseling Faculty at the college have received an aggregate assignment of sixteen and a one-half (16.5) weekly Counseling "D" Hours for the Term, including a scheduled hour and a one-half for follow up with students, additional hours shall be assigned as follows:

- (a) For Fall and Spring Terms, the blocks of time available for assignment shall be identified. Unless required otherwise by program need, newly acquired hours shall be distributed in blocks of one (1) whole Counseling "D" Hour at a time per the Seniority List. It is understood that additional hours will only be assigned up to a maximum of sixteen (16) direct student contact hours, plus one and a one-half (1.5) scheduled hours for follow up with students, for a total of seventeen and a one-half (17.5) weekly hours.
- (b) If Counseling Faculty teach instructional classes in addition to their Counseling Faculty duties, then their maximum load of Counseling Faculty "D" Hours shall be diminished according to the amount required to limit their total assignment to less than sixty-seven percent (67%) of a Full-time Load.
- (c) For scheduling ~~Summer Session and Inter-session Intersession~~ assignments, the blocks of time available for assignment shall be identified. Unless required otherwise by program need, remaining hours, including newly acquired hours, shall be distributed on a second round in blocks of five and a one-half (5.5) weekly Counseling "D" Hours, which shall include one-half hour scheduled for follow up with students, per the Seniority List. After all the Counseling Faculty have received an assignment of up to twenty-

two (22) weekly hours, and insofar as assignable hours remain, subsequent rounds shall occur in similar fashion. In no case will ~~Summer Session and Inter session~~ Intersession assignments for Counseling Faculty exceed thirty-three (33) hours per week, or three hundred ten (310) aggregated hours over the Summer Session, or the equivalent, Districtwide.

(d) Part-time special programs counselors are available to work in General Counseling to provide services to general student populations, and as appropriate to their job duties and consistent with agreements with state organizations connected to programs, as requested by the area administrator.

(5) Guidelines Specific to Library Faculty

For ~~Summer Session and Inter session~~ Intersessions, Library Faculty will be limited to a maximum of thirty-three (33) hours per week, regardless of the number of weeks the unit member works during the Term.

For Fall and Spring Semesters, Library Faculty will be limited to a maximum aggregate total of three hundred thirty-five (335) Library Hours during the Semester.

h. ~~h.~~ **Evaluation(s)** see [Article 18I.2](#).

i. ~~i.~~ **Grievances** see [Article 18I.9](#).

18B.2 Program Needs

Program Needs includes, but is not limited to, a unit member's expertise and/or demonstrated experience in the specific requirements of the assignment, the unit member's ability to use and expose students to current information, technology, and skills required in this assignment; and the unit member's previous performance record ("Satisfactory" evaluation) and adherence to contractual requirements stated under this Agreement. See [Article 18B.1d](#).

18B.3 Dual Enrollment

a. Distribution of Assignments

Dual Enrollment assignments are made based on program need and at the discretion of the supervising administrator. These assignments are not subject to the standard order of assignment or seniority provisions outlined in Article 18. The assignment of Dual Enrollment does not reduce or affect the administrator's twenty percent (20%) discretionary FTEF allocation.

b. Seniority

Part-time Faculty hired exclusively for Dual Enrollment and Dual Enrollment assignments are not eligible to participate in the Part-Time Faculty Seniority Process (Article 18B1.b). Part-time Faculty hired exclusively for Dual Enrollment assignments will not be placed on the colleges' seniority lists. Successful evaluations for non-exclusive part-time Faculty shall count

towards seniority as previously stated in this Article, when applicable.
Evaluations of Part-time Faculty teaching Dual Enrollment classes shall be
performed by CLPCCD faculty or, when contractually allowed,
administrators.

c. **Load**

Performing a Dual Enrollment assignment does not preclude the Part-time Faculty member from accepting an on-campus Part-time Faculty assignment, subject to all conditions in Article 18.

d. **Benefits and Advancement**

All Part-time Faculty teaching Dual Enrollment assignments shall receive benefits as defined in Article 20 and step advancement as defined in Article 21.

18C. Offer of Employment

Contract and Regular Full-time unit members shall be offered overload assignments up to fifty percent (50%) (or two classes, including large lectures, whichever is greater, not to exceed sixty-seven percent (67%) and shall receive Intersession assignments prior to offers being made to Part-time unit members (Articles 10D.11, 17A, 18B.1e); thereafter, Part-time unit members may be offered assignments, not to exceed sixty-seven percent (67%) of a Full-time workload (10.05 CAHs), consistent with Articles 18B.1, 18B.2, and 18J.1–3.

18C.1 Limits on Assignments

It is understood that all Contract and Regular Full-time unit members (including Instructional, Counseling, Library, and Special Assignment Faculty) shall be offered overload assignments up to fifty percent (50%) or two classes (including large lecture classes), whichever is greater not to exceed sixty percent (60%), see Article 10D.11, before Part-time unit members are given offers of employment. It is further understood that all Contract and Regular Full-time unit members shall receive Summer Session and Inter-session Assignments before Part-time unit members are hired for these periods. See Articles 17A and 18B.1e.

18C.2 Additional Assignments

Once course assignments have been made to all Contract, Regular, and Temporary Leave Replacement (TLR) Full-time unit members, and before new Part-time unit members may be hired, the District shall offer Part-time unit members additional assignments that are workable within the constraints of the available college-specific discipline assignments, until they achieve up to sixty-seven percent (67%) of a Full-time workload within their discipline according to Articles 18B.1 and 18B.2. See Article 18J.1-3.

Sixty-seven percent (67%) of a Full-time Workload is 10.05 Calculated A Hours (CAHs) or equivalent. See Article 1C.1d.

18C.31 Assignment Preference and Availability Form

Each college shall make available to Part-time unit members the negotiated form on which Part-time unit members shall indicate their interest and availability for an assignment each Semester and ~~Inter session or Summer Session Intersession~~. The form will also include the option of indicating preferred course modalities as defined in [Article 19A.1. See Appendix](#): Assignment Preference and Availability Form: Part-time Faculty. ~~For instructional assignments, the “Assignment Preference Form: Part-time Faculty” is due to the appropriate administrator no later than the first Friday of November. This does not guarantee an assignment outside of what is available.~~

18D. General Working Conditions for Part-Time Faculty

18D.1 Part-Time Faculty Office Hours/Eligibility

If a Part-time unit member's Instructional assignment is three (3) Calculated A Hours (CAHs) or more in a given Fall or Spring Semester, not counting Activity Hours or courses taught exclusively on an individualized mastery learning basis, ~~he/she the unit member~~ shall have the option of serving one (1) weekly office hour paid at the rate specified in [Article 21G.1\(f\)](#). If the unit member's assignment is six (6) Calculated A Hours (CAHs) or more, ~~he/she the unit member~~ may serve an additional weekly paid office hour, for a maximum of two (2) hours total, ~~with the approval of the appropriate Administrator (For Summer Session and Inter session Intersession assignments see Article 17D)~~.

~~When a Part time unit member is approved to be paid to serve two (2) weekly office hours, he/she The unit member~~ may elect to serve a maximum of one (1) of the two (2) weekly office hours virtually.

Contract and Regular unit members who are on an approved one hundred percent (100%) Leave of Absence and teach as Full-time Faculty for overload while on a Leave of Absence shall be eligible for paid office hours according to the above. The office hours shall be held on campus or at appropriate off-campus sites (approved by the appropriate Administrator). The place and time of the office hour(s) shall be communicated in writing to the appropriate Administrator.

a. Notice of Intent

During the first week of each semester, each Part-time unit member who intends to provide office hours during the semester shall submit to the appropriate Administrator the time and location of the office hour in ~~his/her their~~ Syllabus.

b. Syllabus Requirement and Sixty-Seven Percent (67%) Law Exclusion

All Part-time unit members who elect to take a paid office hour must state the time and place of the office hour in the appropriate course Syllabus which shall be on file in the appropriate Administrator's office. It is understood that office hours for Part-time unit members do not count in the sixty-seven percent (67%) calculation of maximum workload defined in [Articles 18J.1 and 18J.2](#).

18D.2 District Email for Part-Time Faculty

See Article 9Q.

18D.3 Required Professional Responsibility Hours for Part-Time Faculty

Professional responsibilities listed in Article 18I.7(c) shall be considered to represent one (1) hour per semester per CAH. for example:

- a. A Part-time unit member with an assignment of three (3) CAHs will have a professional responsibilities obligation of three (3) hours per semester.
- b. A Part-time unit member with an assignment of six (6) CAHs will have a professional responsibilities obligation of six (6) hours per semester.

Furthermore, it is agreed that Part-time unit member requested to perform professional duties beyond one (1) hour per semester per CAH shall be paid at the “F” Hour rate for the additional time. It is understood that payment for additional professional duties must be pre-approved by the appropriate Administrator.

Professional responsibility hours, as defined herein, do not count in the Sixty-Seven Percent (67%) Law limit.

18D.4 Professional Development

a. Flex Day Obligations for Part-Time Faculty

See Articles 29B.1, 29C.2, and 29D.2 (Professional Development) for obligations of Part-time Faculty to attend mandatory Flex Days; and Article 1C.4(g) for Flex Day definitions.

b. Attendance at Required Meetings and Activities

Where not being used to satisfy required Part-time Faculty professional responsibility hours (see Article 18D.3), Part-time unit members required by the District to attend on campus meetings or activities shall be compensated for the meeting at the rate articulated in Article 21G.2a in addition, Part-time unit members shall be compensated at the rate articulated in Article 21G.2a for the initial orientation meeting for new unit members and for in-service training as approved in writing by the appropriate College Vice President, Academic Services or College Vice President, Student Services (See Appendix: Service Report: Academic Non-Instruction/ Special Assignment).

c. In-Service Training

Prior written approval from the appropriate College Vice President, Academic Services or appropriate College Vice President, Student Services must be obtained for any compensation for in-service training.

This training, in order to be compensated, must be specifically related to the course of study taught by the individual unit member. Approved online training qualifies for compensation on par with approved face-to-face training.

c. ~~d.~~ Professional Development Committee Representative

A Part-time unit member shall be placed on the Professional Development Committee as a representative of the Part-time Faculty.

18D.5 Access to Supplies

All Part-time unit members shall have full access to supplies, materials, films, and duplicating in the same manner as Contract, Regular and Temporary Leave Replacement (TLR) unit members have access to these resources.

18D.6 ~~DegreeWorks Orientation and Training of Part-Time Unit Members~~

~~Part-time Counseling Faculty unit members shall be oriented and trained in the DegreeWorks software program before utilizing it for counseling responsibilities. Part-time Counseling Faculty who attended DegreeWorks training shall be paid at the "F" hour rate.~~

18E. Compensation for Part-Time Faculty

18E.1 Salary and Step Placement

See [Article 21G](#) and [Article 21H](#) for Part-time unit member salaries and Step Placement.

18E.2 Compensation for Office Hour

See [Article 21G.1\(f\)](#).

18E.3 Part-Time Unit Members Participating in Orientation as New Faculty

All Part-time unit members who participate in orientation as new Faculty shall be paid for up to two (2) hours of orientation time at the "F"-Hour rate regardless of whether the format is face-to-face, online, or otherwise. The Colleges shall offer orientations both Fall and Spring Terms for new Part-time unit members. The Faculty Association will be given time at these orientations to talk with attendees. See [Article 21G.2b](#).

18E.4 ~~Payment to Attend Required Activities~~

~~Part-time unit members who attend required activities approved by their appropriate Administrator or District shall be paid by the hour at the "F" Hour rate in [Article 21G.2b](#). See [Appendix: Service Report: Academic Non-Instruction/Special Assignment](#).~~

18F. Part-Time Faculty Benefits

18F.1 Medical Benefits

See [Article 20A.6](#) for Part-time unit member medical benefits.

18F.2 CalSTRS (California State Teachers' Retirement System) Cash Balance Plan (Defined Contribution Plan), CalSTRS Defined Benefit Plan, or Social Security

All eligible Part-time unit members shall have the option to choose between the following two different CalSTRS (California State Teachers' Retirement System) Plans or Social Security:

- a. The CalSTRS Cash Balance Plan, which is a Defined Contribution Plan, which includes contribution from both the District and the unit member in the amounts as defined by law is four percent (4%) of salary paid by the District and four percent (4%) of salary paid by the unit member, subject to Internal Revenue Service (IRS)/CalSTRS approval;
— or —
- b. The CalSTRS Defined Benefit Plan. Contribution rates for the District and the unit member are established by the Education Code and through CalSTRS Employer Directives.
— or —
- c. Social Security. Contribution rates for the District and the unit member are established by the Internal Revenue Service.

All Part-time unit members are eligible to elect the CalSTRS Defined Benefit Plan at any time. The Social Security Election is a one-time election at date of hire. A unit member who elects the CalSTRS Defined Benefit Plan at a later date may elect to buy prior service covered by the Cash Balance Plan through paperwork completed with CalSTRS.

18F.3 403b and 457 Pre-Tax Account Benefits

See [Article 21M](#).

18F.4 Part-Time Faculty Election Regarding State Disability Insurance (SDI) Coverage

Part-time Faculty are subject to State Disability Insurance (SDI) deductions. Under the Agreement, SDI deductions will change annually based upon State of California rate updates. The SDI contribution shall be paid in full by the Part-time Faculty. [See MOU of August 1, 2016](#).

18G. Part-Time Faculty Leaves

For any available leaves see Articles 11A.2e, 11A.3, 11A.6, 11A.7, 11B-2, 11C, 11G

18G.1 Part-Time Faculty Sick Leave of Absence: Earning and Accumulating

For formulas and definitions, [Article 11A.3](#).

Each unit member shall be notified of the accumulated Sick Leave earned during the regular Academic Year and /or the Summer Session or Inter session with each monthly Pay Warrant. See [Article 11A.2e](#).

18G.2 Bereavement Leave of Absence for Part-Time Faculty

Part-time unit members shall be entitled to Bereavement Leave of Absence according to the terms of [Article 11C](#).

18G.3 Judicial Leave of Absence for Part-Time Faculty

Part-time unit members shall be entitled to Judicial Leave of Absence according to the terms of [Article 11G](#).

18G.4 Personal Necessity Leave for Part-Time Faculty

See [Article 11B-2](#).

18G.5 Donated Sick Leave of Absence for Part-Time Faculty

See [Articles 11A.6 and 11A.7](#).

18G.6 Sick Leave Transfer for Part-Time Faculty for Sick Person

See [Articles 11A.6 and 11A.7](#).

18H. Contract, Regular, and Temporary Leave Replacement (TLR) Faculty Bumping Rights

Under certain circumstances, Contract, Regular and Temporary Leave Replacement (TLR) unit members who experience a class cancellation of classes for Load may bump a Part-time unit member, but only prior to the first-class meeting [see [Article 9A.3\(b\)\(4\)](#)].

Part-time unit members shall not have the right to bump other Part-time unit members when a course is cancelled.

~~If Summer Session or Inter-session Assignments have been made and class cuts are made thereafter, then the appropriate Administrator will re-do assignments to give access to the unit member at the same percentage of Full-time Equivalent Faculty (FTEF) as before the cuts were made, if available. This paragraph does not apply to Temporary Leave Replacement (TLR) Faculty.~~

18H.1 Compensation in The Event of Class Cancellation

Part-time Faculty unit members shall be paid for the first week of an assignment when class is cancelled or the Part-time unit member is bumped less than one (1) week before the beginning of a semester. If a class meets more than once per week, Part-time Faculty unit members shall be paid for all classes that were scheduled for that week. If the affected unit member is offered an assignment with the same or more CAH value and the unit member agrees to accept this assignment, then this provision shall be waived (California Education Code § 87482.8).

18I. Evaluation

The purpose of Part-time Faculty unit member evaluations is to ensure that the District retain Part-time Faculty unit members who will provide students the best education possible in the context of the objectives of each academic, service, and/or career/technical program.

The evaluation process is designed to assist unit members in examining their objectives, techniques, and accomplishments and to provide a means to recognize outstanding performance. The evaluation process is also a means to identify areas in which improvement in faculty performance might benefit student learning. Evaluation may also

function as a channel of communication about program needs. This policy conforms to Sections 87663, 87664, and 87665 of the California Education Code.

18I.1 Guiding Principles

- a. The evaluators shall not consider information about the private life, religious, political and/or organizational affiliations, or sexual preferences of the unit member evaluatee;
- b. No anonymous letters or material shall, in any form, be used in the evaluation process except that student surveys of unit members done on negotiated Student Survey forms shall be anonymous in order to protect the identity of the student;
- c. Only those forms that have been negotiated shall be used in the evaluation process; [See Appendix](#):

Evaluation: Counseling Faculty Evaluation Form - Student Survey

Evaluation: Counseling Faculty Performance Observation Form

Evaluation: Special Assignment Faculty - Client Survey Form

Evaluation: Library Faculty Observation Form

Evaluation: Library Faculty Orientation - Student Survey Form

Evaluation: Mental Health Counseling Faculty Evaluation Form – Student Survey

Evaluation: Mental Health Counseling Faculty Performance Observation Form

Evaluation: Observation of Instruction Form - Online Class

Evaluation: Observation of Instruction Form - Math Emporium

Evaluation: Observation of Instruction Form - Face to Face Class Evaluation:

Evaluation: Student Response to Instruction Form - Face to Face Class Evaluation:

Evaluation: Student Response to Instruction Form - Math Emporium Evaluation: Student

Evaluation: Response to Instruction Form - Online Class

The above forms include the following:

(1) A space for the supervisor to evaluate Part-time Faculty.

(2) A space for the supervisor to add comments.

- d. The unit member evaluatee has the right to respond in writing to the evaluation(s). Written responses shall become part of the unit member evaluatee's Personnel File, see [Article 16-1A](#);
- e. Enrollment management data shall be excluded from the entire evaluation process; and
- f. The evaluation shall consist of three (3) required components: professional review, the observation (including student surveys), and an administrator evaluation regarding adherence to faculty standards.

(1) Observation: The evaluator should notify the appropriate Administrator first of the result of the observation visit for the Administrator's Summary Review. The evaluator shall provide the write-up of the evaluation to the appropriate administrator within five (5) work days of the observation. The evaluator administrator

should notify the Part-time unit member of the result of both the faculty evaluation and the administrator evaluation within twenty (20) ten (10) work days of the observation visit. The Part-time unit member shall provide their signature on the appropriate sections of the form indicating that the unit member was provided with the results of the evaluation.

- (2) Adherence to Faculty Standards: The administrator shall detail ways in which the faculty member is or is not adhering to faculty standards (Article 18I.7)
- (3) Professional Review: Part-time Faculty members shall include a one to three (1-3) page professional review of their work to their evaluator(s) and appropriate administrator to demonstrate that they are meeting the following faculty standards (18I.7(b)).
- (4) Professional Self-Evaluation: Complete a self-evaluation for their assigned duties, addressing their strategies, equitable practices, and use of disaggregated student success data. The unit member should consider their approach to student learning, and the performance of historically underrepresented groups and disproportionately impacted populations. The unit member will use insights gained and practices learned to improve performance and increase success for all students. The unit member should identify additional resources helpful in continuing their development of equity-minded practices, and discuss other areas of work that involve equity-minded practices, if applicable. This is not an evaluative or scored element. Reflections will not be rated and will not be used punitively. The focus in this portion of the self-evaluation is on professional growth and equity-minded teaching, support, and service.

g. Evaluations will follow the Faculty Evaluation Timeline (see Evaluation: Faculty Evaluation Timeline). An explanation of the Timeline will be included with the Evaluation documents and linked on the Human Resources website. Where unit members are being evaluated during short-term assignments (e.g. fast-track, late-start, etc.) lasting less than 16 weeks, the timeline for completion of evaluations shall be modified proportionally.

h. In the case of a disagreement in rankings between faculty and administrator observations, all documentation will be forwarded to the College President or Vice President designee. In collaboration with two (2) faculty members appointed by the Faculty Association, a final determination will be made regarding the evaluation rating. A response shall be issued within five (5) working days.

i. g. Non-retaliation. There shall be no retaliation against a Part-time unit member who voices an opinion or files a signed written opinion.

18I.2 Evaluations

- a. Part-time unit members shall be evaluated within the first two Terms, including Summer term, of employment. This process shall be repeated in all disciplines where the Part-time unit member is assigned. Evaluations shall be peer review driven with coordination and appropriate involvement of the appropriate Administrator (Education Code 87663). Thereafter evaluation shall be done at least once every three (3) Calendar Years of employment. If there is a break in service of two (2) Academic Years, the unit member shall be evaluated during the first semester of reemployment. The date the unit member discussed ~~his/her~~ their evaluation with the evaluator or ~~his/her~~ their appropriate Administrator shall be included in the written evaluation document. Evaluations shall address the Faculty Standards in [Article 18I.7](#). Each segment of the relevant Faculty Standards shall be addressed.
- b. For unit members utilizing ~~Canvas~~ or the currently employed LMS in a face-to-face course, the evaluator shall only view material that falls within the evaluation dates stated in Article 18.I.(f)(1)(4) (e.g. weeks 5 - 10 for a 16-week course). The Syllabus and other material on the designated Home Page shall also be evaluated, the evaluator will be granted access to the course for the purpose of evaluation. In addition, for unit members teaching asynchronous, synchronous, hybrid or Hyflex courses the evaluator will be granted access to ~~Canvas~~ or the currently employed LMS for the purpose of evaluation as prescribed in Article 19. The evaluator will be granted access for up to seventy-two (72) hours for classes of any modality.
- c. The evaluator will notify the evaluatee a minimum of one (1) week before ~~the an~~ observation takes place. After the one (1) week notice period, an evaluation can occur unannounced or at a scheduled time. The unit member being evaluated is encouraged to provide relevant course information including exam dates. Visit for observation may be unannounced, but shall occur with the consent of the Part time unit member being evaluated. If there is difficulty in coordinating the visit, the peer evaluator and evaluatee shall schedule a specific visiting time. The unit member being evaluated is encouraged to provide relevant course information including exam dates to ensure the effectiveness of the observation.
- d. Minor changes to administrative portions of the syllabus, limited dysfunctional links within ~~Canvas~~ the currently employed LMS, incomplete SLO's or SLO's not completed in a timely manner, failure to submit door cards, web links, or syllabus in a timely manner, and/or minor typographical or grammatical errors in course materials shall not, in and of itself, be cause for a Needs Improvement or Unsatisfactory evaluation. An assortment of these minor issues and/or repeated instances may, however, be cause for a Needs Improvement or Unsatisfactory evaluation.
- e. Face-to-face evaluations (in-person or synchronous) should be a minimum of 45 minutes. An evaluator may split the observation of a class that includes a laboratory component so that both lecture and lab may be seen

as long as the time requirements are upheld. Refer to Article 19F for evaluation of online classes.

- f. There shall be no adverse impact upon Seniority List placement due to the failure to institute the contractually required evaluations. Evaluations reflect “Satisfactory”, “Needs Improvement” or “Unsatisfactory”. “Satisfactory” guarantees placement on the Seniority List or retention of placement on the Seniority List. In addition, all other criteria in [Article 18B](#) must be met. If a Part-time unit member is assigned in more than one (1) discipline, this process shall be applied to each discipline separately.
- g. Notwithstanding the above, the parties recognize the provisions of Education Code 87665 which states, “The Governing Board may terminate the employment of a Temporary (Part-time) employee at its discretion at the end of a day or week, whichever is appropriate.” In exceptional circumstances, upon the recommendation of management, a Part-time unit member may be terminated from District employment without a second evaluation described in [Article 18I.2a. and b](#) below. This termination may occur at the end of the day or week, whichever is appropriate, and the unit member shall be notified.

h. a. Needs Improvement Status

A Part-time unit member is in “Needs Improvement” status if ~~his/her~~ their most recent evaluation identifies a “Needs Improvement.” The intent of a “Needs Improvement” recommendation is that the unit member be given an opportunity to improve, and resulting in a “Satisfactory” follow-up evaluation. At the request of the Part-time unit member, the Faculty Association shall function exclusively to monitor the evaluation process as to contract and procedural due process issues.

(1) Process and Timeline for Needs Improvement Status

- (a) Categories for which improvement is recommended shall be specifically indicated in an evaluation conducted by a unit member or by the appropriate Administrator, in accordance with [Article 18I.2](#) above or [Article 18I.3](#) below. These categories must conform to those listed in [Article 18I.7a.-f](#) and/or those listed in the negotiated evaluation forms used in the initial evaluation process;
- (b) An evaluation with the recommendation of “Needs Improvement” shall be forwarded to the appropriate Administrator within ~~twenty (20)~~ ten (10) work days of the Part-time unit member evaluatee receiving the written evaluation;
- (c) The appropriate Administrator will convene a meeting with the Part-time unit member evaluatee and the evaluator within ~~fifteen (15)~~ ten (10) work days of receiving the written evaluation. The purpose of the meeting is to clarify the evaluation and the areas that need improvement, should the evaluatee not respond and/or provide availability to a written request for an evaluation meeting

within two (2) work days, the written evaluation shall be provided to evallee in lieu of the evaluation meeting;

- ~~(d) If the “Needs Improvement” recommendation comes from the Administrator, the Administrator will convene a meeting with the Part time unit member no later than the last day of the Term in which the evaluation took place. The purpose of the meeting is to clarify the evaluation and the areas that need improvement;~~
- ~~(d) (e) The unit member evallee should be re-evaluated within the final four (4) weeks of the semester, and may occur without prior notification next Term. If the unit member evallee does not have an assignment during that time, re-evaluation will occur the next Term in which he/she the unit member has an assignment. The re-evaluation will be performed by a different evaluator;~~
- ~~(e) At the appropriate Administrator’s prerogative, this required re-evaluation may be deferred to the following Term. Such deferment may be enacted at any point in the re-evaluation cycle. In such cases, the appropriate Administrator may offer an assignment for the following semester that carries less than the sixty-seven percent (67%) Load entitlement given in Articles 18b.1g, 18C.2 and 18J;~~
- (f) If a Part-time unit member evallee receives a “Satisfactory” evaluation, ~~he/she the unit member~~ is taken off “Needs Improvement” status. Notwithstanding, the appropriate Administrator may elect to accelerate the timeline for the next regular evaluation, in accordance with [Article 18I.3](#) below.
- (g) If the subsequent re-evaluation described in [Article 18I.2a.\(1\)\(d\)](#) above results in a final summary of “Needs Improvement” or “Unsatisfactory,” the unit member evallee’s performance shall not be considered to uphold a standard that warrants rehire preference. The unit member shall be removed from or not placed on the Seniority List(s). If the unit member evallee has received an assignment(s) for the Term(s) following the unit member evallee’s removal from the Seniority List(s), the appropriate Administrator will reassign the course(s), counseling or library assignment in accordance with Articles [18B.1d](#), [18B.1e](#) and [18B.1g](#).
- (h) If a unit member evallee has been removed from the Seniority List pursuant to [Article 18I.2a.\(1\)\(f\)](#) above and is rehired at a later date, for Seniority purposes the unit member shall be treated as a new hire.

The new date of initial Term of service shall be the first day of the Term, when the unit member returns to paid service, pursuant to [Article 18B.1b](#).

i. **b. Unsatisfactory Status**

“Unsatisfactory” means that the Part-time unit member’s performance is deemed unsatisfactory for continued employment. A Part-time Unit member is in “Unsatisfactory” status if ~~his/her~~ their most recent evaluation identifies an “Unsatisfactory” Performance. At the request of the Part-time unit member, the Faculty Association shall function exclusively to monitor the evaluation process as to contract and procedural due process issues.

(1) Process and Timeline for Unsatisfactory Status

- (a) Categories for which the unit member is deficient shall be specifically indicated in an evaluation conducted by a unit member or by the appropriate Administrator, in accordance with [Article 18I.2](#) above or [Article 18I.3](#) below. These categories must conform to those listed in [Article 18I.7a.-f.](#) and/or those listed in the negotiated evaluation forms used in the initial evaluation process;
- (b) An evaluation with the recommendation of “Unsatisfactory” shall be forwarded to the appropriate Administrator within ~~fifteen~~ (15) ~~ten~~ (10) work days of the observation visit;
- (c) The appropriate Administrator will convene a meeting with the Part-time unit member evaluatee and the evaluator within ~~fifteen~~ (15) ~~ten~~ (10) work days of receiving the written evaluation. The purpose of the meeting is to clarify the performance areas in which the unit member’s performance was deemed deficient;
- (d) If the “Unsatisfactory” recommendation comes from the Administrator, the Administrator will convene a meeting with the Part-time unit member no later than the last day of the Term in which the evaluation took place. The purpose of the meeting is to clarify the performance areas in which the unit member’s performance was deemed deficient;
- (e) ~~A second evaluation will normally be performed within fifteen (15) work days after the meeting with the appropriate Administrator, evaluatee, and evaluator. The second evaluation shall be done by a different evaluator in accordance with this [Article 18I.2](#). At the appropriate Administrator’s prerogative, this required re evaluation may be deferred to the following Term. In such cases, the appropriate Administrator may offer an assignment for the following semester that carries less than the sixty seven percent (67%) Load entitlement given in [Articles 18B.1g, 18C.2 and 18J](#);~~
- (f) ~~If the subsequent re evaluation described in [Article 18I.2b.\(1\)\(d\)](#) above again identifies “Unsatisfactory” performance or identifies “Needs Improvement,” Upon receipt of an “Unsatisfactory” evaluation, the unit member evaluatee, who is on the Seniority list, shall be removed from the Seniority List. A~~

unit member without Seniority shall forfeit their right to a subsequent assignment. If the unit member evaluatee has received an assignment for the Term(s) following the re-evaluation which resulted in an “Unsatisfactory” or “Needs Improvement” status, the appropriate Administrator will reassign the course(s), counseling or library assignment(s) in accordance with [Articles 18B.1d, 18B.1e and 18B.1g.](#);

(g) ~~If the subsequent re-evaluation described in Article 18I.2b.(1)(d) above results in a final summary of “Satisfactory,” the unit member is taken off “Unsatisfactory” status. The unit member will be re-evaluated under provisions of Article 18I.2a during the following semester.~~

(f) ~~(h) If a unit member evaluatee who has been removed from the Part-time Faculty Seniority List is rehired at a later date, for Seniority purposes he/she the unit member shall be treated as a new hire. The new date of initial Term of service shall be the first day of the Term when the unit member returns to paid service, pursuant to Article 18B.1b.~~

18I.3 Additional Evaluations

Management reserves the right to conduct more frequent evaluations. These unscheduled evaluations may be conducted by the appropriate Administrator or different Full-time Faculty member than the initial Evaluator.

18I.4 Student Surveys

The negotiated standard Student Survey forms shall be distributed and collected by the evaluator as part of the classroom visit or appropriate observation. See Appendices: Evaluation: Counselor Faculty Evaluation Form: Student Survey, Evaluation: Library Faculty Orientation - Student Survey Form, Evaluation: Student Response to Instruction Form - Face to Face Class, Evaluation: Student Response to Instruction Form - Math Emporium, Evaluation: Student Response to Instruction Form - Online Class.

The negotiated standard Student Survey Forms shall be summarized as part of the negotiated evaluation report. The negotiated student Survey forms shall be anonymous. The summary shall be a fair and accurate report of the information provided on the Student Survey forms.

The evaluation report shall be a fair and accurate summary of the judgment of the individual evaluator. The student Survey forms should be returned by the appropriate Administrator to the Part-time unit member evaluatee at the end of the Academic Term after grades have been submitted.

18I.5 Rights of Part-Time Faculty to Perform Evaluations or Evaluation Training

~~A qualified Part-time unit member may perform Part-time Faculty evaluations. Part-time unit members shall not evaluate other Part-time unit members with whom they compete for assignments within a discipline.~~

~~Qualification as an evaluator is dependent upon participation in evaluation training. Training sessions for performing evaluations shall be conducted by the Faculty Association on an annual basis as part of Professional Development activities. Part time unit members who have completed their third semester or later of employment in the District, who have completed one training session on evaluation, and who have “Satisfactory” status, shall be eligible to become evaluators. Compensation for completing a training session shall be made, not to exceed three (3) hours at the rate stated in Article 21G.2b.~~

~~The Part time unit member who performs evaluations shall be paid according to Article 21C.1f to perform the evaluation service.~~

18I.6 Evaluation of Contract, Regular, and Temporary Leave Replacement (TLR) Faculty Performing Overload

~~Contract, Regular and Temporary Leave Replacement (TLR) unit members who are providing service on an overload Part time assignment outside their Primary Discipline shall be evaluated as per the guidelines as set out in this Article.~~

18I.75 Faculty Standards

a. Forward

Faculty at Chabot College and Las Positas College have been selected with considerable care and with particular attention to their ability to give freely of their knowledge and talents to students. Each unit member is asked to assume the personal and professional obligations which inhere in a career as college Instructional, Counseling, Library or Special Assignments Faculty. The Faculty are expected to, with diversity, equity, inclusiveness, accessibility, and belonging in mind, be professionals with students, colleagues and staff, adhere to the assignment responsibilities, and to demonstrate collegial participation defined as contributing to a collaborative, respectful working environment with all staff. Criteria for excellence in working with students are listed below. In addition, the applicable specific Faculty Standards are set forth for Instructional, Counseling, Library and Special Assignments Faculty.

b. Excellence in Working with Students

- (1) Knowing their subject fields in depth, keeping up to date and being alert to new materials in the literature;
- (2) Challenging students and setting high expectations with full knowledge of the diversity of human qualities and learning styles;
- (3) Demonstrating sensitivity in working with students, including those of diverse racial and ethnic backgrounds, sexual orientations, and abilities; and
- (4) Creating opportunities for students to assume responsibility for their own learning.
- (5) Adapt current discipline content, including knowledge from diverse

communities and perspectives, to make it relevant, representative, and accessible to a diverse community of students.

c. **Collegial Participation**

Collegial participation is defined as a unit member contributing to a collaborative, respectful working environment with all staff. Some areas in which collegial participation can be demonstrated include, but are not limited to, the following:

- (1) Developing curriculum;
- (2) Recommending organizational policies;
- (3) Assessing program needs and effectiveness;
- (4) Participating in appropriate collegial governance, committees, and campus life;
- (5) In team taught courses or any course taught by a group of Faculty, cooperating with the majority of the Faculty team with respect to instructional delivery, student survey, and the use of support materials, including texts and documents; and
- (6) Collaborating in equity-minded and accessible curriculum development and in the accreditation process.
- (7) Fostering an environment that promotes student success.
- (8) Working with colleagues to examine data about disproportionate impact, to uncover inequitable patterns, policies, and practices, and to advocate for strategies to improve equitable student outcomes and success.

d. **Professional and Personal Enrichment**

- (1) Participating regularly in self-initiated professional development activities such as classes, workshops, flex days, conferences, seminars or professional meetings; and/or
- (2) Publishing, making conference presentations, presenting artistic exhibits, giving performances, researching, becoming involved in community matters relevant to the academic area.
- (3) Participating in DEIAB professional development and learning opportunities, referencing student equity data that aligns to college goals and commitments to equity to make informed professional development decisions.
- (4) Implementing professional development knowledge by evaluating and reflecting on the content gained from professional development experiences.
- (5) Facilitating and modeling effective communication practices that actively encourage all forms of communication--dialect, vernacular and non-standard forms.

e. **e. Professional Responsibilities for All Part-Time Faculty**

- (1) Participate in program and subject area improvement tasks such as creating and assessment of Student Learning Outcomes (SLOs), Service Area Outcomes (SAOs), Course Learning Outcomes (CLOs) and Program Learning Outcomes (PLOs), program review, and curriculum development with a lens on diversity, equity, and accessibility practices.
- (2) Communicate in a manner that shows respect for the diverse languages and dialects represented in the college community.
- (3) Respect and recognize the diverse cultural and ethnic backgrounds, perspectives, and opinions of others.

f. **d. Specific Standards for Part-Time Instructional Faculty**

- (1) Delivering coherent lectures;
- (2) Creating assignments and projects that serve instructional goals;
- (3) Creating exams and/or other evaluative assignments that test for mastery of course content;
- (4) Creating course materials that reflect an array of learning styles, approaches, and experiences and serve instructional goals;
- (5) Organizing course content so that it encompasses authorized course outlines;
- (6) Identifying basic and essential concepts and developing pertinent materials and strategies that will assist students in understanding the core subject matter consistent with the official course outline;
- (7) Preparing carefully and organizing a an equitable, inclusive and accessible course of instruction which adheres to the objectives and suggested materials listed in the course outline, and which encourages student use of campus resource centers and laboratories. If unit members within a team-teaching class (see [Article 10D.2d](#) for definition) have adopted a required text, that text must be used unless the unit members in the affected class agree to an exception;
- (8) Teaching with imagination, vigor, and clarity, attempting to provide a framework of learning for all students which consciously places topics in a well-knit relationship one to the other;
- (9) Applying new technologies in the delivery of instruction where appropriate; and
- (10) Meet deadlines and submittal of Census Reports and grades. See [Article 1C.1cc](#) for Census definition.
- (11) See [Article 19D](#) and [Article 19C.3](#) for standards to evaluate an online class.

g. e. Specific Standards for Part-Time Counseling Faculty

- (1) Working in and supporting a collaborative Counseling Division team environment and meeting assignment responsibilities;
- (2) Demonstrating a wide variety of counseling skills (listening, interviewing, trusting, encouraging, flexible, resourceful, fair) and counseling techniques while providing academic, career, and personal counseling services;
- (3) Demonstrating a high degree of accuracy when providing information concerning college/university transfer, degree requirements, College/District procedures and course curriculum;
- (4) Applying new technologies in the delivery of counseling services;
- (5) Developing and implementing new/revised projects, programs, and activities in accordance with the Counseling Divisions' Adopted Goals and Objectives;
- (6) Developing liaisons between the Counseling Division and instructional Divisions and achieving familiarity with College and District goals and policies;
- (7) When applicable to a particular coordination assignment, demonstrating leadership and advocacy in collaboration with other staff in a particular unit; and
- (8) When applicable to a particular coordination assignment, demonstrating planning and vision in delivering counseling and student support services.

h. f. Specific Standards for Part-Time Library Faculty

- (1) Working in and supporting a collaborative Library team environment; Developing and implementing new/revised projects, programs and plans in accordance with the Adopted Goals and Objectives of the Learning Resources Program and with diversity, equity, inclusion, accessibility, and belonging in mind;
- (2) Promoting student and staff access to use of the library through comprehensive reference service and bibliographic instruction;
- (3) Contributing to building, organizing, and maintaining diverse, inclusive, and accessible library collections, including implementing electronic access to information;
- (4) Teaching students in class orientations, individually, and through Library Skills courses;
- (5) Developing liaisons between the Library and Instructional Faculty and achieving familiarity with College and District goals and policies; and
- (6) Applying new technologies in the delivery of library services.

i. **g. Specific Standards for Part-Time Faculty on Special Assignments/ Coordinator Assignment(s)**

The unit member evaluatee and the supervisor will develop standards appropriate to each Faculty on Special Assignments/Coordinator Assignment(s). The Faculty Standards shall be clearly related to the Special Assignments/Coordinator Assignment(s) and comparable in their level of specificity to the Faculty Standards described above for the other categories of faculty. The Faculty Standards shall be approved in writing by the appropriate Vice President, within three (3) weeks of the first day of service of the Part-time unit member.

18I.8 Training for Evaluators

Qualification as an evaluator is dependent upon participation in evaluation training. Faculty appointed to evaluation committees must complete their required evaluation training by the 4th week of the semester as part of their professional responsibility. Training sessions for performing evaluations shall be made available in-person and online by ~~conducted on an annual basis~~ the District and the Faculty Association. Each Division shall be required by the end of the fifth (5th) week of the Academic Year to submit a schedule to the appropriate Vice President for conducting faculty evaluations. Each appropriate Administrator shall be responsible for maintaining a cadre of trained evaluators who will fulfill the Division's evaluation obligation. The Faculty Association will provide a list of trained evaluators to the Vice Presidents after each training session to verify that faculty evaluators have completed the training requirement.

a. **Pay for Evaluator Traveling to a Distant Site**

Evaluators shall be paid the Internal Revenue Service (IRS) mileage reimbursement rate to travel to a distant campus for the purpose of performing the evaluation.

18I.9 Grievance

A unit member shall be able to grieve ~~his/her~~ their placement on the Seniority List. A unit member shall be able to grieve non-placement on the Seniority List based upon the failure to do the required Faculty evaluation(s) in a timely manner. A unit member cannot grieve the results of a properly performed faculty evaluation.

Nothing in this Article shall be construed to permit either the Faculty Association or a unit member to file a grievance to challenge the substance of any evaluation. Any grievance challenging the procedure utilized for an evaluation shall only be filed after the completion of the evaluation process at issue.

18I.10 Diversity, Equity, Inclusion, and Accessibility, and Belonging (DEIAB)

The District and Faculty Association will meet and confer as necessary, in the event that Title 5 guidelines are promulgated by the state, that stipulate how DEIA initiative goals should bear upon faculty standards and evaluations. See [Article 29F](#).

18J. Maximum Workload

18J.1 Sixty-Seven Percent (67%) Law Limit on Assignments

Part-time unit members shall be limited to assignments totaling no more than sixty-seven percent (67%) of a Full-time one hundred percent (100%) workload in any semester. This Load limit is computed in terms of Calculated A Hours (CAHs) per week. Summer Session, Inter session Intersessions and office hours are excluded from the calculation. Sixty-seven percent (67%) of a Full-time Load is 10.05 Calculated A Hours (CAHs) or equivalent. See [Article 1C.1d](#).

18J.2 Sixty-Seven Percent (67%) Law Exceptions

Under the provisions of Education Code Section 87482, a Part-time unit member may be assigned to teach more than sixty-seven percent (67%) of a Full-time workload limit in any one (1) semester, Classified Professional with Part-time status, so long as these assignments are limited to no more than two (2) semesters within any period of three (3) consecutive Academic Years. [See [Article 18J.1](#) above for definition of sixty-seven percent (67%) of a Full-time Load.] Subject to Education Code extension, a Part-time Nursing Faculty may be assigned to teach more than sixty-seven percent (67%) of a Full-time workload limit in any one (1) semester, so long as these assignments are limited to no more than four (4) semesters within any period of three (3) consecutive Academic Years. Part-time unit members shall only become eligible for an assignment above the sixty-seven percent (67%) limit after their satisfactory first evaluation, except in special circumstances in consultation with the Vice President, Academic Services.

18J.3 Sixty-Seven Percent (67%) Law Exclusions

Service by Part-time unit members in professional ancillary activities such as evaluations, professional development activities, committee work, non-discipline related program coordination (e.g. scheduling, equipment requests, facilities management), guided pathways (e.g. lead projects or initiatives in guided pathways, serve on an intersegmental pathway team), governance, grant writing, mentoring, advising student organizations, or any other professional ancillary service of an occasional nature shall not count toward the Load limit as stated in [Article 18J.1](#) above. Day to day substitution shall not count toward the load limit as stated in [Article 18J.1](#) above.

Tutorial hours (Faculty Hour H) shall not count towards the Load limit as stated in [Article 18J.1](#) above.

[See [Article 18D.1](#) below for paid office hour(s) exception to the Sixty-seven

Percent (67%) Law.]

Professional responsibility hours, as defined in [Article 18I.7c](#), do not count in the 67% Law limit.

Professional responsibility hours as defined in [Article 18D.3](#), do not count in the Sixty-seven Percent (67%) Law calculation.

Substitute service, per class section, for more than two (2) consecutive weeks is included in the Sixty-seven Percent (67%) limitation and shall be counted from the initial day of substitute service for the course.

18K. Contract for Categorically-Funded Temporary Faculty

[See Appendix.](#)

ARTICLE 19

DISTANCE EDUCATION

TENTATIVE AGREEMENT

19A. Definitions

Distance Education uses technologies to deliver instruction to students who are separated from the instructor(s) and to support regular and substantive interaction between the students and the instructor(s), either synchronously or asynchronously through the District approved Learning Management System (LMS) (5 CCR § 55200). All classroom management and assessment examples including communication, assignments, examinations (if online) or any other submissions for evaluation must be managed through the district approved LMS or district email.

19A.1 Course Modality Definitions

- a. **Online Synchronous:** Course meets live online at specific, scheduled days and times.
- b. **Online Asynchronous:** Course does not meet on specific days and times; students may shall complete the course in the district approved Learning Management System (currently Canvas) at any time of the day or night.
- c. **Online Combo:** Scheduled live, online meetings are combined with online asynchronous activities.
- d. **HyFlex:** Instruction is conducted on campus and online (synchronous and/or asynchronous). Students decide how they want to participate.
- e. **Hybrid:** Combines on campus instruction with one of the online types described above. A hybrid course is a course that has any combination of on-campus meetings (excluding orientations) and online meetings. For example, a class meeting once online and the rest of the time face-to-face would be considered a hybrid, so would a class meeting half the time face-to-face or most of the time face-to-face.
- f. **Face to Face:** Instruction takes place on campus or in a college facility and is delivered synchronously.

19B. Distance Education Intellectual Property Rights

Notwithstanding any other provisions of this Agreement, the unit member retains ownership of and the right to copyright course materials of Distance Education courses he/she the unit member develops, except for ownership of the empty courseware shell and any other technologies used in the course. All these materials, except the empty courseware shell and other course technologies, are not “work for hire” as that term is defined in the Federal copyright laws. Any use of these materials without the consent and/or written authorization of the originating unit member is prohibited. See [Articles 27B.1 and 27B.2](#).

No course content created by a unit member shall be made available to other faculty to use unless the unit member chooses to make the course content available.

19C. Distance Education General Working Conditions

Teaching of Distance Education courses and all courses that use Distance Education for some portion of instruction shall be on a voluntary basis when the needs of the program are sufficiently covered by those preferring to teach in the Distance Education modality. Faculty who are asked to teach online involuntarily will be given notice during the schedule development process of when such a section might be scheduled, and won't be asked to teach more than one (1) section in Distance Education modality in any given Fall or Spring Semester, or Intersession.

19C.1 Administrative Provisions

- a. Instructional Faculty members teaching Distance Education courses shall be evaluated in accordance with [Article 19E](#), below.
- b. Unit members' working hours shall be reasonable. Unit members shall not be required to instantaneously respond to student inquiries within seventy-two (72) hours via college assigned email, or Learning Management System communication method such as inbox, Pronto, announcement, or discussion boards, or to respond during otherwise duty free time.
- c. Unit members shall be empowered to drop and add students into an online class electronically, according to the established college enrollment timeline without filing a hardcopy form with Admissions and Records. See [Article 9L.6](#)
- d. Unit members shall keep course access open on the district-approved Learning Management System (currently Canvas) for seven (7) calendar days after final grades are due. During this period, faculty are under no obligation to reopen the district approved learning management system for student submissions.

19C.2 Faculty Rights

- a. The District shall notify the Faculty Association and the Instructional Faculty unit member of Record of any plan to enter a Distance Education course for evaluative or disciplinary reasons. Prior knowledge of the entry, though not necessarily consent to the entry, is a requirement.
- b. No unit member shall be displaced because of Distance Education courses.
- c. No Distance Education work traditionally performed by unit members shall be offered to, or performed by, persons not employed within the Faculty bargaining unit, with the exception of classes accessible to Chabot-Las Positas Community College District students via CVC-OEI.

19C.3 Recording, Rebroadcasting and Accessibility

- a. It is understood that the District provides support for unit members to meet accessibility requirements, including providing assistive technology and alternative media software tools and staff to accomplish these tasks. Only video content prepared prior to delivery/assignment of a given module can be

viewed as part of evaluation. Synchronous course delivery recorded for student use shall not be used for evaluation purposes.

- b. The District instructor shall provide notice to all students enrolled in a course offered in Distance Education format that any recording, rebroadcasting, sharing, copying, or any other use beyond appropriate instructional activity as provided or arranged by the instructor, is strictly prohibited and may lead to disciplinary action.

19D. Assignment of Distance Education Sections to Unit Members

Full-time unit members shall have the opportunity to perform up to sixty percent (60%) of their primary workload (assignable hours) in online Distance Education format (as defined in [Article 19A](#) above), to the extent that online assignments are available in the unit member's discipline or service area. Unit members must notify the Dean and their Full-time department colleagues of their interest in teaching online, including what modalities as set forth in [Article 19A.1](#) above, prior to the process used for determining assignments. With approval from the appropriate Administrator, a unit member may teach more than the limit herein in online Distance Education format, on the basis of program need.

Hybrid class assignments shall toll against the sixty percent (60%) primary workload limit in accordance with the table below. For the purposes of this calculation, course load for a given class assignment is expressed in Calculated A Hours (CAH).

Proportion of the required instructional time in which students are separated by time or distance (per Article 19A)	Proportion of the course load that tolls against the 60% load limit (9 CAH in most cases)
More than 60%	100%
40%-60%	50%
Less than 40%	0% (Does not toll)
HyFlex class	0% (Does not toll)

Example. A Full-time unit member is assigned a 5 CAH class that is 100% online, and a 4 CAH Hybrid class that meets 50% online and 50% Face to Face. The 5 CAH class fully tolls against the limit, while half of the 4 CAH class tolls. Thereby, the two classes combined toll 7 CAH (5 CAH + 2 CAH) against the limit.

A course that switches modalities during the registration process to meet student demand will count the CAH as originally scheduled.

19D.1 Distance Education Scheduling Guidelines

- a. **Class Instruction.** In consultation with the dean, as part of the Discipline Plan process, the department will prospectively recommend the proportion and modality of sections for each course to be offered in online Distance Education format for the upcoming Academic ~~Term~~ year ([See Article 26](#)). Such a recommendation should consider recent enrollment trends in courses offered

in the formats listed in [Article 19A.1](#) above. Notwithstanding, where appropriate, each department should ensure that it offers classes in formats that best prepare its students to meet the demands of the academic and professional work that follows.

- (1) Synchronous class meeting times should be scheduled in a manner that fulfills program need and complements the meeting times of existing Face to Face sections in the discipline and/or associated programs ([See Article 26](#)).
- (2) Distance Education courses should be assigned only to faculty trained in Distance Education Instruction as described in [Article 19H](#) below.
- (3) In the event that the number of online sections of a specific modality available in a given discipline is insufficient to meet the demand of eligible Full-time faculty who want to teach them, the Full-time faculty in the discipline, in consultation with the appropriate dean, may develop a rotational seniority process that ensures that online course assignments are distributed fairly. If the faculty are unable to arrive at a mutually agreeable scheme, [Article 10C\(a\)](#) shall apply.
- (4) If, after the class schedule is published, the pattern of class enrollments suggests that a given section should change from Face-to-Face to online, or from online to Face-to-Face the instructor shall be consulted before any change is made. Such consultation shall address the modality in which the section will be offered. The supervisor must notify the unit member five (5) business days before the start of class.

b. **Counseling Hours.** In consultation with the dean, as part of the Discipline Plan process, the department will prospectively recommend the proportion of direct student contact hours to be scheduled in each modality (*i.e.*, face-to-face, virtual, group counseling, etc.) for the upcoming Academic Term ([See Article 26](#)). Such a recommendation should consider recent student utilization trends. ~~Notwithstanding, in aggregate, virtual hours should be scheduled in approximately the same proportion as that for class sections offered that are fully online.~~

- (1) Virtual hours should be scheduled in a manner that fulfills program needs, meets student demand, and complements the service hours that are scheduled Face to Face ([See Article 26](#)).
- (2) Virtual hours should be assigned only to faculty trained to provide the applicable service through provided district virtual platforms ([See Article 19E.4](#)).
- (3) In the event that the number of virtual hours available in a given service area are insufficient to meet the demand of eligible Full-time faculty who desire such hours, the Full-time Counseling faculty in the service area, in consultation with the appropriate dean, may develop a rotational seniority process that ensures that online work assignments are distributed fairly. If the faculty are unable to arrive at a mutually agreeable strategy, [Article 10C\(a\)](#), which describes Rotational Seniority

for Instructional Faculty shall apply.

19E. Minimum Standards for Distance Education Instruction

19E.1 Course Organization and Navigation for Asynchronous Classes

In addition to Syllabus requirements stated in [Article 9B](#), any portion of a course taught in online Asynchronous format shall meet the following guidelines instructional and design standards:

- a. ~~Course includes a distinct starting point and instructions on how to begin course. The course includes a clearly indicated starting point that introduces students to the course layout, how to navigate the learning platform and outlines academic expectations, participation requirements, and how to get help. The District will provide a Canvas “How To Navigate Canvas” video that instructors can upload. Or alternatively an instructor can create their own Canvas navigation tool.~~
- b. ~~Instructor contact information is easily located along with response times for email, grade turnaround, and other contact information. Instructor contact information shall be prominently displayed and must include the district-assigned email address, expected response times for emails and messages which will not exceed seventy-two (72) hours, timelines for feedback on assignments, and office hours.~~
- c. ~~d. Content is organized logically, and follows a consistent layout and structure.~~
- d. ~~e. Content is segmented into distinct units or modules, as appropriate.~~
- e. ~~f. Course navigation menu is intuitive and only includes items students will use.~~
- f. ~~g. Clear due dates for submitting work are posted along with late work policy.~~
- g. ~~h. Opportunities for regular and substantive interaction from student to student and instructor to student(s) are provided.~~
- h. ~~i. Course design includes instructions for learners to work with content in meaningful ways (e.g. guiding students to take notes during a video, explaining what to look for in an article, etc.)~~

19E.2 Specific Guidelines for Synchronous and HyFlex Instruction

In addition to Syllabus requirements stated in Article 9B, any portion of a course taught in HyFlex or online Synchronous format shall follow the following guidelines:

- a. The instructor shall provide a courseware shell (e.g. Canvas or the currently ~~employed approved~~ ~~district~~ LMS) for the class, and utilize the shell to post important information for the class. In addition, the instructor ~~is encouraged to~~ ~~shall~~ utilize the course design principles described in [Article 19E.1](#), above,

as appropriate.

- b. Instructor uses either camera or other instructional media such as slides or videos during instruction. The instructor shall use a live instructional presence during sessions, including video (camera) and/or instructional media (e.g., slides, shared screen, videos, digital whiteboard) to support student engagement and content delivery.
- c. Recorded course content used in or saved to course site does not reveal personally identifying information for students in other course sections. Any recorded content made available in the course shell shall not disclose personally identifiable information about students enrolled in other course sections. An instructor may share recorded content for educational purposes, if the students in the recording have given their documented permission for it to be shared.
- d. Teaching on Zoom or using other synchronous tools follows best practices and encourages student participation. Synchronous and HyFlex instruction shall follow current best practices, including strategies that promote interaction and student participation (e.g., polls, breakout rooms, chat, discussion prompts).
- e. Instructor makes every effort to have consistent connectivity. The instructor shall make every reasonable effort to maintain a stable internet connection and minimize disruptions to instruction.
- f. Live sessions should be accessible, including the use of captions when possible and practices that support all learners.
- g. Clear expectations for student participation and attendance should be communicated in the syllabus.

19E.3 Specific Guidelines for Library

- a. The librarian shall know how to use and access all applicable software and library services and databases.
- b. Scheduled orientations shall be delivered synchronously or asynchronously in Canvas (or other LMS) course shells at a time chosen by the librarian in consultation with the course instructor.
- c. During scheduled librarian work hours, virtual services shall be delivered including appointments and live chat using library applications.

19E.4 Specific Guidelines for Counseling

In addition to on-campus student contact, counseling faculty shall service student needs virtually by using the agreed upon platforms:

- a. Counselors shall follow the same protocol for scheduled virtual appointments as for in person appointments.
- b. If no one is waiting for in person services, face to face counselors shall take students waiting for virtual appointments.

- c. While using Cranium Café, or other the district approved virtual counseling platform, the counselor shall be logged into the Cranium Lobby, or waiting room, approved system during assigned times, reachable through direct message, and invite inviting students into meetings at rates consistent with agreed upon in-person contact rates.
 - (1) Use of conferencing software. Students experiencing technical difficulties with Cranium Café, or other the district approved virtual counseling platforms, shall be seen using other conferencing platforms, like Zoom or referred to a phone call if necessary. Counselors shall initiate contact by phone and subsequently generate meeting invites and mail to student's Zone Mail account when needed.
- d. During or after an scheduled appointment
 - (1) a. The counselor shall know how to use and access all applicable software and college databases.
 - (2) Forms requiring counselor signature shall be signed and processed during the virtual contact.
 - (3) b. The counselor shall either address all student questions or schedule a follow up appointment.
 - c. ~~The counselor shall have familiarity with all transfer patterns, eligibility requirements, including transferrable and non-transferrable courses.~~
 - (4) d. The counselor shall enter data about the appointment in SARS.

19F. Evaluation of Faculty Teaching Distance Education Courses and Performing Other Online Services

Instructional Faculty members teaching Distance Education courses (in any of the modalities described in [Article 19A.1](#), with the exception of synchronous courses) shall be evaluated with the negotiated forms for said purpose ([See Appendix](#)). Unit members shall be evaluated during the semester in which they teach their first Distance Education course and as prescribed in ([Articles 14, 15, & 18](#)) thereafter.

Non-Instructional counseling faculty members performing ~~remote~~ virtual counseling services shall be evaluated with the negotiated forms for said purpose in the virtual platform being used by the individual counselor ([See Appendix](#)). Unit members shall be evaluated during their first semester of employment and as prescribed in [[Articles 14, 15, & 18](#)] thereafter.

Librarian faculty members offering remote library orientations are evaluated using forms used for synchronous online evaluations. Librarians performing other library services shall be evaluated using the forms created for library evaluation ([Articles 14, 15, & 18](#)).

19F.1 Online Course Evaluation Process

- a. These guidelines and specifications shall inform how online courses are assessed, for the purpose of fulfilling the normal Faculty performance

evaluations described in [Articles 14, 15, & 18I](#). It is understood that this process is separate and independent to the CVC-OEI Peer Review described in [Article 19G.2](#), which fulfills a different purpose. ~~Neither process shall inform the results of the other.~~

- b. [HyFlex and Online Synchronous courses](#) will be evaluated using the Evaluation of instruction form for Face to Face Classes ([See Appendix](#)).
- c. The pay for an online course evaluation shall be as specified in [Article 21C](#).
- d. An online course evaluation shall ~~normally~~ involve an interactive “tour” of the ~~online class~~ [Canvas course](#) with the evallee, ~~prior to the evaluation~~ as well as ~~an availability scheduling times~~ for the evaluator to observe the class. By mutual agreement between the evaluator and evallee, the tour and follow-up meeting (to discuss the results of the evaluation) may take place virtually. ~~For Asynchronous classes, the tour shall include, through a sample of course content, examples or evidence of regular and substantive interaction and evidence (e.g., feedback on assignments, rubric comments, discussion, and inbox messages), through a sample of course content, and that course content is accessible to students with disabilities.~~
- e. By the end of the second full week of each Fall and Spring Semester, the Vice President, Academic Services at each college shall identify a list of the online unit members to be evaluated and the evaluators and provide the list to the appropriate Administrators and Faculty Association for implementation. The unit members to be evaluated should include Regular (tenured) unit members due for a review [if one (1) of the courses their Peer Review Committee chooses to evaluate is online], Part-time Faculty due for a review [if teaching online], and all Instructional Faculty teaching online for the first time. See [Article 14D](#) for Contract (Untenured) Faculty Evaluation Timeline.
- f. It is understood that the college (or District) may need to set a window each semester in which the online course evaluation will be conducted, in order to align with timeline for the deployment of student surveys, and thereby meet applicable faculty evaluation deadlines ([Articles 14, 15, & 18](#)).

19F.2. Guidelines for Peer Evaluators for Online Asynchronous Classes

- a. Qualification as an online evaluator is dependent upon participation in online evaluation training. Training sessions for performing evaluations shall be conducted each semester at each college by the District and the Faculty Association. The office of Academic Services, in consultation with the Faculty Association, will provide a list of qualified evaluators and make this list available to each Division Dean and the Faculty Association Vice-Presidents.
- b. All Distance Education Instructional Faculty shall be evaluated using the appropriate form for an online class ([See Appendix](#): Evaluation: Student Response to Instruction Form - online Class, Evaluation: Observation of Instruction Form - Online Class). The procedure for accessing the Distance Education class shall be as follows:
- c. The evaluator, ~~prior to the evaluation~~, shall meet in person or virtually with the evallee to “tour” the course in order to become oriented to the course. This

meeting shall follow the terms of [Article 19F.1\(d\)](#) above.

- d. The evaluator shall be added to the course with customized Evaluator role or other LMS-specific defined role created for the purposes of course evaluation. The evaluator shall have access to the course site for a maximum of seventy-two (72) hours unless the evaluatee voluntarily agrees to extend this time limit. At the pre-arranged observation time, the evaluatee will add the evaluator into the course site. The evaluatee will also remove the evaluator using the same method. It is the responsibility of the evaluatee to remove the evaluator's access to the course to meet the agreed-upon time frame for the observation. The evaluatee shall not block access to the course site earlier than seventy-two (72) hours.
- e. The evaluator shall use for the purpose of evaluation course modules, content or lessons that cover a minimum of two weeks' worth of instruction. The observation report shall be focused on this unit.
- f. The evaluator shall be provided access to the welcome message, home page, introductory content such as a "Start Here" page, and any orientation module of the course, as well as course syllabus, discussion boards, and relevant exams as well as any other relevant materials related to student learning for the week(s) or module(s) being observed. It is assumed that the evaluator shall have access to all general course information available to students in the course menu.

19G. Participation in CVC-OEI

19G.1 CVC-OEI Course Alignment and Assignment to Unit Members

Faculty will submit an application to convert courses by their discipline for OEI exchange online instruction on a voluntary basis. Applications will be approved by the appropriate Administrator at the Administrator's sole discretion after consultation with the discipline coordinator and the Vice President of Academic Services. ([See Appendix](#): Online Education initiative (OEI) Course Alignment Application [for Payment] form.)

- a. Since CVC-OEI course alignment is a combination of course and instructor being approved for the exchange, CVC-OEI courses are not subject to bumping as described in [Article 9A.3b](#).
- b. In the event that multiple CVC-OEI aligned sections of a course are available, course assignments shall be made according to the provisions of [Article 9A](#) and [Article 18B](#). CVC-OEI aligned courses can be assigned according to the appropriate Administrator's discretion over and above allotment described in [Article 18B.1g](#). Only the unit member who aligned the course is eligible to teach the course.

19G.2 Peer Online Course Review (POCR)

POCR and alignment with the CVC-OEI Rubric is required for a course to be offered as quality reviewed on the CVC-OEI exchange. Faculty peer reviewers will be identified and trained to review courses for alignment to the CVC-OEI exchange. POCR reviewers will complete peer review training as described in the CVC-OEI process.

- a. The peer review process is not part of the Faculty evaluation and will not be considered in the College's Faculty Evaluation Process.
- b. POCR lead reviewer compensation will be twelve (12) F Hours for each course review, unless review compensation is part of the Faculty member's pay.
- c. Compensation available for the second peer reviewer as described in the CVC-OEI process will be five (5) "F" Hours per evaluation, unless review compensation is part of the Faculty member's pay.

19H. Role of Las Positas Distance Education Committee (DE) and Chabot Committee on Online Learning (COOL) [MOU dated 12/21/2021]

Faculty members who have not taught a Distance Education or COOL reviewed online course in a prior semester or have not taught a CVC-OEI aligned class, or have not attained the @ONE online teaching certification— must engage the COOL/DE review process prior to the first day of instruction for their particular assignment(s). If the unit member has completed Distance Education Instruction elsewhere, they can apply for exemption from this requirement. Online teaching certification or Distance Education Instruction done elsewhere should be provided in the term prior to the delivery of instruction. (See Appendix)

19H.1 Specific Provisions at the Colleges

- a. **Las Positas College.** Engagement with the review process means either starting work on the Online Course Development Program (OCDP) by the first day of classes, with the goal of completing it during the current semester, or, if the OCDP is not completed, completing a Distance Education course review before the end of the current term.
- b. **Chabot College.** Engagement with the review process means completing the COOL Online Teaching Plan (OTP) for new courses for the same instructor. It is expected that the COOL review process will be completed during the same semester.

19I. HyFlex Instruction

19I.1 Training and Compensation

- a. HyFlex assignments are voluntary and require training provided by the college.
- b. The method for notifying the dean of interest in a HyFlex assignment shall follow that described above in Article 19.D for Full-time unit members, and shall be indicated on the Part-time Preference form for part-time unit

members.

- c. The District shall provide adequate training, along with logistical, instructional, and technical support to faculty teaching a course in HyFlex modality to ensure proficiency, including accessibility and accommodations.
- d. Unit members who are trained in HyFlex instruction will be compensated 15 F hours. Compensation will be triggered when a unit member creates their first HyFlex course and subsequently performs a HyFlex assignment.
- e. ~~No part of the video or audio recording or livestream may be used as part of the faculty member's evaluation process.~~
- e. f. Instructors in the HyFlex modality are required to hold all class meetings on campus in the originally scheduled location regardless of student attendance patterns.
- g. ~~Instructors may choose to offer both synchronous and asynchronous modalities following the specific guidelines in [19E.1](#) and [19E.2](#) above.~~

ARTICLE 20

EMPLOYEE BENEFITS

TENTATIVE AGREEMENT

20A. Group Insurance Benefits for Eligible Unit Members

20A.1 Group Plan Coverage

The District shall provide all eligible³ Contract, Regular and Temporary Leave Replacement (TLR) unit members and their dependents with medical, dental and vision coverage. Part-time unit members shall be provided medical benefits according to [Article 20A.6](#). The District shall also provide life insurance and income protection plans to all eligible unit members.

- a. The Faculty Association and the District agree to meet regarding cost containment of benefits.

Open enrollment for selection of health plans shall last for thirty (30) days unless negotiated otherwise by the District and the Faculty Association.

- b. In addition, the District shall provide a pre-tax salary deduction program [Internal Revenue Service (IRS) 125 Plan] subject to IRS approval for the purpose of:
 - paying for dependent care, which includes childcare for eligible dependents as defined by the IRS;
 - health plan premiums;
 - other approved health-related expenses; and
 - use of public transportation and related parking expenses for commuting to and from work.

Subject to IRS approval, the maximum amount that a unit member may have deducted for Part one is \$5,000 in a Plan Year, and Part Three shall be limited to \$3,000 (prior to 2017); and \$2600 (2017) for the Plan Year, though the amounts shown are subject to change pursuant to the Health Care Reform Act of 2009. Contact the Office of Human Resources for health-related and dependent care expenses. Contact Payroll Office for public transit.

The District shall provide all unit members with a minimum thirty (30) day notice of the annual application deadline for these pre-tax salary deduction programs. This notice shall be provided via [U.S. Mail](#) [District email](#).

- c. **Medical Coverage**

The District and the Faculty Association agree to health and benefit plans as follows:

³For unit members with less than 100% contract, see Articles [20A.2](#) and [20A.4](#).

(1) **“High Health Maintenance Organization (HMO)” Coverage:**

Defined as the coverage level provided to unit members (copays \$5 for office visits, and \$5 generic/\$15 non-generic for prescription drugs) unless modified by agreement of the District and Faculty Association. Unit members will contribute the following amounts for this level of coverage, up through and including Year 20225-20236 in the amounts shown below:

Note: If no generic drug is available the unit member has to pay the brand drug rate.

Monthly Premium Contributions for Kaiser “High HMO”

Copays: Doctor Visits: \$5; and Rx: \$5 Generic/\$15 Brand

Coverage	<u>2022<u>5</u>-2023<u>6</u></u>
EE	\$60
EE + 1	\$120
Family	\$180

Monthly Premium Contributions for Anthem Blue Cross “High HMO”

Copays: Office Visits: \$15 and Rx: \$15 Generic/\$25 Brand

Coverage	<u>2022<u>5</u>-2023<u>6</u></u>
EE	\$102
EE + 1	\$204
Family	\$306

(2) **“Low HMO” Coverage:** The District shall also offer unit members an alternate HMO plan for the carriers shown above. Premium contributions shall be no more than sixty percent (60%) of the amounts shown in section 1, above, for each carrier; however, the plans will carry greater copays for doctor visits and prescription drugs. Basic characteristics of the plans are shown below for 20225-20236. The plan coverage will be as shown below, unless otherwise negotiated by the District and Faculty Association.

Target Monthly Premium Contributions for Kaiser “Low HMO”

Copays: Office Visits: \$20; Rx: \$10 Generic/\$20 Brand

Coverage	<u>2022<u>5</u>-2023<u>6</u></u>
EE	\$24
EE + 1	\$48
Family	\$72

Target Monthly Premium Contributions for Anthem “Low HMO” *Anthem “Low HMO” is initially the “Value HMO” Offered to Administrators* Office Visits: initially \$30 Primary Care/\$40 Specialist
Prescription Drugs: initially \$5 Generic/\$15 Brand

Coverage	2022-2023
EE	\$60
EE + 1	\$120
Family	\$180

(3) **Anthem PPO Coverage:** This District shall continue to offer the Anthem Blue Cross PPO. The copays and deductibles for this plan shall be commensurate with those in effect 2010-11. The unit member selecting this plan shall contribute an amount equal to the difference between the PPO premium, and the full Anthem “High HMO” premium.

d. **Dental and Vision Coverage:** The District shall continue to pay the premiums for dental and vision plans for Regular, Contract, and Temporary unit members, providing coverage commensurate to the plans in effect during Academic Year 2010-11. Notwithstanding, the District will offer an enhanced dental plan with a higher cap on annual benefits, with the understanding that the unit member selecting that plan will pay the additional cost in premiums.

20A.2 Group Plan Eligibility for Contract, Regular, and Temporary Leave Replacement (TLR) Unit Members

Contract, Regular and Temporary Leave Replacement (TLR) unit members who are in positions requiring certification qualifications, and who are fifty-percent (50%) of the service assignment of a Full-time unit member in a similar or related position for a period of one semester or more, shall be eligible for group benefits cited in [Article 20A.1a](#) and [Article 20A.1b](#), providing said eligible unit members are deemed eligible pursuant to the terms and conditions of the policy or plan. Also see [Article 20A.4](#) governed by the eligibility and registration requirements.

20A.3 Domestic Partners

For purposes of this Article, the term “domestic partners” shall be defined to include those individuals who meet the requirements for domestic partnership which are set forth in California Family Code Section 297.

The District shall conform to all State and/or Federal laws regarding domestic partnerships. In order to conform to said laws, the unit member and/or retiree must file with the Secretary of the State of California a Declaration of Domestic Partnership as stated in Family Code Section 297. Active unit members who wish to cover a domestic partner on insurance plans offered by the District must also file with the State of California unless they do not qualify under State guidelines. In these instances, the unit member will file an Affidavit of Domestic Partnership with the District. [See Appendix: Domestic Partnership: Affidavit.](#)

Eligible benefits will be provided in the event a unit member retires to another state and maintains documented eligibility consistent with the California Family Code Section 297.

a. Eligibility for Benefits

Domestic partner benefits are available as provided by law to registered domestic partners. Benefits will be provided to the eligible dependents of registered partners as provided by law and the health benefit plans. Benefits consist of medical, dental and vision benefits only. Active unit members granted Domestic Partnership before August 2006 includes heterosexual couples. Effective August 2006, new Domestic Partnerships shall be limited to and governed by the eligibility and registration requirements of the State of California.

b. Documentation

Both the unit member and the domestic partner must attest to certain facts by completing and signing the Affidavit, which implies an Affidavit of mutual responsibility. This Affidavit may have potential legal implications under California law, which has recognized that non-marital cohabiting couples may privately contract with respect to the financial obligations of their relationship. The requirement of an Affidavit shall be waived for unit members who are registered as Domestic Partners with the State of California and provide a copy of this documentation to the District.

The District may, at its discretion, require supportive documentation satisfactory to the District concerning the eligibility criteria and assertions contained in the Affidavit.

The administrator of any benefit plan at issue will be the sole and final judge of whether a domestic partner is qualified for benefits.

An “Affidavit for Enrollment of Domestic Partners” is contained in [Appendix: Domestic Partnership: Affidavit](#).

c. Affidavit of Proof

Domestic partners shall prepare an Affidavit of Proof for the District. This requirement of an Affidavit of Proof shall be waived for domestic partners who provide a copy of a valid State of California Domestic Partner Registration. Unit members who marry in the future shall similarly provide a copy of a Marriage Certificate.

20A.4 Period of Coverage and Payment of Premiums

a. Eligibility: One Hundred Percent (100%) Contract, Regular, and Temporary Leave Replacement (TLR) Faculty

Contract, Regular and Temporary Leave Replacement (TLR) unit members with a one hundred percent (100%) contract shall be entitled to group benefits for the entire Fiscal Year, at the District's contribution level as specified in [Article 20A.1](#) above. Contract and Regular unit members employed for less than an Academic Year shall be entitled to group

benefits for the actual period of employment.

b. Eligibility: Less Than One Hundred Percent (100%) Contract, Regular and Temporary Leave Replacement (TLR) Faculty

Contract, Regular and Temporary Leave Replacement (TLR) unit members with less than a one hundred percent (100%) Contract, who are not on Pre-retirement Reduction of Annual Workload, shall have their benefit entitlement pro-rated in accordance with items (1) and (2) below. If a unit member is on Pre-retirement Reduction of Annual Workload, ~~he/she the unit member shall receive full benefits in accordance with Article 30A.4b.~~

- (1) **Full Year.** Eligible Contract, Regular, and Temporary Leave Replacement (TLR) unit members (see definitions in [Article 1C.1a-c](#)) who are employed fifty percent (50%) or more for the full Academic Year may choose to accept one or more group benefits and shall be entitled to the selected benefits for the entire Fiscal Year, but shall only be entitled to the percentage of District contribution for the plan in which they are enrolled in the same ratio as their actual service assignment bears to a Full-time [one hundred percent (100%)] assignment, with the unit member's share to be paid by personal payroll deduction.
- (2) **Partial Year.** Eligible unit members employed for fifty percent (50%) or more for a period of less than an Academic Year, (two complete semesters) may choose to accept one or more group benefits for the entire Fiscal Year, but shall only be entitled to the percentage of District contribution for the plan in which they are enrolled in the same ratio as their actual service assignment bears to a Full-time [one hundred percent (100%)] assignment, with the unit member's share to be paid by personal payroll deduction.

c. Cash in Lieu of Medical Benefits

Should the eligible Full-time unit member choose not to accept any medical plan as provided by the Board of Trustees in accordance with the law, the District shall offer the unit member four hundred dollars (\$400) per month.

d. Exemptions to Benefits

Contract, Regular, and Temporary Leave Replacement (TLR) unit members employed for less than fifty percent (50%) of the service assignment of a Full-time [one hundred percent (100%)] employee, or for a period less than a complete Academic Semester, shall not be entitled to group benefits.

e. Leaves of Absence and Separation from District Service

A Consolidated Omnibus Budget Reconciliation Act (COBRA) option shall be made available to any Full-time or Part-time unit member who is enjoying health and welfare benefits, at the time ~~his/her~~ their eligibility for said benefits is temporarily or permanently discontinued.

20A.5 Other Conditions Related to Benefits

a. Effect of a Leave of Absence on Benefits

Unit members who are granted Leaves of Absence without Pay in excess of thirty (30) calendar days in any Academic Year shall not be entitled to the extension of health and welfare benefits during the inclusive dates of these Leaves of Absence, unless specifically granted elsewhere in this Agreement. These unit members, however, may choose to continue their enrollment in existing group insurance plans at the unit member's own expense. If the Leave of Absence without Pay reduces a unit member's time assignment to less than Full-time (100%), but equal to or greater than fifty-percent (50%) of a similar or related Full-time (100%) position, the unit member shall only be entitled to the percentage of District contribution in accordance with the ratio established. See [Article 20A.4b](#) above for partial contracts.

b. Effect of Reduction in Workload on Benefits

If a unit member is specifically requested by the Chancellor to accept a reduction in service assignment, ~~he or she~~ the unit member may continue to receive the group insurance benefits on record immediately prior to said reduction in service assignment.

c. Timing of Benefits

Group benefits shall become effective as of the first day of the calendar month following the month in which service to the District first begins. Group benefits for unit members whose service ends during or at the end of the Academic Year or who are granted a Leave of Absence without Pay in excess of thirty (30) calendar days shall terminate at the end of the calendar month during which the service ends or the Leave of Absence begins. Unit members who terminate their employment after working a complete Academic Year shall have their benefits continue at the same rate through June, unless they are on a Temporary Leave Replacement (TLR) and are returning Part-time, in which case their benefits shall continue in July and August, and the Part-time unit member shall pay the proportionate premium.

d. Unit Members Employed Pre-July 1, 1972

Unit members employed prior to July 1, 1972, who were employed one half-time ($\frac{1}{2}$) or more and for a period of at least one (1) full Quarter in the Academic Year shall continue to receive those group benefits on record as of June 30, 1972, with the same degree of participation in premium costs as provided in [Article 20.A.1](#) above.

20A.6 Medical Benefits for Part-Time Unit Members

a. Eligibility

The District shall provide medical benefits to each qualified Part-time unit member as specified in this Article. The District shall provide all Part-Time unit members with a minimum thirty (30) day notice of the annual application deadline for these pre-tax salary deduction programs. This notice shall be provided via District email.

A qualified Part-time unit member is one who:

- (1) Worked forty percent (40%) of an annual Full-time equivalent Load [twelve (12) Calculated A Hours (CAHs)] or more during the Academic Year prior to receiving benefits, including any service on a Full-time basis, and Summer Session service;
- (2) Had affirmed via a signed affidavit that ~~he/she~~ the unit member has no other access to medical insurance where all or part of the premium is paid through some other source; and
- (3) Had approval of this arrangement by the carriers.

b. **Medical Plan**

Each qualified Part-time unit member and ~~his or her~~ their eligible dependents are eligible to enroll in the District's Kaiser Foundation Health Plan at the "High HMO" or "Low HMO" level. The Part-time unit member must enroll annually. See Appendix: Medical Benefits - Enrollment form for Part-time Faculty (Note: This form is only available during enrollment periods).

There will be two (2) enrollment periods: Fall and Spring Semester. Only those Part-time unit members who became eligible in the Spring may enroll in the Spring. Notwithstanding, unit members who have a "qualifying event" as defined by the District and Insurance Carriers may also enroll in the Spring.

c. **Premium Payment**

Premium payment shall be dependent upon the Part-time unit member's annual Load in the prior Academic Year and be subject to the following conditions:

- (1) **Program Payments.** The program shall be dependent upon the continuation of funding as described in Education Code Sections 87860 through 87868 whereby the State pays up to one-half (½) of the District's total cost, provided that the amount claimed by all districts in the State does not exceed the funding provided in the California State Budget.

Unit Members with Loads of forty percent (40%) or more, who meet the criteria of Section (a) above, shall be eligible for a fifty percent (50%) pro-rata share of the total premium amount paid by the District for the Kaiser "High HMO" or "Low HMO" plan defined in Article 20A.1. The eligible unit member shall be responsible for fifty percent (50%) of the total premium cost of the Kaiser plan chosen. If State funding is less than fifty percent (50%), the District shall contribute the same percentage as the State provides. If a change occurs in the State funding to the District for this program, both the District and the Faculty Association agree to re-open negotiations on the program.

In recognition of the ongoing dollars provided in the State's fiscal year 2022-232026 enacted budget within the Part-time Faculty Health Benefits fund, the District and Faculty Association agree to work on potential benefit enhancements for Part-time faculty once the

parameters of the program become clear. Such discussions will take place in a manner in which any benefit changes for Part-time faculty would go into effect as mutually agreed upon.

Insofar as guidance is promulgated by the State in time to implement benefit enhancements prior to the open-enrollment period for Spring Semester 20236, the District and Faculty Association shall make a good-faith effort to do so.

- (2) **Monthly Premium Deductions.** All monthly premium payments for medical benefits will be deducted directly from the unit member's monthly paycheck. Unit members are required to sign an agreement authorizing the District to deduct money owed from their paychecks. For the months the unit member does not receive a monthly paycheck, the unit member will reimburse the District by personal check or money order, which will be due on the tenth (10th) day of the following month. If the premium payment is not received by the tenth (10th) day of the following month, the District shall cancel the unit member's medical benefits.
- (3) **Premium Billing.** The District will bill for the collection of premiums due in excess of the District contribution as referenced in [Article 20A.6c.](#) If the premiums due are not received by the tenth (10th) day of the month following notification that past due premiums are owed, the District shall cancel the member's medical benefits and proceed to collect past due premiums. Unit members will be billed for the collection of past due premiums and, if not fully paid within thirty (30) days from the date of notification, will be debited from future earnings or via other collection remedies.
- (4) **Payroll Deductions.** Payroll deductions begin no later than the month preceding the effective date of coverage. The District shall notify eligible Part-time Faculty of the process to apply for benefits and applicable deadlines two months prior to the coverage's effective date.
- (5) **Continuity of Benefits.** Part-time Faculty receiving benefits are eligible for continuous benefits until the following Fall open enrollment.

d. **Continuing Eligibility and Cessation of Eligibility**

Continuing eligibility shall be determined annually for the period September 1 through August 31 based upon the Part-time unit member's assignment during the prior Academic Year.

Eligibility shall cease if:

- (1) The unit member's Load for the prior Academic Year is less than forty percent (40%); or
- (2) The individual is no longer employed by the District.

Notwithstanding the above, if the Part-time unit member participating in District coverage has a break in service lasting one (1) year or less for the

purposes of accepting a TLR or other temporary academic appointment (e.g., Fulbright Scholarship), their eligibility for District coverage will reinstate upon their return to District service. Upon return to service, eligibility shall be subject to provisions of [Article 20A.6](#) and the amount of load the unit member was teaching in their last academic year.

e. Consolidated Omnibus Budget Reconciliation Act Rights (COBRA)

Should coverage cease, the Part-time unit member is eligible for COBRA Rights.

f. Domestic Partner Rights

The District and the Faculty Association agree that domestic partners shall be included under this Article.

20B. Group Medical Insurance for Retirees Hired Before April 1, 1986

[See Appendix:](#)

Retiree Medical Benefits: Letter From Charlotte Lofft,

Retiree Medical Benefits: Letter From Susan Cota.

20B.1 Definition of Retired Employee

A “retired” employee shall be defined as one who has retired from District service and who is eligible for or is receiving a retirement allowance from the California State Teachers’ Retirement System (CalSTRS) or the California Public Employees’ Retirement System (CalPERS). This means that to be a “retired” employee from the District, and eligible for District retiree benefits as set forth in this Agreement, a unit member does not have to be retired from either the California State Teachers’ Retirement System (CalSTRS) or the California Public Employees’ Retirement System (CalPERS).

20B.2 Length of Service Requirement for Eligibility

For unit members employed before April 1, 1986, the District will pay the full cost of the District’s medical insurance plan(s), [including the Preferred Provider Organization (PPO) plans], notwithstanding that active unit members may pay a share of the premiums for similar plans, for each unit member and spouse or approved domestic partner according to [Article 20A.3](#) following retirement of the member provided that the employee has rendered Full-time Service to the District at the age of retirement, including the five (5) years immediately preceding retirement, as follows:

Age at Retirement	Full-time Service
55 Years	15 Years
56 Years	14 Years
57 Years	13 Years
58 Years	12 Years
59 Years	11 Years
60 Years	10 Years

a. Effect of District Approved Leave of Absence

A District-approved Leave of Absence, granted in a single Board of Trustees action to a maximum of two (2) Academic Semesters within the past five (5) years, shall be computed as fulfilling one (1) year of Full-time required service.

b. Preservation of Right: Impact of Future Benefit Elimination for Active Staff

If the District and the Faculty Association agree in the future to eliminate health benefit coverage for active staff, this retiree right will be preserved for unit members hired before April 1, 1986.

c. Impact of Pre-Retirement Reduction in Load see [Article 20C.2f.](#)

20B.3 Length of Benefit

An eligible unit member or eligible retired unit member hired before April 1, 1986 has a vested right to deferred compensation in the form of premium-free retirement medical benefits that will continue during the life of the retiree. Upon the death of the retiree, the retiree's spouse or approved domestic partner may continue group coverage at his/her their own expense and with advance payments as determined by the District.

a. Surviving Spouse or Approved Domestic Partner Rights

If two (2) Chabot-Las Positas Community College District retired individuals are married and one (1) passes away, then the surviving retiree is only eligible for those benefits that he/she unit member had earned under his/her their own service.

20B.4 Coverage for Eligible Dependents Other Than Spouse

The retired unit member may pay the additional premium(s) necessary to provide coverage for eligible dependents other than his/her their spouse or approved domestic partner.

20B.5 District Coverage Limits

The District medical plans will be limited to the coverage provided for active staff in the case of retirees under sixty-five (65) years of age, or to the premiums which will replace or supplement Medicare, for retirees sixty-five (65) years of age or older. Retirees eligible for Medicare must enroll in all parts for which they are eligible.

a. Notice of Intent to Retire

When an eligible unit member notifies the District of his/her their intent to retire, the District will provide the unit member with information relating to retirement benefits. At the time of retirement, the retiree must be enrolled in a District group medical insurance plan and eligible for continuance under any special requirements which are a part of that plan.

An eligible unit member who provides notice of his/her their intent to retire shall begin receiving the retiree benefits to which he/she the unit member is entitled under this Agreement upon the earlier of the following:

- (1) The effective date of the retirement; or
- (2) July 1 of the summer immediately following the unit member's last Academic Year of service.

b. Enrollment in Medicare Parts A, B and D

Retirees eligible for Medicare must also enroll in Parts A, B, and D. When a retired unit member or spouse or approved domestic partner who has been determined to be Medicare eligible reaches the age of sixty-five (65), it is understood that he/she they must enroll in Medicare Parts A, B, and D during his/her their initial enrollment period as specified by the Social Security Administration. To be eligible for the District paid Medicare Risk Health Maintenance Organization (HMO) or the Medicare Supplement Preferred Provider Organization (PPO), the retiree or spouse or approved domestic partner must enroll in the District program at the time of enrollment in Medicare Parts A, B, and D. The District will cover the cost of Parts B and D. The District will reimburse the retiree cost of Medicare Parts B and D monthly. If the retiree and/or his/her their spouse or approved domestic partner is ineligible, he/she they must show proof of the ineligibility.

c. Additional Plan Options

Effective July 1, 2012, the District will offer additional options to the Preferred Provider Organization (PPO) plan for retirees living out of state. Thereafter, the District will investigate additional alternatives to the PPO plan for retirees who live in the State of California, but outside the District's medical plan service area.

20B.6 Changing Insurance Plans

Medical Insurance plans can be changed from one company to another by the retiree once during the annual open enrollment period established in the District. The District agrees to notify all retirees by U.S. Mail of the annual open enrollment period at least thirty (30) days before the commencement of said period. Changes between companies for retirees will be subject to the policies in effect at that time by the Insurance companies providing medical coverage.

20B.7 Requirement to Enroll in Plan at Time of Retirement

At the time of retirement, the retiree must be enrolled in a District group medical insurance plan and eligible for continuance under any special requirements that are a part of that plan.

20B.8 Effect of Absence on Retirement Benefits

Regular unit members who are absent because of injury or illness, and who have (1) exhausted all paid leave, (2) are on Leave of Absence without Pay, and (3) are eligible for Group Medical Insurance for Retirees, shall continue to receive medical benefits without a break in coverage, so long as all of the aforesaid conditions still apply.

20B.9 Effect of Pre-Retirement Reduction of Annual Workload

Unit members on Pre-retirement Reduction of Annual Workload shall receive Full-time service credit under [Article 20B.2](#) as if they were working Full-time.

20B.10 Dental and Vision Coverage

Effective July 1, 2012, the District shall offer retired Regular unit members the opportunity to participate in the District's group dental and vision plans subject to plan provisions. The retiree shall be responsible for the full cost of the total actual premiums.

20B.11 Out-of-Country Retirement Medical Coverage for Eligible Retirees

This Article only applies to Unit Members Employed Before April 1, 1986.

a. Election and Conditions:

- (1) This option may be elected solely at the discretion of the retiree. It is available to all eligible current and former retirees any time they permanently move outside the U.S. where no current District retiree medical coverage exists;
- (2) The retiree must state in writing to the District that permanent residence is being taken outside the country at least sixty (60) days before the move occurs;
- (3) It is the retiree's sole responsibility to arrange for a personal (plus spouse or approved domestic partner) medical coverage policy with a foreign carrier. The District is not required to help in this search and is not responsible for the performance of the policy selected by the retiree;
- (4) A contract for the medical coverage must be sent to the District before any payments for the coverage are made. The contract must state the monthly premium rate for a period of one (1) Fiscal Year; and
- (5) The policy and payment method must be constructed in a way that prevents the District from incurring any tax liability [Internal Revenue Service (IRS) or otherwise]. IRS regulations preclude payment being made to the retiree. Payment must be made directly to the medical carrier.

b. District Responsibility:

- (1) The District will pay to the retiree's foreign medical carrier a monthly, quarterly, or annual amount up to the maximum monthly, quarterly, or annual amount that is paid to a carrier for working members of the bargaining unit at the time the coverage is initiated; and
- (2) If the cost of the foreign medical coverage contract is not stated in U.S. currency, the monthly, quarterly, or annual premium to be paid by the District may be paid directly to the foreign policy carrier by check, credit or debit card, or Electronic Funds Transfer (EFT) in an amount equivalent to the U.S. currency amount.

c. Retiree's Responsibility:

- (1) The retiree will be responsible for any exchange rate fluctuations that directly cause a diminishment to the funds received by the foreign carrier from the District. In such event, the retiree will have to personally pay the difference between the exchanged funds received by the foreign carrier from the District and the cost of the policy;
- (2) The retiree must notify the District in writing each calendar quarter that ~~he/she is~~ they are in need of continuing medical coverage. Failure to provide this notification will cause the District to withhold payment to the foreign policy carrier until said notice is received;
- (3) If the retiree wishes to change to a different foreign medical carrier, all the requirements and conditions noted above in [Article 20B.11 a-c](#) must be satisfied under the new coverage policy before the change can occur. Changes can only be made during open enrollment periods or when the existing policy is no longer available;
- (4) If the retiree wishes to return to the U.S. as a permanent resident, written notice of such intent must be received by the District. The retiree will be allowed back into the plan within thirty-one (31) days of losing ~~his/her~~ their other coverage and choose among policies available to retirees under the conditions of the current Contract with the bargaining unit; and
- (5) Unit members employed on or after April 1, 1986 will not be eligible for coverage as set forth in this Article.

20C. Group Medical Insurance for Retirees Hired on or After April 1, 1986 Through December 31, 2012

[See Appendix](#):

Retiree Medical Benefits: Letter From Charlotte Lofft,

Retiree Medical Benefits: Letter From Susan Cota.

For unit members hired after the date referenced above, see [Article 20D](#).

20C.1 Definition of Retired Employee

A “retired” employee shall be defined as one who has retired from District service and who is eligible for, or is receiving a retirement allowance from the California State Teachers’ Retirement System (CalSTRS) or the California Public Employees’ Retirement System (CalPERS). This means that to be a “retired” employee from the District, and eligible for District retiree benefits as set forth in this Agreement, a unit member does not have to be retired from either the California State Teachers’ Retirement System (CalSTRS) or the California Public Employees’ Retirement System (CalPERS).

20C.2 Eligibility and Level of Coverage

Effective January 1, 1998, all eligible unit members employed on or after April 1, 1986, shall be able to participate in District group medical retirement benefits under the conditions stated in Articles [20C.3 - 20C.9](#), and [20C.11](#) below, subject to the following understanding:

a. Notice of Intent to Retire

When an eligible unit member notifies the District of his/her their intent to retire, the District will provide the unit member with information relating to retirement benefits. At the time of retirement, the retiree must be enrolled in a District Group Medical Insurance Plan, and be eligible under any special requirements which are part of that plan.

An eligible unit member who provides notice of his/her their intent to retire shall begin receiving the retiree benefits to which he/she the unit member is entitled under this Agreement upon the earlier of the following:

- (1) the effective date of the retirement; or
- (2) July 1 of the summer immediately following the unit member’s last Academic Year of service.

b. Impact of Change of Carriers and/or Plans

Both the District and the Faculty Association recognize that carriers, plans, and coverage available to retirees may change in the future. Retirees will be allowed to continue enrollment in District plans that are available to active employees at any time in future years, subject to any restrictions imposed as stated in [Article 20C.2a](#) above. It is understood that if in some future Fiscal Year any of the current carriers are changed, the District does not have an obligation to replicate the coverage provided by a lost carrier. Additionally, both parties understand that the District’s obligation does not include maintenance of a particular coverage that was available when the retiree left the District.

c. Length of Service Requirement for Eligibility

It is understood that all retirees must meet the same conditions for continuous service before retirement as set forth in [Article 20B.2](#) In order to qualify for District group medical benefits, namely, that the employee has rendered Full-time service to the District at the age of retirement, including the five (5) years immediately preceding retirement, as follows:

Age at Retirement	Full-time Service
55 Years	15 Years
56 Years	14 Years
57 Years	13 Years
58 Years	12 Years
59 Years	11 Years
60 Years	10 Years

d. Effect of District Approved Leave of Absence

A District-approved Leave of Absence granted in a single Board of Trustees action to a maximum of two (2) Academic Semesters within the past five (5) years shall be computed as fulfilling one (1) year of Full-time required service.

e. Preservation of Right

It is understood that if the District and the Faculty Association agree in the future to drop medical benefits for active staff, this retiree right will be preserved for Faculty eligible for retiree coverage under [Article 20C](#).

f. Impact of Pre-Retirement Reduction of Annual Workload

Unit members on Pre-retirement Reduction of Annual Workload shall receive Full-time Service Credit under [Article 20C](#) above as if they were working Full-time.

20C.3 Coverage Limits for Eligible Retirees Under the Age of Sixty-Five (65)

a. Limits on District Premium Payment

The District's premium payment for health benefits for a retiree under this Section shall be limited to the cost of coverage equivalent to the most expensive Health Maintenance Organization (HMO) plan available to active employees during any particular Fiscal Year. The cost to the retiree is based on the retiree's premium rate.

b. District Share of Premium

The District contribution toward group medical coverage for the retiree and spouse or approved domestic partner, until the affected retiree or spouse or approved domestic partner reaches sixty-five (65) years of age or otherwise becomes eligible for Medicare coverage, shall be limited to a percentage of the maximum health benefits contribution to premiums as cited in [Article 20C.3a](#) above. This percentage is determined from the table shown below.

This table, based upon Years of Service in the District and age upon retirement, shows the percentage of the premium to be paid by the retiree. Beginning July 1, 2002, the retiree's co-payment shall continue at this percentage level until the retiree reaches age sixty (60) or age of retirement, whichever is later, at which time the premium cost to employee shall freeze and remain at that maximum amount not to be increased. Any required co-payments must be made in advance to the District in order for coverage to continue.

Schedule of Percentage Premium Contribution for HMO Level Coverage for Retirees Not Yet Eligible for Medicare

		Years of Service																				
		10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30
Age	55	X	X	X	X	X	75	70	65	60	55	50	45	40	35	30	25	20	15	10	5	0
When	56	X	X	X	X	75	70	65	60	55	50	45	40	35	30	25	20	15	10	5	0	0
Retire-	57	X	X	X	75	70	65	60	55	50	45	40	35	30	25	20	15	10	5	0	0	0
Ment	58	X	X	75	70	65	60	55	50	45	40	35	30	25	20	15	10	5	0	0	0	0
Is	59	X	75	70	65	60	55	50	45	40	35	30	25	20	15	10	5	0	0	0	0	0
Effective	60	75	70	65	60	55	50	45	40	35	30	25	20	15	10	5	0	0	0	0	0	0
	61	70	65	60	55	50	45	40	35	30	25	20	15	10	5	0	0	0	0	0	0	0
	62	65	60	55	50	45	40	35	30	25	20	15	10	5	0	0	0	0	0	0	0	0
	63	60	55	50	45	40	35	30	25	20	15	10	5	0	0	0	0	0	0	0	0	0
	64	55	50	45	40	35	30	25	20	15	10	5	0	0	0	0	0	0	0	0	0	0
	65	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

The table is based on the following rule:

If the retiree's age plus Years of Service ≥ 85 , then his/her their premium contribution is zero. Each decrease of one (1) year in either age or Years of Service increases the retiree's contribution by five percent (5%). If a retiree under this Section enrolls in a plan that is costlier than the most expensive Health Maintenance Organization (HMO) [e.g. a Preferred Provider Organization (PPO) plan], he/she they must pay the difference between the cost of the chosen plan and that of the most expensive HMO plan, in addition to the premium contribution for the most expensive HMO plan according to the matrix above.

Squares that show an X indicate that the retiree does not qualify for retirement medical coverage.

Example: An employee retires at age sixty (60) with twenty-three (23) Years of Service. The retiree's premium contribution for Health

Maintenance Organization (HMO) level coverage is ten-percent (10%) of the cost of said coverage. This contribution continues until age sixty-five (65). At age sixty-five (65), the retiree must enroll in Medicare Parts A, B, and D and coverage shall be in accordance with [Article 20C.4](#) below.

20C.4 Medical Coverage for Eligible Retirees Upon Reaching Age Sixty-Five (65)

Impact of Change in Federal Law

It is understood that Medicare regulations under Federal Law may change over time, and that these regulations take precedence over this Agreement in case of conflicting language.

a. Requirement for Medicare Enrollment

A retiree must enroll in Medicare Parts A, B, and D during his or her initial enrollment period as specified by the Social Security Administration. If the retiree and/or his/her their spouse or approved domestic partner is ineligible, he/she they must show proof of the ineligibility. The District shall cover the cost of Medicare Parts B and D, either directly or via monthly reimbursement, as appropriate. In addition, the District will pay the full premium of the highest Medicare Risk Health Maintenance Organization (HMO) plan available, unless the retiree selects a lower cost plan, in which case the District will pay the full premium cost of the plan selected. The plans available shall be identical to the HMO plans available to active unit members, however retirees under this Section shall not be required to contribute a share of the premium cost. If the retiree selects a coverage level higher than the highest Medicare Risk Health Maintenance Organization (HMO) [e.g. the Medicare Supplement Preferred Provider Organization (PPO)], the retiree must pay the difference.

b. Penalty for Non-Compliance of Retiree in Medicare Enrollment

If a retiree fails to enroll in Medicare Parts A, B, and D during the Medicare initial Enrollment Period, as specified above, he or she the retiree must cover all penalties, financial and otherwise, for this delay.

c. Spousal Enrollment in Medicare

Upon reaching age sixty-five (65), the spouse or approved domestic partner of a retiree must also enroll in Medicare Parts A, B, and D during his or her their initial enrollment period, as specified by the Social Security Administration, if the spouse or approved domestic partner wishes to continue group coverage under a District sponsored group plan.

d. Penalties for Non-Compliance of Spouse in Medicare Enrollment

If the spouse or approved domestic partner of a retiree fails to enroll in Medicare Parts A, B, and D during his/her their Medicare initial Enrollment Period, as specified above, he or she they must cover all penalties, financial and otherwise, for this delay.

e. Exception to Requirement for Medicare Enrollment

If the retiree or spouse or approved domestic partner enrolls in Medicare and

the other is not yet eligible for Medicare, then the one who is not eligible can continue group coverage at the rates charged the retiree under [Article 20C.3b](#) until the spouse or approved domestic partner reaches age sixty-five (65) or otherwise becomes eligible for Medicare coverage.

20C.5 Length of Benefit

Continuation of Coverage

An eligible retired unit member under [Article 20C](#) has a vested right to deferred compensation in the form of retirement medical benefits that are premium-free up to the level of the most expensive Medicare Risk Health Maintenance Organization (HMO), that will continue during the life of the retiree. Upon the death of the retiree, the retiree's spouse or approved domestic partner may continue group coverage at his/her their own expense and with advance payments as determined by the District, subject to the following:

a. Medicare Enrollment

Upon reaching age sixty-five (65), the spouse or approved domestic partner of a deceased retiree must also enroll in Medicare Parts A, B, and D during his or her their initial enrollment period as specified by the Social Security Administration, if the spouse or approved domestic partner wishes to continue group coverage under a District-sponsored group plan at his/her their own expense.

b. Penalty for Non-Compliance in Medicare Enrollment

If the spouse or approved domestic partner of a deceased retiree fails to enroll in Medicare Parts A, B, and D during his/her their Medicare Initial Enrollment Period, as specified above, he or she they must cover all penalties, financial and otherwise, for this delay.

20C.6 Out of State/Local Area Alternative Health Maintenance Organization (HMO) Coverage for Eligible Retirees

~~Effective July 1, 2012, the District will offer additional options under [Article 20C](#) for eligible retirees who are living out of the State of California or out of the local benefits coverage area. These options will include Kaiser coverage (subject to availability in the retiree's local area) and possibly a "Limited Preferred Provider Organization (LPPO)" style plan. If the retiree opts to enroll in such a an alternative plan, the District's contribution to the premium shall be limited to the cost of the most expensive Medicare risk Health Maintenance Organization (HMO) plan the District provides to retirees within the Chabot-Las Positas Community College District Service Area.~~

~~Effective January 2023, if the a retired employee may elect either (1) to enroll in one of the District's retiree medical plans, or (2) to obtain their own individual medical coverage available within their geographic region, including the local benefits coverage area. If a retiree elects to obtain personal coverage under option (2), the District will reimburse the retiree for the cost of the policy, subject to the following conditions: is unable to enroll in the District's Kaiser coverage or LPPO style plan, they may alternatively contract for medical~~

~~insurance available in the geographic area, and shall make arrangements for the District to pay the carrier directly via check, credit or debit card, or Electronic Funds Transfer (EFT). The following conditions shall apply:~~

- a. It is the retiree's sole responsibility to arrange for a personal (plus spouse or approved domestic partner) medical coverage policy with a local carrier. The District is not required to help in this search and is not responsible for the performance of the policy selected by the retiree;
- b. A contract for the medical coverage and a W9 form must be sent to the District before any payments reimbursements for the coverage are made. The contract must state the monthly premium rate for a period of one (1) Fiscal Year and appropriate documentation, including proof of payment, must be provided. The District will process reimbursements as they are received but in no case will reimbursements be processed more frequently than monthly;
- c. The policy and payment method must be constructed in a way that prevents the District from incurring any tax liability [Internal Revenue Service (IRS) or otherwise];
- d. If the retiree becomes eligible for the District's Kaiser coverage or LPPO style plan at a later date (e.g., if the retiree reaches the age of 65 and becomes Medicare eligible), they will may transfer their coverage to a such plan as soon as practical to do so, if allowed by the carrier;
- e. In all cases, the District's contribution to the premium shall be limited to the cost of the most expensive Medicare Risk Health Maintenance Organization (HMO) plan the District provides to retirees within the Chabot-Las Positas Community College District Service Area. In addition, the retiree shall also cover their share of the premium per [20C.3](#) above.
- f. A unit member who is Medicare eligible may opt to enroll in a traditional Medicare plan with a supplement (as opposed to a Medicare Advantage Plan) and the District will reimburse the cost of the supplemental plan(s) up to the limits defined in paragraph (e) above. It is understood that the retiree shall bear full responsibility for any penalties assessed by the Social Security Administration, for any reason associated with enrolling in, or shifting to, traditional Medicare coverage.

20C.7 Coverage Limits if Both Spouses Are Eligible

When two (2) District employees retire who are married to each other or domestic partners of each other, the District will pay the cost of only one (1) medical insurance plan, to continue during their lifetimes. Should one (1) or both employees be required to contribute a share of premiums, this shall be the lesser of the two (2). If one (1) is deceased, then the spouse or approved domestic partner can continue the District insurance plan based on his/her their own earned rights for insurance, or those earned rights of the deceased spouse or approved domestic partner, whichever are greater.

20C.8 Payment of Premiums for Eligible Dependents

The retired unit member may pay the additional premium(s) necessary to provide coverage for eligible dependents other than the spouse or approved domestic partner.

20C.9 Change in Plans and/or Carriers

Medical insurance plans can be changed from one company to another by the retiree once each Fiscal Year during the annual open enrollment period established by the District. Changes between health carriers for retirees will be subject to the policies in effect at that time by the carriers providing medical coverage, see [Article 20C.2b](#). The parties agree to include selected out of District options.

If a retiree chooses an Alternative Plan as described in 20C.6 above, 20C.9 does not apply to them.

The District shall notify all retirees by U.S. Mail of the annual open enrollment period at least thirty (30) days before the commencement of said period.

20C.10 Dental and Vision Coverage

The District shall offer retired Regular unit members the opportunity to participate in the District's group dental and vision plans. The retiree shall be responsible for the full cost of the premium.

20C.11 Unit Members on Pre-Retirement Reduction of Annual Workload

See [Articles 20B.9](#) and [20C.2f](#).

20D. Retiree Benefits for Unit Members Hired on or After January 1, 2013

The District and Faculty Association agree to the provisions below. These provisions only apply to unit members hired on or after January 1, 2013.

20D.1 Coverage Option for Retirees Under the Age of Sixty-Five (65)

A unit member hired on or after January 1, 2013, who retires before reaching Medicare eligibility may, at his/her their option, participate in the District's group medical retirement benefits by paying the full cost of premiums. It is understood that said premiums may be specially priced to the retiree's age class and may be considerably more expensive than those paid for active employees.

20D.2 Coverage Option After Enrolling in Medicare

After enrolling in Medicare, the retiree may, at his/her their option, participate in the District's group medical retirement benefits by paying the full cost of premiums.

20D.3 Health Retirement Savings Plan/Health Reimbursement Account (HRA)

See Appendix: Board of Trustees' Resolution No. 08-1213, Authorization to Establish and Implement A Health Reimbursement Account, Effective

January 1, 2013.

Effective January 1, 2013, the District shall establish a Health Retirement Savings Plan, or Health Reimbursement Account, or similar savings vehicle (here referred to as HRA) for each Contract and Regular unit member hired under this Section, for the purpose of funding the unit member's post-retirement health benefits. It is understood that the future interest for this class of unit members shall be January 1, 2013. All Contract and Regular unit members who are hired on or after January 1, 2013 shall be subject to the following HRA provisions:

- a. The District shall contribute \$200 monthly to the HRA of each Contract or Regular unit member covered under this Section. The monies placed in each unit member's account will earn interest which will be credited to his/her their account;
- b. In future years, the District and Faculty Association may agree to adjust the contribution amounts described in (a) above;
- c. The Contract or Regular unit member's rights to the money the District deposited in the HRA shall vest in five (5) years from the date of hire of the unit member;
- d. If a Contract or Regular unit member has a partial contract of less than one hundred percent (100%) (0.5 FTE or more), then the District contribution shall be proportional to his/her their FTE in the District;
- e. The District shall bear the full cost of administering the HRA, and the separated employee shall bear the full cost of the distribution fee to access his/her their share of the funds;
- f. If there is a forfeiture of the HRA, based on the unit member leaving District service before vesting, the monies which the District deposited on behalf of the unit member shall revert to the District for use in paying future contributions to eligible HRA members; and
- g. The Faculty Association and the District shall meet and negotiate over future changes in the Internal Revenue Service (IRS) regulations that may impact HRAs.

20D.4 Dental and Vision Coverage

The District shall offer retired Regular employees the opportunity to participate in the District's group dental and vision plans, subject to plan provisions. The retiree shall be responsible for the full cost of the premiums.

20D.5 Definition of Retired Employee

A “retired” employee shall be defined as one who has retired from District service and who is eligible for, or is receiving a retirement allowance from the California State Teachers’ Retirement System (CalSTRS) or the California Public Employees’ Retirement System (CalPERS). This means that to be a “retired” employee from the District, and eligible for District retiree benefits as set forth in this Agreement, a unit member does not have to be retired from either the California State Teachers’ Retirement System (CalSTRS) or the California Public Employees’ Retirement System (CalPERS).

20E. Group Medical Insurance for Retirees Due to Disability

20E.1 Coverage

The District will continue to pay the cost of a District group medical insurance plan for each unit member and spouse or approved domestic partner following retirement of the unit member from District service due to disability, provided that the employee has attained the age of fifty (50) years and has rendered ten (10) years’ Full-time Service to the District at the age of retirement, including the five (5) years immediately preceding retirement. A District approved Leave of Absence granted in a single Board of Trustees action to a maximum of two (2) Academic Semesters within the past five (5) years shall be computed as fulfilling one (1) year of Full-time required service.

20E.2 Definition

A “disability retired” unit member shall be defined as one (1) who has involuntarily retired from service and from the District due to disability and who is receiving a disability retirement allowance from the California State Teachers’ Retirement System (CalSTRS) or the California Public Employees’ Retirement System (CalPERS).

20E.3 Term

A disability retiree who meets the minimum service requirements of ten (10) years’ Full-time Service, including the five (5) years immediately preceding retirement, but who has not attained the age of fifty (50) years at the time of retirement, may continue to receive medical insurance coverage from the District if the unit member chooses to continue coverage and agrees to pay quarterly the full premium due to the District in one (1) advance quarterly payment.

If said payments are continued without a break by the unit member until attainment of age fifty (50), the District shall contribute towards the payment of health benefits premiums in accordance with [Articles 20B](#) and [20C](#). See [Article 20E.6](#) below.

20E.4 Length of Coverage and Impact on Surviving Spouse

Benefits will continue during the life of the disability retiree. Upon the death of the retiree, the surviving spouse or approved domestic partner may continue Group coverage at his/her their own expense and with advanced payments as determined by the District. If said retiree's spouse or approved domestic partner is employed by the District, in no instance will the District contribute more than the specified District contribution for one (1) medical plan covering unit member and spouse or approved domestic partner.

20E.5 Coverage for Non-Spousal Eligible Dependents

The disability-retired unit member may pay the additional premium(s) necessary to provide coverage for eligible dependents other than spouse or approved domestic partner, to be made by quarterly advance payments to the District.

20E.6 Medicare Eligibility for Disabled Retirees

The District medical plans will be limited to the coverage provided for active staff or to the premiums which will replace or supplement Medicare, for disability retirees at the time the disability retiree becomes Medicare-eligible. Disability retirees eligible for Medicare must enroll in all parts for which they are eligible.

The requirements cited in [Article 20B.5](#) apply to unit members who were employed on or before April 1, 1986 who are planning to take disability retirement. The requirements cited in [Article 20C.4](#) apply to unit members who were employed on or after April 1, 1986 who are planning to take disability retirement.

Specific Medicare Regulations and protections apply to disability retirements, and a unit member who is retiring under the California State Teachers' Retirement System (CalSTRS) or the California Public Employees' Retirement System (CalPERS) disability provisions must consult the Social Security Administration for details.

Changes between companies for disability retirees will be subject to the policies in effect at that time by the insurance companies providing medical coverage. Also see [Article 20C.2b.](#)

20F. Continuation of Benefits Upon Death of Unit Member

Upon the death of a unit member, the District will provide continuation of the benefits as specified in [Article 20A.1](#) of this Article for eligible dependents through the end of the month following one hundred and twenty (120) calendar days from the date of death of the unit member. Upon the death of a unit member, the surviving spouse or approved domestic partner may continue, at his/her their own expense, the District's benefit programs with advance payments as determined by the District, and accepted by the insurance carrier.

20G. Medical Coverage for Active Employees Who Are Age Sixty-Five (65) or Older

Medical coverage for active employees who are age sixty-five (65) or older is subject to Federal Medicare Regulations, and these unit members are advised to inform themselves about these regulations.

20H. Effect of Leaves of Absence on Coverage

Regular unit members who are absent because of injury or illness, and who have (1) exhausted all paid Leaves of Absence, (2) are on a Leave of Absence without Pay, and who are eligible for Group Medical Insurance for Retirees, shall continue to receive medical benefits without a break in coverage, so long as all of the aforesaid conditions still apply.

20I. Effect of Pre-Retirement Reduction of Annual Workload on Coverage

Unit members on Pre-retirement Reduction of Annual Workload shall receive Full-time Service Credit as if they were working Full-time.

20J. Waiver of Rights by Retirees

Retirees who waive their rights to insurance benefits are ineligible for future re-enrollment for benefits.

20K. Change in Family Status Notification

It is the unit member's and retiree's responsibility to notify the District, via U.S. Certified Mail, of family status changes which may affect insurance coverage. Failure to notify the District of these changes shall cause the unit member or retiree to be responsible for the cost of the insurance coverage for any period of time from the change thereafter.

20L. 403b and 457 Pre-Tax Account Benefits

(See [Article 21M.](#))

20M. Childcare

~~The District and Faculty Association agree to meet by December 15, 2023 on a potential MOU defining the terms of a childcare benefit to be made available to Full-time unit members in the 2023-2024 academic year or as practical in working with the third party administrator.~~

ARTICLE 21

SALARIES

TENTATIVE AGREEMENT

(See [Appendix](#): Faculty Salary Schedule.)

21A. Salary Adjustment for Academic Years 2022-23, 2023-24 2025-2026, 2026-2027, and 2024-25 2027-2028

21A.1 Academic Year 2022-23-2025-2026

For Academic Year 2022-23-2025-2026, the Salary Schedule for Contract, Regular, and Temporary Leave Replacement (TLR) unit members shall be adjusted as follows after a review of the District's submission of the annual CCFS-320 P3 report to the Chancellor's Office, which occurs on or before July 15, 2026. After submission, the salary schedule increase will be contingent upon an analysis to determine if the FTES reported will generate sufficient ongoing apportionment revenue to support the salary increase:

- a. The Salary in each cell shall reflect an increase of \$10,502 seven and one-half percent (7.5%) over the salary in effect for 2021-22 2024-2025;
- b. In lieu of the steps shown beyond Step 15 in effect in 2021-22, the Salary Schedule shall reflect increments at Steps 18, 21, 24, 26, 28, and 30. The increment for each of these steps shall be \$3,236.

The effect of (a) and (b) above along with Articles 21G.1, 21.G2, 21.H1, and 21.J1 is recognized as the equivalent of a 11.00% seven and one-half percent (7.5%)COLA.

The adjustment shall be effective Fall Semester, 2022-2025, and applied no later than December 31, 2022 will be paid a cumulative amount equaling seven and one-half percent (7.5%)for all compensated work in AY 2025-2026, retroactive to July 1, 2022-2025 for Fall Semester compensation no later than September 30, 2026. Retro payments for Full time and Part time Salary Schedule will be processed no later than February 2023.

Part-time and Overload Rates shall be as stipulated in [Article 21G](#).

For faculty on eleven (11) month contracts, the annual salary shall be computed as one hundred ten percent (110%) of the salary for ten (10) month faculty at the same column and step (Reference: [Article 10C.4a](#)).

Bargaining unit employees must be employed by the District at the time pay increases are actually paid in order to be eligible for the increase.

To be eligible for the seven and one-half percent (7.5%)increase on fiscal year 2025-2026 wages, bargaining unit members must be employed by the District

as of May 29, 2026, or thereafter.

21A.2 Academic Year 2023-24 2026-2027

For Academic Year 2023-24 2026-2027, the Salary Schedule for Contract, Regular, and Temporary Leave Replacement (TLR) unit members shall reflect a ~~four~~ one percent (4% 1%) increase over the salaries in 2022-23 2025-2026. The adjustment shall be effective July 1, 2023 2026, ~~and applied no later than December 31, 2023, retroactive to July 1, 2023~~. Part-time and Overload Rates shall be as stipulated in [Article 21G](#).

~~Bargaining unit employees must be employed by the District at the time pay increases are actually paid in order to be eligible for the increase.~~

21A.3 Academic Year 2024-25 2027-2028

For Academic Year 2024-25 2027-2028, the Salary Schedule for Contract, Regular, and Temporary Leave Replacement (TLR) unit members shall reflect a ~~two~~ four and one-half percent (2% 4.5%) increase over the salaries in 2023-24 2026-2027. The adjustment shall be effective July 1, 2024 2027, ~~and applied no later than December 31, 2024, retroactive to July 1, 2024~~. Part-time and Overload Rates shall be as stipulated in [Article 21G](#). ~~If the statutory COLA is 2.5% or greater in fiscal year 2024-25, the parties agree to meet to discuss potential enhancements to the 2% increase.~~

The District and FA agree to meet and review the District's Total Computational Revenue (TCR) and Unrestricted General Fund reserves attributable to fiscal year 2027-2028. This review will occur in conjunction with fiscal year 2026-2027 apportionment recalculation and the Governor's January budget proposal for fiscal year 2027-2028. If it is determined that TCR will exceed \$162 million in FY 2027-2028 and/or the estimated Unrestricted General Fund Reserve's ending balance in FY 2027-2028 is at twelve percent (12%) or higher, the parties agree to review overall fiscal conditions and collaboratively determine if adjustments above the four and one-half percent (4.5%) are feasible and appropriate.

~~Bargaining unit employees must be employed by the District at the time pay increases are actually paid in order to be eligible for the increase.~~

21B. Salary Adjustment for Academic Years 2025-26 2027-2028 and Beyond

The District and Faculty Association shall meet and agree to improvements and wages for 2025-26 2027-2028 and any subsequent Academic Years within forty-five (45) days from when the Governor of the State of California signs the State Budget for the year in question. The District and Faculty Association acknowledge the need to make improvements that impact both Full-time and Part-time unit members.

21C. General Provisions of The Faculty Salary Schedule

21C.1 Procedures

- a. **Full-time Unit Members.** Unit members with Contract, Regular or Temporary Leave Replacement (TLR) status employed with a one

hundred percent (100%) contract shall be paid an annual salary based on education and experience as further defined below. Unit members with Contract, Regular or Temporary Leave Replacement (TLR) status employed for less than a one hundred percent (100%) contract shall be paid a proportionate annual salary.

- b. **Part-Time Unit Members.** Part-time unit members shall be paid according to the Schedule of Part-time Service Rates (Part B of the Faculty Salary Schedule) established in [Article 21G](#).
- c. **Substitute Rates Instructional Assignments.** Substitute service shall be paid at the instructor's prevailing instructional rate in accordance with [Article 21F](#).
- d. **Substitute Rate Non-Instructional Assignments.** Substitute service for non- instructional hours shall be paid at the unit member's prevailing non-instructional rate.
- e. **Coordinator, Alternate Duty and Special Assignment.** Coordinator, Alternate Duty, and Special Assignment work on a Part-time/Overload basis shall be paid by the hour or by Calculated A Hour (CAH) where applicable, as described in [Article 21F.5d](#). In accordance with the rates defined in [Article 21G.2](#).
- f. **Payment to Evaluate Part-Time Faculty.** Full-time unit members may elect to evaluate Part-time unit members for pay. So long as such work is not performed in lieu of serving on a standing committee for the Semester, in accordance with [Article 10D.3d](#). Such evaluation, consisting of observation of instruction (or Counseling Faculty or Library Faculty, or Special Assignment Faculty duties), plus the completion of the observation and student response forms as required, and conference with the Part-time unit member, shall be compensated at:
 - Effective Spring Semester, 2023, all evaluations of Part-time Faculty teaching Asynchronous online classes will be compensated at a rate of four (4) "F" Hours.
 - All other evaluations of Part-time Faculty will be compensated at a rate of three (3) "F" Hours.

21C.2 Column Definition for Placement on The Full-Time Faculty Salary Schedule

Note: All degrees to be counted toward salary placement must have been earned at an institution that is regionally accredited.

General Provisions of the Faculty Salary Schedule

1. Full-time unit members with Contract, Regular or Temporary Leave Replacement (TLR) status shall be paid an annual salary based on education and experience as further defined below.
2. Column Definition
 - II. A) Bachelor's Degree, or

** B) Bachelor's Degree plus two (2) years' experience in occupation***
or

** C) Associate's Degree [or sixty (60) Semester Units] plus six (6) years' experience in occupation***

III. A) Master's Degree, or

** B) Bachelor's Degree plus four (4) years' experience in occupation***
or

** C) Associate's Degree plus eight (8) years' experience in occupation***

IV. A1) Master's Degree with sixty (60) Upper Division or Graduate Semester Units beyond those normally required for the Bachelor's Degree, or

A2) Master's Degree plus thirty (30) additional Graduate Semester Units subsequent to the date of the Master's Degree, or

** B) Bachelor's Degree plus six (6) years' experience in occupation***

or

** C) Master's Degree plus two (2) years' experience in occupation***

V. A) Doctorate (The term "Doctorate" refers to a degree earned in an accredited university in the United States. Examples of such degrees are: Ph.D., Ed.D., M.D., D.D.S., J.D. Degrees earned in universities outside the United States may be considered for this classification if such degrees are found by a competent authority recognized by the University of California (or the State Department of Education) to be equivalent to the Doctorate earned in the United States),

** Categories "B" and "C" apply to Faculty in technical-vocational subjects. Experience in the occupation substitutes for education.

***Not counted as experience in Step placement on Salary Schedule.

Note: All degrees to be counted toward salary placement must have been earned at an institution regionally accredited.

Reference: Column Definition: [Article 21C](#).

21D. Placement on The Full-Time Faculty Salary Schedule for New Contract or Temporary Leave Replacement (TLR) Faculty

Newly hired Contract or Temporary Leave Replacement (TLR) unit members shall receive the information below in Article 21D.1 with their offer of employment. Credit for previous experience shall, for placement purposes, be granted within one hundred and twenty (120) calendar days from the date of hire, as determined by the Chancellor or Vice Chancellor of Human Resources as follows:

21D.1 Initial Placement

([See Appendix](#): Verification of Work Experience for Full-time and Part-time Faculty; and [Article 21H.3.](#))

Effective Academic Year 2022-2023, Step 1 is eliminated, and entering faculty shall be granted one (1) increment of basic step credit. Additional step credit shall be applied on the following basis:

- a. Entering unit members shall be placed minimally at Step Two (2), and may be placed as high as Step Eight (8) on the Full-time Faculty Salary Schedule;
- b. Full-time Instructional, Counseling, Library or Special Assignments Faculty experience in an accredited school (K-12) or college, including Temporary Leave Replacement (TLR) employment, shall be credited at the rate of one (1) Step for each full year of experience;
- c. Part-time Instructional, Counseling, Library or Special Assignments Faculty experience in an accredited school (K-12) or college, including summer work, and verified long-term substitute service [defined as over fifty percent (50%) of a course], shall be aggregated into Full-time equivalent years up to a limit of four (4) years;
- d. Credit for Full-time work experience, in an occupation directly related to the assignment, shall be allowed at the rate of one (1) Step for each twelve (12) month period of experience. The applicant bears the burden of proving a nexus between his/her their work experience and the proposed assignment;
- e. Fractional years shall be carried through as the results from Parts (b) through (d) above are added. The resulting sum will be truncated to the highest whole number, in order to determine the Step Credit for the entering unit member;
- f. Experience as a teaching or laboratory assistant shall not be considered;
- g. For unit members teaching technical-vocational subjects, only occupational experience beyond that which is used to qualify for Column Placement may be applied towards Step Placement.
- h. Faculty who are hired into the discipline of Nursing to commence full-time work in the district starting in the Fall semester of 2024 will be automatically placed at Step 13 on the salary schedule. Any Nursing faculty member who receives this automatic Step 13 placement on the salary schedule, will be subject to a revision, including a potential reduction in their step placement, if they move to performing more than fifty-one (51%) of their load in another discipline outside of Nursing before completing five (5) years of full-time service to the district; if a revision and reduction of step placement results during this time period, this faculty member will not be placed lower than Step 8 plus the number of years they have served in the district.

21D.2 Verification of Experience for New Full-Time Faculty

In order to verify Step placement, it is the responsibility of the unit member to request submission of verification letters to the Office of Human Resources.

- a. Within forty-five (45) days of Board approval of hire, the Office of Human Resources shall send the negotiated form to new Faculty member ([See Appendix](#): Verification of Work Experience). The form shall include Articles 21D.1-1, 21D.1-2, and 21D.2, and stipulate the timeline for verification documents to be submitted in order for the initial placement to be effective.
- b. Letters for this purpose must be on official letterhead or other documents signed by the appropriate authority of the verifying institution. Copies of employment contracts issued from the Office of Human Resources of local educational institutions may serve in lieu of narrative letters, as long as such documents contain detailed enough information from which service credit can be calculated. Additional requirements may apply, as agreed by the District and Faculty Association.
- c. Each letter must clearly state the Term of the teaching employment or work experience. In addition, if this prior teaching experience was not Full-time, the verification letters must evidence details as to the equivalent units taught for each semester or quarter.

21D.3 Placement Challenge Deadline

- a. The Office of Human Resources will notify the Faculty Association of all new Faculty hires. A unit member who believes ~~he or she has~~ they have been improperly placed shall appeal that placement with or without the assistance of the Faculty Association, prior to the completion of the unit member's first twelve (12) months of Full-time Faculty Service in the District.
- b. A new Full-time unit member may file a challenge to ~~his/her~~ their placement for the purposes of receiving retroactive pay to the date of hire. This challenge is subject to statutory guidelines and applicable timelines.

Prospective pay: If documentation submitted after this time results in a change of initial placement, the resulting change in the unit member's current placement shall be effective beginning with the unit member's next pay warrant.

Retroactive pay: A unit member shall receive retroactive pay to the date of hire if the error(s) in placement were due to factors other than the unit member's failure to provide necessary documentation of ~~his/her~~ their correct placement on the Faculty Salary Schedule, provided that the unit member appeals ~~his or her~~ their initial placement prior to the completion of ~~his/her~~ their first twelve (12) months of Full-time Faculty Service in the District.

c. **District Response Deadline for Placement Challenge**

The District shall respond to a placement challenge within thirty (30) days of the challenge and shall have a definitive answer for the unit member within thirty (30) days of receipt of verifying documents.

21D.4 Placement of Management Transfers

a. **Faculty Who Became Managers and Transferred Back To Faculty**

These individuals, who were hired initially by the District to perform faculty tasks, shall retain their number of original placement years and number of accumulated years as a Faculty member. The number of years of working as a manager within the District shall be added to the number of years as a Faculty member for re-placement on the Faculty Salary Schedule for Contract, Regular and Temporary Leave Replacement (TLR) Faculty. These individuals also shall re-earn their prior highest placement Step earned on the Schedule of Part-time Service Rates.

b. **Managers Who Transfer into the Faculty**

These individuals, who were hired initially by the District to perform administrative tasks as managers, shall be placed on the Faculty Salary Schedule for Contract, Regular and Temporary Leave Replacement (TLR) Faculty according to the following factors:

- (1) Placement Factors allowable to new Contract unit members including the number of Placement Steps; and
- (2) Number of years working Full-time as a manager in the District.

21D.5 Part-Time (Overload) Service Placement

Any Full-time unit member who also performs Part-time (overload) service during the regular Academic Year and/or Summer Session or Inter-session Intersessions, shall be paid on the [Schedule of Part-Time Service Rates](#) (Part B of the Faculty Salary Schedule). This provision shall be limited to the maximum number of steps on the Schedule of Part-time Service Rates, as determined by [Article 21G.1](#) of this Agreement.

For hourly and overload service:

- a. Placement of Contract unit members currently in their second (2nd) year of Full-time Service shall be no lower than Step 3 on the Schedule of Part-time Service Rates;
- b. Placement of Contract unit members currently in their third (3rd) year of Full-time Service shall be no lower than Step 4;
- c. Placement of Contract unit members currently in their fourth (4th) year of Full-time Service shall be no lower than Step 5;
- d. Placement of Regular and Emeritus Faculty members shall be no lower than Step 6.

21E. Step and Column Advancement on The Faculty Salary Schedule for Contract and Regular Faculty

21E.1 Normal Step Advancement

Continuing unit members with Contract or Regular status who complete an average of fifty-six percent (56%) or more service assignment for a full Academic Year will advance one (1) Step for each such completed year of service in the District.

a. Normal Advancement of Mid-Year Hires

Continuing Contract or Regular status unit members whose service began in the Spring Semester of an Academic Year shall henceforth advance one (1) Step at the middle of each year, as opposed to the beginning of each Academic Year. Completion of at least fifty-six percent (56%) or more of a full year's service assignment over the previous two (2) regular semesters is required for Step Advancement.

21E.2 Step Advancement Provision for Unpaid Leaves of Absence for Educational Benefit

Unpaid Leaves of Absence (other than Sabbatical) granted to unit members for experiences which may be presumed to be of educational benefit to the students and the District, as determined by the Sabbatical Leave Committee, shall result in service credit on the Faculty Salary Schedule up to one (1) Academic Year. Application for this Leave of Absence must be made in advance to the Sabbatical Leave Committee. At the end of the Unpaid Leave of Absence, the unit member must submit a report to the Sabbatical Leave Committee verifying that the objectives of the Unpaid Leave of Absence were accomplished. The Sabbatical Leave Committee has the authority to determine if the Unpaid Leave of Absence objectives were accomplished before a Step Advancement shall occur. The Sabbatical Leave Report documents shall be forwarded by the Sabbatical Committee to the Office of Human Resources prior to Step Advancement.

21E.3 Column Advancement

Column changes following initial placement of a unit member will be determined by the Chancellor or designee according to the unit member's qualifications as determined by documentation received from the unit member. Column changes are to be made and effective within sixty (60) days of receipt of official documentation.

21F. Payment of Salaries

Pursuant to Education Code Section 87821, salary payments made on the last working day of the month shall be paid no later than the fifth (5th) day of the next month.

21F.1 Faculty Hired Prior To 1991-1992

Returning Faculty hired prior to 1991-1992 receives their salary in twelve

(12) equal payments; the first on or about July 31, the last on or about June 30.

21F.2 Faculty Hired Beginning 1991-1992 or Returning from An Unpaid Leave of Absence

Beginning in 1991-1992, new Faculty and Faculty returning from an Unpaid Leave of Absence receive their salary no earlier than when it has been earned in ten (10) or twelve (12) equal payments; the first on August 31, the last on July 31.

21F.3 Insufficient Payment of Salary

Any payroll error resulting in insufficient payment for an employee in the bargaining unit shall be corrected, and a special payroll check issued no later than ten (10) working days after the District has received both a written request from the employee and verification of the error. Otherwise, the supplemental amount will be included in the next regular pay warrant following verification of the error.

21F.4 Repayment of Unearned Salary

Any unit member who terminates his/her their employment before the end of the school year will be paid as stated herein. In some instances, due to early termination/separation from employment, a unit member may be required to repay his/her their unearned salary to the District. Unit members (hired prior to 1991-1992) are paid one-twelfth (1/12) of their annual salary on July 31 before they have rendered any service to the District. Unit members (hired beginning 1991-1992) are paid one-tenth (1/10) of their annual salary on August 31 before they have rendered a full month service to the District. Unit members are required to sign an agreement authorizing the District to deduct money owed from their paychecks.

- a. **Termination by Death of the Unit Member.** In the event of a unit member's death, the salary warrant for the month in which the unit member dies will be issued to the survivor entitled to it. Repayment of the unearned salary by the survivor will be deferred until the receipt of the District-paid life insurance proceeds and then shall be promptly paid to the District. In any event, repayment shall be made within six (6) months of the date of the unit member's death. If a unit member, who is otherwise eligible for medical benefits upon retirement (as per [Articles 20B.1-20B.7](#)) dies before retirement, his/her their spouse may purchase medical benefits from the District at the prevailing group rate.
- b. **Other Employment Termination.** If employment is terminated by causes other than death, the unit member shall promptly repay the unearned portion of his/her their salary to the District. The Payroll Office may withhold the unearned portion of such unit member's salary from any money which would otherwise be paid by the District to the unit member.

c. **Repayment in Case of Overpayment.** If an overpayment of salary has occurred, the unit member shall be notified in writing before any attempt is made by the District to retrieve the overpayment via Payroll deductions. If the overpayment is \$100 or less, the employee shall have the overpayment deducted in the next paycheck. For overpayments exceeding \$100, the repayment schedule shall be spread over the remaining months of the semester, with equal amounts deducted each month. Alternatively, the unit member may request that the repayment period be set equal to the number of months they were overpaid (For example, a unit member who was overpaid a total of \$300 over a period of three months would have \$100 deducted in each of the subsequent three months).

The following additional conditions shall apply:

- (1) Monthly payroll deductions shall not exceed ten percent (10%) of the unit member's regular salary, minus mandatory withholdings (Federal and state taxes, Medicare, union dues, etc.) unless the unit member authorizes a higher monthly amount.
- (2) If the unit member separates from the District, or goes on unpaid leave prior to complete repayment, the remainder of the overpayment shall be deducted from their final check. If the final check is insufficient to cover the amount owed, the employee will submit the necessary funds to the District within 30 calendar days.

d. **Load Residuals on Termination of Employment** (see [Article 10D.9.](#))

If there is a positive Load residual upon termination of employment, it will be compensated to the unit member. If there is a negative Load residual upon termination of employment, the unit member will reimburse the District. In each instance, the remuneration will be computed according to the prevailing Schedule of Part-time Faculty Service Rates, at the Calculated A Hour (CAH) rate indicated for instructional assignments, at the highest step shown that is not greater than the unit member's final step on the Full-time Faculty Salary Schedule. Unit members are required to sign an agreement authorizing the District to deduct money owed from their paychecks.

21F.5 Pay Method for Part-Time Faculty and Overload Assignments

a. **Part-Time and Overload Assignments Faculty.**

Part-time and Contract, Regular and Temporary Leave Replacement (TLR) unit members teaching overload instructional assignments shall be paid by the course, except in accordance with paragraph (c) below. Assignments as a Counseling Faculty or Library Faculty, or for short-term or incidental Alternative Duty ("F" Hour) work, shall be paid by the hour.

b. **Pay-by-Course for Full-Term Assignments.**

Pay for Full-term instructional assignments are computed in terms of the Load value of the assignment. for this provision,

Pay = (Assignment Load Value in CAH) \times (Instructional CAH Rate)

The Instructional Calculated A Hours (CAH) Rate is defined in [Article 21G.1](#).

c. Pay for Partial Term Assignments.

This provision applies to unit members credited with performing less than one hundred percent (100%) of the duties associated with teaching a course on a Part-time or Overload basis, including but not limited to substitute service, or course sections to be shared between two (2) or more Faculty members (*i.e.*, team-taught courses), or courses in which a portion of the Calculated A Hour (CAH) value is applied to fulfill a Full-time unit member's annual Load obligation.

Whenever possible, the unit member will be paid a pro-rated share of the pay for the course defined in Section (b) above, commensurate to the proportion of the course taught by the unit member on a Part-time or Overload basis.

For substitute assignments of two (2) weeks duration or less, the unit member will be paid according to the actual contact hours served. Instructional Hourly Rates are defined in [Article 21G.1](#). It is understood that when a unit member is paid on this basis, he/she the unit member will not be compensated for classes which do not meet due to a Holiday or Flex Day.

After two (2) weeks of substitute service paid on an hourly basis, the unit member will be paid a pro-rated share of the pay for the course defined in Section (b) above, commensurate to the proportion of the course taught by the unit member. Such proportion will normally be calculated on a weekly or monthly basis.

d. Coordinator or Alternate Duty Assignments.

Unit members performing coordinator or alternate duty assignments on a Part-time or Overload basis may be paid by the assignment in a manner similar to pay by the course as described above, if the assignment is for a Full Semester and/or can be expressed in terms of Calculated A Hour (CAH) value. In such case,

Pay = (CAH value) \times (“F” Hour CAH pay rate)

“F” Hour pay rates are defined in [Article 21G.2](#).

e. Number of Payments.

Service paid by the course for courses of semester length duration shall be made in five (5) equal installments each semester, with payments starting at the end of the first month of service. For service paid for courses of shorter duration than a semester the amount of payments and the number of payments will depend upon the length of the course and the start and end date. If services terminate for any reason, the amount to be paid will be based upon the proportion of the assignment served.

f. **Reporting of Other Services.**

Any service that is not paid by the course or assignment shall be reported on official service forms that document hours of service. [See Appendix: Service Report: Part-Time Faculty.](#)

21G. Compensation for Eligible Part-Time and Overload Service

21G.1 Schedule of Part-Time Service Rates

Effective Fall Semester 2022, Unit members performing eligible Part-time and Overload service shall be paid on a Schedule consisting of ten (10) steps, and based upon a negotiated percentage of the pro-rata calculation of the appropriate Full-time Faculty Salary in Column III, Steps 2-11. Movement to Step 11 requires CAH to have been earned in Fall 2021 or after; CAH accumulated prior to Fall 2021 will not be counted towards the migration from Step 10 to Step 11.

For Full-term instructional assignments paid in accordance with [Article 21F.5b:](#)

Instructional CAH Rate = $72\% \text{ of Annual Salary} \div 30$

The equivalent hourly rates shall be determined as follows:

- a. Lecture Hour Rate = $72\% \text{ of Annual Salary} \div 525$ This rate applies to Faculty A Hours.
- b. Faculty Hour B.6 = $72\% \text{ of Annual Salary} \div 525$ This Rate applies to Faculty B.6 Hours
- c. b. For Faculty Hour B.1, B.2, B.3 and B.4 (laboratory hours):

Effective Hourly Rate = (Applicable Load Factor) \times (Lecture Hour Rate)

Note: For laboratory hours carrying Load Factor 0.75, it is understood that the above formula is equivalent to $70\% \text{ of Annual Salary} \div 700$.

- d. e. Non-Credit Hourly Rates:

Hourly compensation rates for Noncredit instruction are as follows:

Faculty Hour G.1:	$75\% \text{ of Lecture Hour Rate above}$ (Traditional Non-credit, or CDCP Lab)
Faculty Hour G.2:	Equivalent to the Lecture Hour Rate above (Lecture-equivalent hours in CDCP classes)
Faculty Hour H:	$52\% \text{ of Lecture Hour Rate above}$ (Drop-in Tutorial hour)

- e. d. For Counseling Faculty Hour D:

Effective Hourly Rate = $76.5\% \text{ of Annual Salary} \div 962.50$.

Note: It is understood that the above formula is equivalent to $83.45\% \text{ of Annual Salary} \div 1050$.

- f. e. For Library Faculty Hour E (“E” Hour): the Hourly Rate for “E” Hours

shall be the same as that for “D” Hours (Counseling Faculty).

- g. f. Office Hour Rate = The prevailing “F” Hour (Hourly Rate).
- h. g. It is agreed that if the State of California’s Part-time Faculty allocation is increased such that the District receives annual funding beyond the current level the distribution of such monies shall be negotiated.

21G.2 Pay Rates for Part-Time/Overload Coordinator, Special Assignments or Alternate Duty

- a. Compensation for coordinator or alternate duty or special assignment work (“F” Hour Assignments) on a Part-time/hourly basis shall be as follows:

~~For Summer and Fall, 2022: The prevailing rates from Academic Year 2021-22.~~

Effective Spring Semester 2023 July 1, 2025: \$2,300 \$2,623 per CAH or \$60.53 \$69.03 per hour.

For Academic Years 2023-24 and 2024-25 2026-2027 and 2027-2028, the “F-Hour” CAH and Hourly rates shall reflect the salary adjustments implemented in accordance with [Article 21A.2 and 21A.3](#).

- b. Part-time Faculty performing approved incidental hourly work (e.g., program or professional development, attending meetings, etc.) shall be paid at the hourly rate as defined above. [See Appendix](#): Service Report: Academic Non-Instruction/Special Assignment.

21H. Initial Placement on The Schedule of Part-Time Service Rates for Part-Time Faculty

21H.1 Initial Step Credit

[See Appendix](#): Verification of Work Experience.

Effective Fall Semester 2022, Step 1 on the Schedule of Part-Time Service Rates is eliminated, and entering faculty shall be granted one (1) increment of basic step credit. Additional step credit shall be applied on the following basis:

- a. Entering Part-time Faculty shall be placed minimally at Step 2, and may be placed as high as Step 5 on the Schedule of Part-time Service Rates (Part B of the Faculty Salary Schedule). Initial Step placement shall be effective for their initial Term of Service, whether it be Summer Session an Intersession, Spring Semester or Fall Semester.
- b. Full-time Instructional Faculty, Counseling Faculty, Library Faculty or Special Assignment Faculty experience in an accredited school (K-12) or college including Temporary Leave Replacement (TLR) work, shall be credited at the rate of one (1) Step for each year of experience.
- c. Part-time Instructional Faculty, Counseling Faculty, Library Faculty or Special Assignment Faculty experience in an accredited school (K-12) or college, including Summer Session work, and verified long-term

substitute service (defined as over fifty percent [50%] of a course), shall be aggregated into Full-time Equivalent Years.

- d. Credit for Full-time work experience in an occupation directly related to the assignment shall be allowed at the rate of one (1) Step for every two (2) Calendar Years of experience. The applicant bears the burden of proving a nexus between his/her their work experience and proposed assignment.
- e. Fractional years shall be carried through as the results from Parts (b) through (d) above are added. The resulting sum will be truncated to the highest whole number, which will determine the Step credit for entering Faculty.
- f. Work experience other than that listed above, including experience as a Teaching Assistant, shall not be considered.

21H.2 Recalculation of Initial Step Placement

Any Part-time unit member at Step 2, 3, or 4 on the Schedule of Part-time Service Rates may request a recalculation of initial Step placement, if experience attained subsequent to date of hire (including service both within and outside the District) results in a higher Step placement, as calculated in accordance with Article 21H.1 above, than would be afforded by normal advancement according to [Article 21H.1](#). Within forty-five (45) days of the beginning of the semester in which such a revised placement would take effect, the unit member must submit a request in writing to the Office of Human Resources that details the request. The unit member must also submit verification, consistent with [Article 21H.3b.](#), below, of any relevant experience outside the District that was gained subsequent to his/her their current initial Step placement.

21H.3 Verification of Experience

In order to verify Step placement, it is the responsibility of the unit member to request submission of verification letters to the Office of Human Resources.

- a. Within forty-five (45) days of Board approval of hire, the Office of Human Resources shall send the negotiated form to new Faculty member ([See Appendix](#): Verification of Work Experience). The form shall include [Articles 21H.1, 21H.2](#) above, and [21H.3](#), and stipulate the timeline for verification documents to be submitted in order for the initial placement to be effective. This includes retroactive placement for Fall, Spring, or Summer Term Intersession of initial service.
- b. Letters for this purpose must be on official letterhead or other documents signed by the appropriate authority of the verifying institution. Copies of employment contracts issued from the Office of Human Resources of local educational institutions may serve in lieu of narrative letters, as long as such documents contain detailed enough information from which service credit can be calculated. Additional requirements may apply, as

agreed by the District and Faculty Association.

- c. Each letter must clearly state the Term of the teaching employment or work experience. In addition, if this prior teaching experience was not Full-time, the verification letters must evidence details as to the equivalent units taught for each semester or quarter.
- d. Step placement shall not occur until verifying documentation is received. If documentation received more than ninety (90) days after notification in accordance with Section a-(a), above, results in a change of initial placement, and the unit member is retained to work subsequent semesters, the resulting change shall be effected beginning with the unit member's next Semester and/or ~~Summer or Inter~~ session Intersession assignment. Notwithstanding, errors in placement due to factors other than the unit member's failure to provide necessary documentation shall not be subject to this timeline governing retroactivity.
- e. A newly hired Part-time unit member who believes ~~he or she has~~ they have been improperly placed may appeal that placement via the Faculty Association.

211. Step Advancement on The Schedule of Part-Time Service Rates Schedule

211.1 Normal Step Advancement

After initial placement on the Schedule of Part-time Service Rates is established, the next Step, and all subsequent Steps, shall be earned by aggregating at least eighteen (18) Faculty Calculated A Hours (CAHs) equivalents of Full-time Equivalent Load at the current Step (refer to Part B: Schedule of Part-time Service Rates for maximum step). This Load will carry over from Term-to-Term (Fall Semester, ~~Inter~~ session, Spring Semester, ~~Summer Session and Intersessions~~) until eighteen (18) Equivalent Faculty Calculated A Hours (CAHs) are achieved. Step advancement shall be effective the Academic Term (Fall Semester, ~~Inter~~ session, Spring Semester, ~~Summer Session and Intersessions~~) immediately following the Academic Term in which an aggregated total of eighteen (18) Faculty Calculated A Hours (CAH equivalents) is earned; any residual overage of Load (or hours) above the aggregated eighteen (18) Faculty Calculated A Hours (CAH equivalents) shall ~~not~~ carry over to the next Term and will count towards the accumulation of eighteen (18) Calculated A Hours (CAH) for the next step advancement. A unit member may advance a maximum of one (1) Step per year. For purposes of this Section only, a year is defined as a twelve (12) month period comprised of the four (4) Academic Terms, including ~~Inter~~ session Intersessions. It is understood that the year shall begin at the Term where the individual unit member is advanced a Step and shall continue for the three (3) Terms thereafter. It is understood that a unit member does not have to serve each Term of the year to be advanced, and that the aggregated total of eighteen (18) Faculty Calculated A Hour (CAH equivalents) shall determine eligibility for advancement.

- a. Implementation of Step 11: Step 11 shall be implemented effective Fall

Semester, 2022. Any unit member who was at Step 10 as of Fall Semester, 2021, must accrue an additional eighteen (18) or more Calculated A Hours (CAHs) prior to advancement to Step 11. CAH accrued prior to Fall 2021 will not be eligible to be counted towards the necessary CAH needed to move from Step 10 to Step 11.

- b. For Counseling Faculty, Library Faculty and Special Assignment Faculty, all hours earned up until the last work day immediately prior to a new Academic Term will count for aggregating hours toward achieving Step advancement.

For non-instructional hours, eighteen (18) Faculty Calculated A Hours (CAHs) is equivalent to the following, effective Spring Semester, 2023: 575 (five hundred seventy-five) cumulated Counseling Faculty hours; or 630 (six hundred thirty) cumulated Library Faculty hours; or 682 (six hundred eighty- two) cumulated Special Assignment Faculty hours. If hour types commingle, eligibility for Step advancement shall be computed in terms of Calculated A Hour (CAH), based on the hour definitions specified in [Article 10D.12](#).

- c. For laboratory assignments equivalent to seventy-five (75%) of a Calculated A Hour (CAH), four hundred and twenty (420) hours equals eighteen (18) Calculated A Hours (CAHs).

21I.2 Application of Long-Term Substitute Service for Step Advancement

Substitute service shall be included in the foregoing if the Part-time unit member has taught more than fifty percent (50%) of a course. All such substitute work shall be pro-rated based on the portion of the course taught, to determine the Calculated A Hour (CAH) value. Placement on the higher Steps of the Schedule is understood to provide no expectation of tenure or permanence of employment.

21I.3 Banked Units Not Eligible for Step Advancement

For Full-time unit members, any full or partial assignment credited to the member's Load sheet, including Calculated A Hour (CAH) units designated for Workload Banking, shall not count for Step credit for advancement on the Schedule of Part-time Service Rates. Notwithstanding, any Calculated A Hour (CAH) coverage paid out to a Full-time unit member on the basis of his/her their current Step on the Schedule of Part-time Service Rates shall count for Step credit at the time it is paid.

21J. Extra Hours Compensation—Intercollegiate Athletics, Forensics, Newspaper Production, and Music and Theater Performance

21J.1 Provisions for Coaches in Intercollegiate Athletics

Load Credit for Instructional Assignments: Head Coaches in Intercollegiate Athletics shall receive instructional Load credit of 7.5 (seven and a one-half) Calculated A Hours (CAH) for the assignment, commensurate with service as instructor of Record for an intercollegiate athletics class which

generates apportionment based on ten (10) weekly scheduled contact hours over a 17.5 (seventeen and a one-half) week semester [or otherwise a season lasting 17.5 (seventeen and a one-half) weeks.

Associate Head Coaches in the sports of Football, Baseball and Track shall receive 5.0 Calculated A Hour (CAH) Instructional Load. The exception for this provision is the Head Coach for Diving, which shall be compensated as an assistant coach. It is understood that Part-time unit members who serve as Head Coach or Associate Head Coach shall be compensated for the Instructional Load credit described above, in accordance with Schedule of Part-time Service Rates.

“F” Hour Alternative Duty Compensation: In addition to the Load credit for Head Coaches and Associate Head Coaches shown above, coaches in Intercollegiate athletics, including assistant coaches, shall receive “F” Hour Alternative Duty Load credit, or compensation in accordance with [Article 21G.2](#) above, as follows:

Position	“F” Hour Total CAH Effective Spring 2023
<i>Head Coach: M Baseball, M Football, M/W Track</i>	4.5
<i>Head Coach: M Basketball, W Basketball, M Soccer, W Soccer, M/W Swimming, M/W Tennis, M Wrestling, W Softball, W Volleyball, M/W Cross Country, M Water Polo, W Water Polo</i>	3.5
<i>Head Coach: M/W Diving</i>	3.0
<i>Associate Head Coach: Baseball, Football, Track</i>	3.5
<i>(Football only) Offensive & Defensive Coordinator</i>	3.5
<i>Assistant Coaches: All sports (where assigned)</i>	3.0

a. **Payment Schedule and Load Limit in Accordance with the Sixty-Seven Percent (67%) Law:** It is understood that a portion (up to two thirds) of the “F” Hour Alternative Duty compensation will be paid for duties performed when the sport is not in season, and accordingly said portion of the “F” Hour Calculated A Hour (CAH) will be assigned off season, which may include work ~~in Summer Session~~ during Intersessions, as approved by the immediate supervisor. In all cases, the aggregated assignment (Instructional Load from all assignments plus “F” Hour Alternative Duty) for Part-time unit members shall not exceed ten (10) Calculated A Hours (CAHs) in any one Fall or Spring Semester. For each Head Coach, Associate Head Coach, or Assistant Coach, the immediate supervisor will provide the District with the distribution of “F” Hour Alternative Duty for the assignment, as delineated above, between Fall Semester, Spring Semester, and ~~Summer~~

Session Intersessions. This distribution of payments will follow the current pattern of compensation—five (5) equal payments for the portion of duties designated for Fall; five (5) equal payments for the portion of duties designated for Spring; and/or three (3) equal payments for the portion of duties designated for Summer Session Intersessions.

- b. **Inapplicability of Article 10C.3:** The District and Faculty Association agree that Article 10C.3, regarding the opening of Alternate Duty assignments to other interested unit members, shall not apply to intercollegiate coaching assignments.
- c. **Items Requiring Subsequent Negotiation:** In the event that a college elects to add an Athletic Program, or to make significant changes to an existing program (e.g. consolidation or de-consolidation), the District and Faculty Association shall negotiate impact effects to the provisions herein.

21J.2 Extra Hours Compensation for Forensics, Newspaper, Performing Arts, Music and Theater

Faculty members may receive Instructional Load credit for the courses associated with the programs listed below. In addition, the areas as defined below shall receive minimum Alternative Duty “F” Hour Load credit for activities outside of the core functions described in Article 10C.4. In the case of Performing Arts, Music and Theater the allocation shall be determined by the appropriate Administrator.

Forensics: no less than 8 (eight) CAH will be allotted per college annually for the unit members serving as Director of Forensics. In addition, the Forensics program at each college shall be allotted a traveling Assistant Coach position that will carry three (3) CAH.

Newspaper: no less than 4 (four) CAH per college annually.

Performing Arts, Music and Theater: no less than 15 (fifteen) CAH per college annually, to be divided at each college as recommended by affected unit members, and approved by the appropriate Administrator.

21K. Large Enrollment Classes

See Article 10E.3.

21L. Summer/Inter Session Intersession Wage Rates

See Article 17.

21L.1 Pay for Part-Time Faculty to Participate in New Faculty Orientation

Part-time Faculty shall be paid for up to two (2) hours of participation in orientation as new Faculty regardless of whether this orientation is face-to-face or online. See Article 18E.3.

21M. 403b and 457 Pre-Tax Account Benefits

Full-time and Part-time unit members may voluntarily participate in 403b and/or 457 accounts on a pre-tax basis per the Federal Internal Revenue Service (IRS) and the California Franchise Tax Regulations. These voluntary retirement accounts are funded by employee deductions. If you have any questions on how to set up this pre-tax account or need additional information, contact the Payroll Office for specifics

ARTICLE 26

ENROLLMENT MANAGEMENT

TENTATIVE AGREEMENT

26A. Productivity Assessment

There will be a District Enrollment Management Committee (DEMC), described in [Article 26C](#). The DEMC shall develop a common understanding of the issues, methods, and data to be utilized in order to set appropriate ~~Weekly Student Contact Hour~~ ~~Full-Time Equivalent Students~~ ~~Full-time Equivalent Faculty (WSCH FTES /FTEF)~~ targets for the colleges, as well as goals and targets used in the Counseling disciplines.

There will be a College Enrollment Management Committee (CEMC) at each college, described in [Article 26E](#). Each CEMC shall annually provide a prioritized list of planned activities designed to achieve cost effective productivity improvements. This list shall consist of activities initiated in the disciplines as well as activities initiated by the CEMCs. This list shall consist of activities requiring financial support as well as activities requiring no additional financial support. The prioritization and implementation timelines of these activities will be voted on by the members of the CEMCs, and the list will be forwarded to the DEMC for additional allocations if appropriate.

In addition, CEMC and DEMC will also analyze, provide input, and work collaboratively to design strategies and activities with the goal of optimizing revenue yields under the Student-Centered Funding Formula (SCFF). To that end, each semester's information shall be provided at DEMC and CEMC on areas of the SCFF unrelated to full-time equivalent student funding to assist in that practice. The District and the Faculty Association will jointly support the creation of tools for areas of the SCFF unrelated to full-time equivalent student funding. These tools will be dynamic and continue to evolve over time. In addition, these tools will be used to support regular and ongoing presentations to the DEMC and CEMCs. Any new metrics introduced to the SCFF funding model will be incorporated into the tools.

Each CEMC will receive seven (7) Calculated A Hours (CAHs) reassign time (or equivalent stipend) per semester.

26B. Basic Principles

The District and the Faculty Association agree that the following principles shall be the basis for productivity assessments in the District.

26B.1 Academic and Counseling Discipline Quality

Improvements in the District's economic productivity must not be achieved at the cost of each college's academic quality.

26B.2 Productivity Achievement

Improvements in the District's economic productivity must be pursued and
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achieved by cooperation of managerial staff, classified professional staff, and Faculty staff equally.

26B.3 Data Input

Work of the DEMC and CEMC's shall be based upon accurate data pertinent to the issues being examined.

26B.4 Productive Economic Effect

Improvements in the District's academic productivity and Counseling discipline metrics must not be achieved through economic expenditures that threaten the District's economic survival.

26B.5 Effect on Students

Improvements in the District's economic, counseling discipline metrics, and academic productivity must be achieved in conjunction with, and not at the expense of, student access, student success and student equity.

26C. District Enrollment Management Committee (DEMC)

The DEMC shall be composed of six (6) representatives appointed by the Faculty Association, including a minimum of one (1) Faculty representative from each College Enrollment Management Committee (CEMC) described in [Article 26E](#) below; two (2) of the faculty representatives must come from the Counseling Disciplines, one (1) from each college. Additionally, six (6) representatives of the District appointed by the Chancellor, including each College President or ~~their~~ designee, and two (2) appointees from the Counseling area, one (1) from each college, and appropriate non-voting staff as necessary. The DEMC shall have appropriate support services and unimpeded access to all relevant data.

The DEMC shall be chaired by two (2) representatives from the Faculty Association, one (1) from each college, and one (1) representative from the district.

Prior to each FTES reporting period to the state, the District and Faculty Association agree to review FTES figures and reconcile between internal reports and external reporting. This review shall occur with appropriate District personnel (including the person responsible for certifying the report) and up to four (4) Faculty Association-identified members. The inability to meet will not preclude the District from reporting timely to the State for compliance purposes.

26D. Establishing District/College Weekly Student Contact Hour/Full-Time Equivalent Faculty (~~WSCH/FTEF~~) (FTES/FTEF) Goals and Counseling Discipline Goals

The ~~WSCH/FTEF~~ FTES/FTEF goals for each college and the District shall be established on an annual basis by the District, after consulting with the DEMC, as part of the District's annual Budget development process. The ~~WSCH/FTEF~~ FTES/FTEF goal(s) will be established within the framework of a balanced Budget. The colleges shall not exceed their FTEF allocation. ~~WSCH/FTEF~~ FTES/FTEF goals shall be met fairly and equitably across each division of the College based upon their capabilities. The DEMC shall also

make recommendations to the CEMCs and the District about cost effective productivity innovations and procedures to be implemented in the future. The ~~WSCH/FTEF~~ ~~FTES/FTEF~~ goals for the colleges will be established by the DEMC for the upcoming year no later than the last working day of November the previous Academic Year. If this date cannot be achieved, the parties will work on another mutually agreeable date.

The Counseling Discipline plan and goals will be established within the framework of a balanced budget. The goals and metrics used in this section will be determined as described in 26E.1 below.

26E. College Enrollment Management Committees (CEMCs)

Each college will have a College Enrollment Management Committee (CEMC). The CEMCs shall be composed of four (4) representatives appointed by the Faculty Association, at least one of whom will come from the Counseling discipline, and four (4) representatives appointed by the College President, as well as non-voting support staff as necessary. The CEMCs will be co-chaired by a Faculty member and one of the appointees of the College President. The CEMCs will make recommendations as described below and will serve as a resource to the Faculty on the planning for and implementation of cost effective productivity goals. The CEMCs shall be responsible for recommending annual ~~WSCH/FTEF~~ ~~FTES/FTEF~~ and Counseling discipline goals to the DEMC and the College President for each of the disciplines or groupings of disciplines, and workload goals for other services.

26E.1 Establishing Discipline Performance Productivity Goals

At the college level, the CEMC, through the leadership of the committee's chairs, will recommend annual ~~WSCH/FTEF~~ ~~FTES/FTEF~~ goals for each of the disciplines or grouping of disciplines, and the workload goals for the other services, in order for the college to attain its overall assigned workload goals. The goals will be based on the data from the previous three (3) Academic Years, also using the latest Fall ARGOS report available. See [Article 1C.1r.](#) for ARGOS definition.

In addition, the CEMC, through the leadership of the committee's chairs, will recommend annual targets for student contact hours/FTEF and total number of completed Student Educational Plans for the Counseling disciplines.

~~Likewise, the Counseling discipline goals will be based on data from previous academic years. In academic year 2022-23, a task force of counselors and administrators from both colleges, SARS specialists, and ITS will convene to create a data dashboard that will become available by June 1, 2023. Counseling discipline faculty in agreement with Student Services administrators will determine the metrics which will be used. It is understood that these metrics will evolve and change over time.~~

26E.2 Factors Determining Weekly Student Contact Hour/Full-Time Equivalent Faculty (~~WSCH/FTEF~~) (~~FTES/FTEF~~) Goals

Contractually agreed upon factors such as room availability, teaching methodology, class size, State imposed professional standards, etc., will be taken into account when determining College ~~WSCH/FTEF~~ ~~FTES/FTEF~~ goals.

The CEMC shall consult each discipline prior to recommending the discipline's goals. The CEMC shall provide the discipline with all the necessary resources (i.e., enrollment data, ARGOS reports, analysis of enrollment trends, comparison of ~~WSCH/FTEF~~ ~~FTES/FTEF~~ at other community college districts in the Bay Ten, etc.) to formulate the discipline's goals. See [Article 1C.1s](#). For a listing of the Bay Ten Community College Districts; and, [Article 1C.1r](#). for definition of ARGOS).

Guided by the student services data, the strategies and goals of the Counseling Division Discipline Plans shall be developed ~~with contractually agreed upon factors in the context of such factors~~ as room availability, students facing technical challenges (e.g. signing into Cranium Café, scheduling appointments), nature of appointments and necessary subsequent follow up. Support staff will be taken into account. The District shall provide the discipline with access to all the necessary resources (i.e., SARS reports, Cranium Café reports, dashboard metrics) to formulate the discipline's goals.

26E.3 Weekly Student Contact Hour/Full-Time Equivalent Faculty (WSCH/FTEF) (FTES/FTEF) Goal Adjustments

Adjustments in the ~~WSCH/FTEF~~ ~~FTES/FTEF~~ goals, and/or the Counseling discipline goals, shall be made by the CEMC in cases where the Committee used insufficient and/or erroneous data. In the event that the CEMC is unable to recommend discipline ~~WSCH/FTEF~~ ~~FTES/FTEF~~ goals, the appropriate College Vice President shall set the discipline's goals.

26E.4 Discipline Plan

Each discipline, or grouping of disciplines, will work with the appropriate Administrator and the CEMC Committee Chairs to develop a Discipline Plan for achieving their recommended ~~WSCH/FTEF~~ ~~FTES/FTEF~~ goal to be submitted to the responsible College Vice President. The discipline, or grouping of disciplines, can exceed or go below contractual or past practice class size maximums or class size minimums as long as their Division Discipline Plan achieves their ~~WSCH/FTEF~~ ~~FTES/FTEF~~ goal and serves student needs and enrollment patterns. This Plan must be submitted in time to facilitate timely scheduling.

There will be an opportunity for a minority opinion to be stated and attached to each Plan. The College President will ultimately approve or impose a Plan in time for class scheduling. A discipline may consult with the CEMC at any time in this process.

Each Counseling Division Discipline Plan will provide a rationale for the mix and proportionality of online counseling and teaching modalities ~~they the unit member wants~~ to use to provide instruction and services (See: [Article 19A](#)).

26E.5 Evaluation

Each discipline's success in achieving its ~~WSCH/FTEF~~ ~~FTES/FTEF~~ or Counseling discipline goals will be evaluated by the responsible College Vice President as soon as appropriate Enrollment and Census data are available. If

the discipline fails to meet its WSCH/FTEF FTES/FTEF goals, a subcommittee appointed by the CEMC will convene and will work with the discipline to develop a revised Discipline Plan for achieving the Discipline's WSCH/FTEF FTES/FTEF goals. The Discipline may consult with the CEMC at any time in this process.

26E.6 Review of Discipline Plan

The appropriate Administrator will then review the new Discipline Plan. If the appropriate Administrator does not believe the Plan is workable or will cause an adverse impact on students, the appropriate Administrator, in consultation with the responsible College Vice President, may revise the Plan. In these cases, the appropriate Administrator will inform the Faculty and the CEMC why the Plan is being revised and will propose alternatives. The appropriate Administrator and the Discipline will make a concerted effort to write a Plan that is approved by the appropriate Administrator and CEMC Committee Chairs. The appropriate Administrator will ultimately approve or impose a Plan in consultation with the responsible College Vice President to meet the schedule deadline.

26E.7 Counseling Division Discipline Plan

The Counseling Division at each college, including the appropriate Administrator and Faculty members, shall create the Counseling Division's annual Discipline Plan. This document will include qualitative and quantitative measurements of activities, timelines, accountability strategies, and student contacts per hour. The Counseling Division shall submit their Plan at the same time as the instructional Discipline Plans in accordance with CEMC guidelines. The Counseling discipline data dashboard will serve as one guide to improve the Counseling Division.

~~Discipline Plans. This process will commence in Academic Year 2022-23, with an understanding that the necessary data, structures and strategies of this work will be developing, evolving and growing over the course of the year.~~

ARTICLE 29

PROFESSIONAL DEVELOPMENT

TENTATIVE AGREEMENT

29A. Professional Development

The campus Professional Development Committees (PDC) shall determine the authorized uses of Professional Development funds according to their internal decision making processes.

29A.1 Professional Development Committees (PDC)

Each college shall have its own structure for establishing a Professional Development Committee (PDC). The Faculty Association may appoint a member to this Committee per [Article 4J](#). The PDC reports to the College's Faculty Senate.

29A.2 Reassign Time for Faculty Professional Development Committee (PDC) Members

Reassign Time shall be granted to the PDC members according to the discretion of each college. [Article 10C.3](#) applies.

29A.3 Flex Day Responsibilities of The Professional Development Committee (PDC) Members

The PDC on each campus shall create their campus Flex Day program for mandatory Flex periods. Working with the appropriate College President, the PDC shall review their unit member proposals and recommendations for Flex Day presentations. The decisions for Flex Day programs shall be made jointly by the Academic Senate or designee and the College President or designee. See [Article 1C.4g](#) for Flex Day definitions.

29A.4 Distance Education Training

~~The District shall allocate funds to the colleges to provide Professional Development for unit members to improve their discipline specific skills teaching in Online Distance Education formats.~~

29B. Flex Day Obligations

Flex Day obligations shall be six (6) hours per day for a Full-time Contract, Regular, or Temporary Leave Replacement (TLR) unit member. ~~This shall apply to Mandatory and Variable Flex Days.~~

A non-working lunch or any other activity that is not required of all unit members is in addition to the six (6) required hours for a Mandatory Flex Day.

- a. **Mandatory Flex Day** is a day set aside for Faculty to participate in programmed

activities in person. Mandatory Flex Days are designated by the Academic Calendar Committee (see [Article 8C.1](#)) and mutual agreement between the Professional Development Committee (PDC) and the appropriate College President (see [Articles 8C.1](#) and [29A.3](#)), and are conducted in lieu of instruction when scheduled at times that classes would normally meet.

b. **Variable Flex Day** is a requirement for Full-time unit members to complete six (6) hours of improvement activities on the unit member's own time. One or more Variable Flex Days may be designated by the Academic Calendar Committee (see [Article 8C.1](#)) as part of the one hundred seventy five (175) day Academic Calendar. When so designated, unit members account for their hours in accordance with [Article 29D](#).

Unit members must submit a [Variable Flex Activities Form](#) by November 15th to the Faculty Chair of the PDC (serving as an Academic Senate Subcommittee) for participation in the Variable Flex Activities [See Title V Sections 55720, 55724, 55726, 55728, 55730 and Education Code Section 87153].

Variable Flex Activities documentation (e.g., attendance sheet, meeting minutes, registration receipt, agenda, certificate, transcript) shall be submitted to the Faculty Chair of the PDC by May 15th. See [Article 10G](#) for assignments outside the one hundred and seventy five (175) day Academic Year.

29B.1 Obligation of Part-Time Faculty

If a Part-time unit member has a class cancelled during a scheduled Mandatory Flex Day, then the Part-time unit member shall be obligated to attend the same portion of the Mandatory Flex Day as the length of the cancelled class. For example, if the cancelled class was one (1) hour, then the Part-time unit member shall be required to attend one (1) hour of the Mandatory Flex Day activities.

A class taught in Online Synchronous modality before 4:00 p.m. on a Mandatory Flex Day will normally be cancelled. Notwithstanding, the college Vice President of Academic Services may grant approval for the class to meet as scheduled, online. If the class is cancelled, the provision above shall apply.

29B.2 Obligation of Contract, Regular, and Temporary Leave Replacement (TLR) Faculty with Overload Assignment

If a Contract, Regular, or Temporary Leave Replacement (TLR) unit member has an overload assignment for extra pay on a scheduled Mandatory Flex Day and starting after the end of the Mandatory Flex Day obligation, then that unit member shall not be excused from part of the Mandatory Flex Day obligation.

29B.3 Flex Obligation When Load Requirement is After the End of Flex Day

If a Contract, Regular, or Temporary Leave Replacement (TLR) unit member has a contract obligation for Load on a Mandatory Flex Day that starts after

~~the end of the Mandatory Flex Day obligation, that unit member shall be excused from the entire Mandatory Flex activity but shall meet his/her scheduled evening Load and office hour obligation. If Load is split between day and night the unit member shall attend three (3) hours of Mandatory Flex obligation as well as his/her scheduled evening Load and office hour obligation.~~

29B.41 Attendance Requirement

Mandatory and Variable Flex Day attendance shall be accounted for by the appropriate Administrator(s).

29B.5 Required Orientation Days' Exception

~~First Academic Year Contract Faculty shall not count the two (2) days of required orientation in [Article 8C.2](#) as Variable Flex activities.~~

29C. Compensation for Flex Day Activities

29C.1 Contract, Regular, and Temporary Leave Replacement (TLR) Faculty

Contract, Regular, and Temporary Leave Replacement (TLR) unit members who attend a Mandatory Flex Day activity ~~or a Variable Flex Activity~~ as part of their regular Contract duties shall not be compensated extra for their Flex obligations.

29C.2 Part-Time Faculty

Part-time Faculty unit members who participate in Mandatory Flex Day activities as part of their Contract obligations shall not be compensated for their Flex Day activities. If a Part-time Faculty unit member attends a Flex activity for which ~~his/her~~ ~~their~~ participation has been approved for compensation by management and which is in excess of ~~his/her~~ ~~their~~ Contract obligations, then that unit member shall be paid hourly according to the "F" Hour Rate on the [Faculty Salary Schedule](#), see [Article 21G.2](#).

29C.3 Presenter Compensation

See Appendix: Flex Day: Compensation Form.

Unit members presenting workshops that can be used by others to fulfill Flex requirements shall be compensated at the rate of one (1) hour of preparation time for each hour of presentation time according to the "F" Hour Rate on the [Faculty Salary Schedule](#) (See [Article 21G.2](#)). The presenter's preparation hours shall be listed on the appropriate negotiated form. ~~A presenter may not receive Variable Flex credit for the preparation/presentation of work that is being otherwise compensated or for which Reassign Time is provided.~~ For every hour of presenting there shall be a two-to-one Flex credit to apply to that Academic Year Flex obligation.

29D. Failure to Complete Flex Time Obligations

Every six (6) hour block of time that is fully accounted for on a Contract, Regular, or Temporary Leave Replacement (TLR) unit member's individual Flex Day Report Form shall count toward the completion of one (1) working Flex Day. For every six (6) hour block of time that is not fully accounted for by May 15th of every Academic Year, there shall be one (1) sick day deducted for that unit member for the appropriate Academic Year.

29D.1 Factual Accounting for Proportional Attendance

If the unit member accounts for part of the six (6) hour block of time but less than the whole block, then a proportional fraction shall be deducted from the unit member's Sick Leave. For example, if a unit member accounts for three (3) hours of Flex activity, then one-half (½) of one sick day shall be deducted for that unit member.

29D.2 Part-Time Faculty

~~Part time Faculty unit members who miss required hours of Flex activities shall have a one (1) hour for one (1) hour reduction in their Part time Faculty Sick Leave.~~

29D.3 Effect of Variable Flex Activity that Extends Beyond the Academic Year

~~See Article 1C.4g for Variable Flex definition. Notwithstanding other parts of this Article, if a Variable Flex activity with prior approval of the appropriate Administrator extends beyond the Academic Year, the unit member shall have until June 30 of that Academic Year to finish the activity without a penalty related to completing the requisite one hundred and seventy-five (175) days of the Academic Year.~~

29E. Conference and Honorary Leave of Absence (Contract/Regular/ Temporary Leave Replacement (TLR) Faculty)

A Contract/Regular/Temporary Leave Replacement (TLR) unit member shall have the opportunity for up to five (5) days of Conference or Honorary Leave of Absence per Academic Year without loss of salary or benefits.

29E.1 Conference Leave of Absence Definition

A Conference Leave of Absence is an employment related conference, institute, workshop, or institute/workshop wherein a unit member will be a recipient of research, artistic production or publications, sponsored by a professional organization, that are pertinent to ~~his/her~~ their professional work assignment. This language is not intended to include courses taken by a unit member to obtain an advanced degree, or to further ~~his/her~~ their placement on the [Faculty Salary Schedule](#), or District sponsored courses or workshops.

29E.2 Honorary Leave of Absence Definition

An Honorary Leave of Absence is an employment related conference, institute, workshop, or institute/workshop wherein a unit member delivers a paper or speaks on his/her their research, artistic production or publication, sponsored by a professional organization.

29E.3 Conference and Honorary Leave of Absence Applications

See Appendix: Conference Leave: Request Form.

Applicants shall submit requests for Conference and Honorary Leaves of Absence to the Professional Development Committee (PDC) on the required negotiated form at least forty-five (45) days in advance. Exceptions to the forty-five (45) day advance application will require a written request for waiver to be submitted to the College President. Unit members who incur conference-related expenses without prior approval shall not be reimbursed for the conference.

Any funds remaining in the PDC travel budget, after all approved travel taken during the Fiscal Year has been reimbursed by the end of the Academic Year, shall be carried forward to the next Fiscal Year.

29E.4 Conference and Honorary Leave of Absence Report

The unit member provided Conference and/or Honorary Leave of Absence shall submit a follow up Report of said Conference or Honorary Leave to the District representative designated at each College. The unit member shall also submit the form for Reimbursement of Conference Expenses to said representative. See Appendix: Conference Expense Claim Form.

29F. Diversity, Equity, Inclusion, and Access, and Belonging Coordination Team (DEIABCT)

Each college shall have a DEIABCT team that includes one (1) or more coordinators, leads from each academic and counseling division, and a designated member of the Institutional Research area. These teams will guide the implementation of state Diversity, Equity, Inclusion, Access and Belonging (DEIAB) guidelines in the context of evaluation and professional development. In addition to the college coordinators, the district shall maintain one (1) District DEIAB Coordinator who will serve as the district liaison with the colleges DEIABCTs to support district-wide coordination, ensure consistency across the colleges, and serve as the primary resource working with the Vice Chancellor of Human Resources ensuring continued compliance with statewide requirements. All coordinators will be appointed by the Faculty Association and district. Leads will be selected by the faculty of each division. its own structure for establishing a Diversity Equity inclusion and Access Coordination Team on student equity and student success. Chabot College has currently defined its DEIA coordination team as the Chabot College Equity for Professional Growth group (CCEPG). By Spring of the 2023 academic year, Las Positas College will determine its DEIA coordination team.

No later than May 1, 2023 the District and Faculty Association will meet to negotiate a MOU, which outlines the support and implementation of the DEIA requirements in the academic 2023-2024 issued by the state.

~~Upon the release of the State's timeline for the mandatory implementation of the DEIA mandate, the district and FA will meet within 30 days to discuss potential impacts and effects on collective bargaining.~~

29F.1 DEIABCT Responsibilities for Spring 2023

- ~~a. Chabot and Las Positas DEIABCTs shall collaborate with: each other, existing equity groups on campus, college Presidents or appointee(s), and the Chancellor or appointee(s) and Vice Chancellor of Human Resources or appointee, to develop a unified understanding of the State's DEIA principles process for setting equity priorities, coordinating actions, and evaluating district-wide outcomes.~~
- ~~a. b. Working collaboratively with existing equity groups, the campus DEIACTs shall create and recommend the "roll out" for how DEIA competencies are introduced to CLPCCD faculty; define the unit members' professional development obligation, and strategies for ongoing professional development and the equitable inclusion of DEIA competencies. The DEIACTs will share this "roll out" with the college's shared governance committees, senates, College Presidents or appointee(s), and the Chancellor or appointee and Vice Chancellor of Human Resources or appointee. The DEIABCT will create or identify on-campus and off-campus training, conferences, faculty inquiry groups, and workshops focused on DEIAB principles and practices that satisfy a unit member's obligation to adhere to Faculty Standards for all contract and Part-time Faculty (see Articles 14, 15, and 18). To ensure consistent, districtwide implementation of State DEIAB requirements, DEIAB-related professional development (both funding and content) shall not fall under the purview of existing college professional development committees.~~
- ~~b. The DEIABCT will develop an instructional site using the District's Learning Management System that provides a clear and unifying understanding of DEIAB standards and practices. This instructional site shall include virtual trainings designed to help faculty fulfill their DEIAB training requirements defined below.~~
- ~~c. The DEIABCT coordinators shall compose an end-of-year report which will include the colleges' and the District's progress towards meeting participation goals, college and District-wide student (success) metrics, State DEIAB standards and strategies for upcoming academic years. DEIABCT will share this report to unit members, college presidents, District DEIAB leads, and the Chancellor. The DEIABCT coordinator(s) will document participation in DEIABCT given or approved trainings, and provide to the appropriate Vice-President.~~

29F.2 Reassign Time for DEIABCT Coordinator(s) and Faculty Leaders

~~Reassign time shall be granted to the DEIABCT faculty coordinator(s), at the rate of twelve (12) CAH per site per academic year. Additionally, thirty (30) CAH annually (18 to Chabot College and 12 to Las Positas College) will be~~

provided to perform DEIABCT work in collaboration with the DEIABCT Coordinator(s); this provision will sunset on June 30, 2028. Distribution of the allocations shall be done at the college level in agreement between the college president or designee and the DEIABCT college coordinator(s). Each academic and counseling division in the college should have a designated leader on the DEIABCT team.

29F.3 Flex Day Responsibilities of DEIABCT

Starting in Fall 2026, the DEIABCT on each campus shall create and approve a minimum of 2 hours of content to be included in Mandatory Flex Days each semester. Working with the Professional Development Committee and the appropriate College President or designee(s) and District, the DEIABCT shall propose, create, and run training and activities for Flex Day presentations. These workshops shall focus on State mandates relating to reimagining curriculum and evaluations through an equity lens.

29F.4 Unit Member DEIAB Professional Obligations

In an effort to begin District-wide work on DEIAB obligations for Contract, Regular, or Temporary Leave Replacement (TLR) faculty, in academic year 2026-2027, all faculty shall be required to participate in four (4) hours of professional development. These professional development hours can be satisfied by attending DEIAB sessions held on Mandatory Flex Days, and/or alternative DEIAB training sessions offered or approved by the DEIABCT during the Academic Year. After the Academic Year 2026-2027, all faculty are required to attend at least two (2) hours of DEIAB training sessions given or approved by DEIABCT during the same semester in which they are being evaluated.

In an effort to begin District-wide work on DEIAB obligations for Part-time Faculty, in Academic Year 2026-2027, all Part-time Faculty shall be required to attend two (2) hours of DEIAB training sessions given or approved by DEIABCT. After Academic Year 2026-2027, all Part-time faculty are required to attend at least two (2) hours of DEIAB training sessions given or approved by DEIABCT during the same semester in which they are being evaluated. Insofar as the time is not accounted for as part of the unit member's Mandatory Flex obligation as per Article 29C.2, above, the unit member will be paid hourly at the "F" Hour rate on the Faculty Salary Schedule. (See Article 21G.2.)

29F.5 Data-Informed DEIAB Practice in Faculty Evaluations

- a. Purpose: To strengthen our culture of continuous improvement and commitment to student success, the District and Faculty Association agree to use disaggregated student success data as part of faculty evaluations. The goal: support faculty growth and student success through structured reflection.
- b. Faculty being evaluated will:

- ii. Participate in at least one individual reflection session led by the college's DEIABCT Coordinator.
- iii. Include a short, written reflection in their evaluation materials, either in the self-evaluation or goals section.

c. DEIABCT Coordinator:

Each college's DEIABCT coordinator will, beyond the responsibilities delineated above:

- i. Lead a minimum of two (2) reflection sessions per semester with faculty.
- ii. Serve as a bridge between faculty and Institutional Research.
- iii. Be trained in equity-minded data analysis and facilitation.
- iv. Summarize broad, anonymous themes to inform districtwide improvement.

d. This is not an evaluative or scored element. Reflections will not be rated and will not be used punitively. The focus is on professional growth and equity-minded teaching and service.

e. Review and Next Steps: A joint Faculty-District team (DEIABCT) will evaluate the pilot in Fall 2026 and provide recommendations to the Chancellor or designee on how to continue, scale, or revise the model.

ARTICLE 34

RESIGNATION AND RETIREMENT

TENTATIVE AGREEMENT

34A. Process for Retirement or Resignation

- a. A retirement or resignation is a written notice signed by a Contract, Regular, or Temporary Leave Replacement (TLR) unit member stating his/her their intent to terminate employment with the District without entering into Emeritus status.
- b. A Contract, Regular, or Temporary Leave Replacement (TLR) unit member may submit his/her their retirement or resignation at any time by delivering it to the appropriate College President, The College President, or administrator-in-charge, shall send a confirmation email of receipt of notice of retirement or resignation to the unit member within ten (10) business days of receipt. A Contract, Regular, or Temporary Leave Replacement (TLR) unit member may rescind via email the retirement or resignation until 5pm of the second business day after the appropriate College President, or administrator-in-charge, confirms receipt via email. The College President, or administrator-in-charge, who shall deliver it the notice of retirement or resignation to the Vice Chancellor of Human Resources, or administrative designee.

Once a retirement or resignation is received by the Vice Chancellor of Human Resources, or administrative designee, it shall be forwarded to the Board of Trustees for review and acceptance per Ed. Code 70902 and pursuant to Board Resolution No. 09-0809.

- b. A Contract, Regular, or Temporary Leave Replacement (TLR) unit member may rescind his/her resignation until the Board of Trustees accepts it in open session at a regular business meeting of the Board of Trustees where it was publicly agendized.

34B. Emeritus Retirement

- a. An Emeritus retirement is a written notice signed by a Regular Faculty unit member, stating his/her their intent to terminate employment with the District by entering into Emeritus status. Emeritus status is as described in Board of Trustees Policy 7800. Retirement from the District is separate and apart from, and does not require, retiring from the California State Teachers' Retirement System (CalSTRS) or California Public Employee Retirement System (CalPERS).
- b. A Regular Faculty unit member may submit his/her their request for Emeritus status at any time by delivering it to the appropriate College President, who shall deliver it to the Vice Chancellor of Human Resources.

Once a request for Emeritus status is received by the Vice Chancellor of Human Resources, it shall be forwarded to the Board of Trustees for review and acceptance.

e. A Regular Faculty unit member may rescind his/her request for Emeritus status until the Board of Trustees accepts it in open session at a regular business meeting where it was publicly agendized.

34C. Supplemental Employee Retirement Plan (SERP)

Upon mutual consent of the District and Faculty Association, a one time only Supplemental Employee Retirement Plan (SERP) was negotiated in July of 2017. See MOU in [Appendix](#).

ARTICLE 37

DURATION

TENTATIVE AGREEMENT

The terms of this Agreement shall be effective upon the ratification/approval process which concludes with the signing of this Agreement, except as otherwise provided. This Agreement shall remain in full force and effect up to and including June 30, 20258.

Article 21 Salaries will be re-opened and compensation negotiated according to the provisions in [Article 21A](#).

This Agreement may be amended only by mutual consent of the District and Faculty Association, evidenced by written instruments signed by their authorized representatives.

During the term of this Agreement, the parties agree to re-open on benefits, if necessary, to ensure compliance with the Affordable Care Act.

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

FACULTY SALARY SCHEDULE FOR

CONTRACT, REGULAR, TEMPORARY AND PART-TIME (ADJUNCT)

FY 2025-2026 — Effective July 1, 2025* - DRAFT

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised (Date of Ratification)

* **DRAFT** This revision reflects an adjustment to the **2025-26** Faculty Salary Schedule of **7.50%** for Contract, Regular and Temporary Faculty, as per the District/Faculty Association Collective Bargaining Agreement effective **July 1, 2025** — **Pending Ratification** by the faculty and approved by the Board of Trustees on **March 17, 2026**. The salaries shown are effective **July 1, 2025**.

References herein pertain to the Agreement.

- Salary Adjustment Procedures for Regular, Contract and Temporary Unit Members: 21A and 21B.
- Provisions for Faculty on 11-Month Assignments: 10C.4
- Payment of Salaries for Regular, Contract and Temporary Unit Members: 21F.
- Specific Provisions for Regular, Contract and Temporary Unit Members Teaching Overload: 21D.45
- Payment of Salaries for Part-time/Overload Service: 21F.5.
- Definition of Equivalent Hourly Rates for Part-time/Overload Service: 21G.1.
- Compensation provisions for Intercollegiate Athletics, 21J.
- Definition of Office Hour pay: 21G.1.
 - Applicability to Adjunct Faculty with 3 CAH or more: 18D.1.
 - Summer Office Hour for Full-Time and Part-Time Faculty: 10D.3(a), 17D, 17E.2

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2025-2026 — Effective July 1, 2025 - DRAFT

PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY
FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2025-2026)

STEP	C O L U M N			
	II	III	IV	V
2	87,507	92,949	97,720	104,025
3	91,196	96,639	101,411	107,715
4	94,886	100,329	105,100	111,405
5	98,576	104,020	108,790	115,096
6	102,267	107,710	112,481	118,786
7	105,957	111,400	116,170	122,475
8	109,646	115,090	119,862	126,167
9	113,338	118,780	123,551	129,856
10	117,027	122,470	127,242	133,547
11	120,718	126,161	130,932	137,237
12	124,408	129,851	134,623	140,928
13	128,099	133,541	138,312	144,617
14	131,788	137,232	142,003	148,309
15-17	135,480	140,921	145,693	151,998
18-20	139,169	144,612	149,382	155,687
21-23	142,858	148,301	153,074	159,379
24-25	146,550	151,993	156,763	163,068
26-27	150,239	155,682	160,454	166,759
28-29	153,930	159,372	164,143	170,448
30	157,619	163,063	167,834	174,140

NOTES: • Step I Eliminated as of the 2022-23 Academic Year (See 2022-25 CBA).
 • Column I Eliminated as of the 2002-03 Academic Year (See 2002-05 CBA).

Reference: Salary Adjustment Procedures: 21A.
 Payment of Salaries: 21F.

Continued on the next page.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2025-2026 — Effective July 1, 2025 - DRAFT**

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2025-26)**

STEP	C O L U M N			
	II	III	IV	V
2	96,257	102,244	107,492	114,428
3	100,315	106,303	111,552	118,488
4	104,375	110,362	115,610	122,546
5	108,434	114,422	119,669	126,606
6	112,494	118,482	123,730	130,666
7	116,553	122,541	127,788	134,724
8	120,611	126,599	131,848	138,784
9	124,671	130,659	135,906	142,842
10	128,730	134,718	139,967	146,902
11	132,791	138,778	144,025	150,961
12	136,849	142,837	148,086	155,021
13	140,909	146,896	152,144	159,079
14	144,967	150,955	156,203	163,139
15-17	149,028	155,013	160,263	167,197
18-20	153,086	159,074	164,322	171,257
21-23	157,145	163,132	168,382	175,317
24-25	161,205	167,192	172,440	179,375
26-27	165,263	171,250	176,500	183,435
28-29	169,324	175,310	180,559	187,493
30	173,382	179,370	184,618	191,554

Reference: Provisions for Faculty on 11-Month Assignments: 10C.4
Salary Adjustment Procedures: 21A.
Payment of Salaries: 21F.

Continued on the next page.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2025-2026 — Effective July 1, 2025 - DRAFT**

General Provisions of the Faculty Salary Schedule

1. Full-time unit members with Contract, Regular or Temporary status shall be paid an annual salary based on education and experience as further defined below.

2. Column Definition

II. A) Bachelor's Degree, or

** B) Bachelor's Degree plus two (2) years experience in occupation*** or

** C) Associate's Degree [or sixty (60) Semester Units] plus six (6) years experience in occupation***

III. A) Master's Degree, or

** B) Bachelor's Degree plus four (4) years experience in occupation*** or

** C) Associate's Degree plus eight (8) years experience in occupation***

IV. A1) Master's Degree with sixty (60) Upper Division or Graduate Semester Units beyond those normally required for the Bachelor's Degree, or

A2) Master's Degree plus thirty (30) additional Graduate Semester Units subsequent to the date of the Master's Degree, or

** B) Bachelor's Degree plus six (6) years experience in occupation*** or

** C) Master's Degree plus two (2) years experience in occupation***

V. A) Doctorate (The term "Doctorate" refers to a degree earned in an accredited university in the United States. Examples of such degrees are: Ph.D., Ed.D., M.D., D.D.S., J.D. Degrees earned in universities outside the United States may be considered for this classification if such degrees are found by a competent authority recognized by the University of California (or the State Department of Education) to be equivalent to the Doctorate earned in the United States.)

** Categories "B" and "C" apply to faculty in technical-vocational subjects. Experience in the occupation substitutes for education.

*** Not counted as experience in placement on salary schedule.

Note: All degrees to be counted toward salary placement must have been earned at an institution regionally accredited.

Reference: Column Definition: 21C.

3. Placement on the Schedule.

In accordance with Section 21D in the District/Faculty Collective Bargaining Agreement.

4. Advancement on the Schedule.

In accordance with Section 21E in the District/Faculty Collective Bargaining Agreement.

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2025-2026 — Effective July 1, 2025 - DRAFT

PART B: SCHEDULE OF PART-TIME SERVICE RATES

1. Unit members performing hourly service (part-time or overload) during the academic year, including ~~Summer Sessions and Intersessions~~, will be paid as indicated below.

STEP	INSTRUCTIONAL COMPENSATION PER CAH ** (Instructional Assignments) 72% pro-rata scale	HOURLY LECTURE RATE ** (Faculty Hour A) 72% pro-rata scale	HOURLY LABORATORY RATE *** (Faculty Hour B.1) 72% pro-rata scale	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E) 76.5% pro-rata scale
2	2,230.78	127.47	95.60	73.88
3	2,319.34	132.53	99.40	76.81
4	2,407.90	137.59	103.20	79.74
5	2,496.48	142.66	106.99	82.68
6	2,585.04	147.72	110.79	85.61
7	2,673.60	152.78	114.58	88.54
8	2,762.16	157.84	118.38	91.47
9	2,850.72	162.90	122.17	94.41
10	2,939.28	167.96	125.97	97.34
11	3,027.86	173.02	129.77	100.27

NOTES: ** Pay by Assignment defined in Article 21F.5. CAH values reflect load factors specified in Article 10D.1(a)-(c).

For assignments involving Faculty C.1 or C.2, the equivalent hourly rate for C.1 or C.2 instruction can be obtained by multiplying the hourly lecture rate shown above by the appropriate load factor shown in Article 10D.1(c).

*** Hourly Laboratory Rates shown are for Faculty Hour B.1 (Load factor 0.75) only. For assignments involving Faculty Hour B.2, B.3, B.4 or B.5, the appropriate load factor applies in accordance with Articles 10D.1(b), 21F.5 and 21G.1.

2. Placement and Advancement on the Schedule.

In accordance with Sections 21H and 21I in the District/Faculty Collective Bargaining Agreement.

PART C: MISCELLANEOUS RATES DEFINED IN ARTICLE 21

Office Hour: \$69.03 per hour

Alternate Duty/F-Hour Assignment: \$2,623 per CAH, or \$69.03 per hour

Reference: Workload Definitions for Faculty Coordinator: 1C.1(g); Definition of F-Hour: 10D.1(f).
Parameters for pay by CAH (1 CAH equivalent to 2.17 hours/week or 38 total hours): 10C.3, 10D.1(f).
Pay by Assignment: 21F.5(d); Setting of Pay Rates as reflected herein: 21G.2.

Evaluation of Part-time Unit Member: \$207.09, or \$276.12 for Online Asynchronous class

Reference: Definition of duties and compensation: 21C.1(f).

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2025-2026 — Effective July 1, 2025 - DRAFT

PART D: SCHEDULE OF NON-CREDIT SERVICE RATES

1. Unit members performing Non-Credit instruction (part-time or overload) during the Academic Year, including ~~Summer Sessions and~~ Intersessions, will be paid as indicated below.

STEP	INSTRUCTIONAL COMPENSATION PER CAH ** (If Applicable)	HOURLY NON-CREDIT RATE (Faculty Hour G.1)	HOURLY CDCP LECTURE RATE (Faculty Hour G.2)	HOURLY TUTORIAL RATE *** (Faculty Hour H)
2	72% pro-rata scale	75% of Lecture Rate	Lecture Rate Equivalent	52% of Lecture Rate
3	2,230.78	95.60	127.47	66.29
4	2,319.34	99.40	132.53	68.92
5	2,407.90	103.20	137.59	71.55
6	2,496.48	106.99	142.66	74.18
7	2,585.04	110.79	147.72	76.81
8	2,673.60	114.58	152.78	79.44
9	2,762.16	118.38	157.84	82.08
10	2,850.72	122.17	162.90	84.71
11	2,939.28	125.97	167.96	87.34
	3,027.86	129.77	173.02	89.97

NOTES: ** The Calculated A-Hour (CAH) Rate is provided in order to enable pay-by-course, or pay by assignment for faculty performing both Credit and Non-Credit instruction on a Part-time or Overload basis. Load Value (defined in Articles 10D.1g and 10H.6) is also used to ensure compliance with faculty load limitations.

For Faculty Hours G.1 and G.2:

Faculty Hour G.1 (Load Factor 0.75): 1 CAH = 23.333 Hours.

Faculty Hour G.2 (Load Factor 1.0): 1 CAH = 17.5 Hours

*** Faculty Hour H carries no load value, and does not toll against the 67% Law for Part-time faculty (see Article 18J.3)

References: Definition of Non-Credit Pay Rates: 21G.1
 Equivalent CAH Load Value for Assignments consisting of Faculty Hours G.1 and G.2: 10D.1(g) and 10H.6.
 Definition of Non-Credit Faculty Hours G.1 and G.2: 10D.1(g).
 Definition of Non-Credit Tutorial Hour: 10D.1(h).
 Other Parameters for Non-Credit Instruction: Article 10H.
 Step Placement and Advancement for Faculty teaching Part-time and Overload: 21I.

CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT

FACULTY SALARY SCHEDULE FOR

CONTRACT, REGULAR, TEMPORARY AND PART-TIME (ADJUNCT)

FY 2026-2027 — Effective July 1, 2026* - DRAFT

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Chabot-Las Positas Faculty Association
District/Human Resources
Revised (Date of Ratification)

* **DRAFT** This revision reflects an adjustment to the **2026-27** Faculty Salary Schedule of **1.00%** for Contract, Regular and Temporary Faculty, as per the District/Faculty Association Collective Bargaining Agreement effective **July 1, 2025 — Pending Ratification** by the faculty and approved by the Board of Trustees on **March 17, 2026**. The salaries shown are effective **July 1, 2026**.

References herein pertain to the Agreement.

- Salary Adjustment Procedures for Regular, Contract and Temporary Unit Members: 21A and 21B.
- Provisions for Faculty on 11-Month Assignments: 10C.4
- Payment of Salaries for Regular, Contract and Temporary Unit Members: 21F.
- Specific Provisions for Regular, Contract and Temporary Unit Members Teaching Overload: 21D.45
- Payment of Salaries for Part-time/Overload Service: 21F.5.
- Definition of Equivalent Hourly Rates for Part-time/Overload Service: 21G.1.
- Compensation provisions for Intercollegiate Athletics, 21J.
- Definition of Office Hour pay: 21G.1.
 - Applicability to Adjunct Faculty with 3 CAH or more: 18D.1.
 - Summer Office Hour for Full-Time and Part-Time Faculty: 10D.3(a), 17D, 17E.2

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2026-2027 — Effective July 1, 2026 - DRAFT**

**PART A1: ANNUAL SALARIES FOR CONTRACT, REGULAR AND TEMPORARY
FACULTY ON TEN-MONTH ASSIGNMENTS (ACADEMIC YEAR 2026-2027)**

STEP	C O L U M N			
	II	III	IV	V
2	88,383	93,879	98,698	105,066
3	92,108	97,606	102,426	108,793
4	95,835	101,333	106,151	112,520
5	99,562	105,061	109,878	116,247
6	103,290	108,788	113,606	119,974
7	107,017	112,514	117,332	123,700
8	110,743	116,241	121,061	127,429
9	114,472	119,968	124,787	131,155
10	118,198	123,695	128,515	134,883
11	121,926	127,423	132,242	138,610
12	125,653	131,150	135,970	142,338
13	129,380	134,877	139,696	146,064
14	133,106	138,605	143,424	149,793
15-17	136,835	142,331	147,150	153,518
18-20	140,561	146,059	150,876	157,244
21-23	144,287	149,785	154,605	160,973
24-25	148,016	153,513	158,331	164,699
26-27	151,742	157,239	162,059	168,427
28-29	155,470	160,966	165,785	172,153
30	159,196	164,694	169,513	175,882

NOTES: • Step I Eliminated as of the 2022-23 Academic Year (See 2022-25 CBA).
• Column I Eliminated as of the 2002-03 Academic Year (See 2002-05 CBA).

Reference: Salary Adjustment Procedures: 21A.
Payment of Salaries: 21F.

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**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2026-2027 — Effective July 1, 2026 - DRAFT**

**PART A2: ANNUAL SALARIES FOR CONTRACT AND REGULAR FACULTY WITH AN
ELEVEN-MONTH ASSIGNMENT (ACADEMIC YEAR 2026-2027)**

STEP	C O L U M N			
	II	III	IV	V
2	97,220	103,267	108,567	115,573
3	101,319	107,367	112,668	119,673
4	105,419	111,466	116,767	123,772
5	109,519	115,567	120,866	127,873
6	113,619	119,667	124,968	131,973
7	117,719	123,767	129,066	136,072
8	121,818	127,865	133,167	140,172
9	125,918	131,966	137,266	144,271
10	130,018	136,066	141,367	148,372
11	134,119	140,166	145,466	152,471
12	138,218	144,266	149,567	156,572
13	142,319	148,365	153,666	160,670
14	146,417	152,465	157,766	164,771
15-17	150,519	156,564	161,866	168,869
18-20	154,617	160,665	165,966	172,970
21-23	158,717	164,764	170,066	177,071
24-25	162,818	168,864	174,165	181,169
26-27	166,916	172,963	178,265	185,270
28-29	171,018	177,064	182,365	189,368
30	175,116	181,164	186,465	193,470

Reference: Provisions for Faculty on 11-Month Assignments: 10C.4
Salary Adjustment Procedures: 21A.
Payment of Salaries: 21F.

Continued on the next page.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2026-2027 — Effective July 1, 2026 - DRAFT**

General Provisions of the Faculty Salary Schedule

1. Full-time unit members with Contract, Regular or Temporary status shall be paid an annual salary based on education and experience as further defined below.

2. Column Definition

II. A) Bachelor's Degree, or

** B) Bachelor's Degree plus two (2) years experience in occupation*** or

** C) Associate's Degree [or sixty (60) Semester Units] plus six (6) years experience in occupation***

III. A) Master's Degree, or

** B) Bachelor's Degree plus four (4) years experience in occupation*** or

** C) Associate's Degree plus eight (8) years experience in occupation***

IV. A1) Master's Degree with sixty (60) Upper Division or Graduate Semester Units beyond those normally required for the Bachelor's Degree, or

A2) Master's Degree plus thirty (30) additional Graduate Semester Units subsequent to the date of the Master's Degree, or

** B) Bachelor's Degree plus six (6) years experience in occupation*** or

** C) Master's Degree plus two (2) years experience in occupation***

V. A) Doctorate (The term "Doctorate" refers to a degree earned in an accredited university in the United States. Examples of such degrees are: Ph.D., Ed.D., M.D., D.D.S., J.D. Degrees earned in universities outside the United States may be considered for this classification if such degrees are found by a competent authority recognized by the University of California (or the State Department of Education) to be equivalent to the Doctorate earned in the United States.)

** Categories "B" and "C" apply to faculty in technical-vocational subjects. Experience in the occupation substitutes for education.

*** Not counted as experience in placement on salary schedule.

Note: All degrees to be counted toward salary placement must have been earned at an institution regionally accredited.

Reference: Column Definition: 21C.

3. Placement on the Schedule.

In accordance with Section 21D in the District/Faculty Collective Bargaining Agreement.

4. Advancement on the Schedule.

In accordance with Section 21E in the District/Faculty Collective Bargaining Agreement.

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2026-2027 — Effective July 1, 2026 - DRAFT**

PART B: SCHEDULE OF PART-TIME SERVICE RATES

1. Unit members performing hourly service (part-time or overload) during the academic year, including ~~Summer Sessions and Intersessions~~, will be paid as indicated below.

STEP	INSTRUCTIONAL COMPENSATION PER CAH ** (Instructional Assignments) 72% pro-rata scale	HOURLY LECTURE RATE ** (Faculty Hour A) 72% pro-rata scale	HOURLY LABORATORY RATE *** (Faculty Hour B.1) 72% pro-rata scale	HOURLY COUNSELOR/ LIBRARIAN RATE (Faculty Hour D, E) 76.5% pro-rata scale
2	2,253.10	128.75	96.56	74.62
3	2,342.54	133.86	100.39	77.58
4	2,431.99	138.97	104.23	80.54
5	2,521.46	144.08	108.06	83.50
6	2,610.91	149.19	111.90	86.47
7	2,700.34	154.30	115.73	89.43
8	2,789.78	159.42	119.56	92.39
9	2,879.23	164.53	123.40	95.35
10	2,968.68	169.64	127.23	98.31
11	3,058.15	174.75	131.06	101.28

NOTES: ** Pay by Assignment defined in Article 21F.5. CAH values reflect load factors specified in Article 10D.1(a)-(c).

For assignments involving Faculty C.1 or C.2, the equivalent hourly rate for C.1 or C.2 instruction can be obtained by multiplying the hourly lecture rate shown above by the appropriate load factor shown in Article 10D.1(c).

*** Hourly Laboratory Rates shown are for Faculty Hour B.1 (Load factor 0.75) only. For assignments involving Faculty Hour B.2, B.3, B.4 or B.5, the appropriate load factor applies in accordance with Articles 10D.1(b), 21F.5 and 21G.1.

2. Placement and Advancement on the Schedule.

In accordance with Sections 21H and 21I in the District/Faculty Collective Bargaining Agreement.

PART C: MISCELLANEOUS RATES DEFINED IN ARTICLE 21

Office Hour: \$69.72 per hour

Alternate Duty/F-Hour Assignment: \$2,650 per CAH, or \$69.72 per hour

Reference: Workload Definitions for Faculty Coordinator: 1C.1(g); Definition of F-Hour: 10D.1(f).
Parameters for pay by CAH (1 CAH equivalent to 2.17 hours/week or 38 total hours): 10C.3, 10D.1(f).
Pay by Assignment: 21F.5(d); Setting of Pay Rates as reflected herein: 21G.2.

Evaluation of Part-time Unit Member: \$209.16, or \$278.88 for Online Asynchronous class

Reference: Definition of duties and compensation: 21C.1(f).

**CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
FACULTY SALARY SCHEDULE FOR CONTRACT, REGULAR, TEMPORARY
AND PART-TIME (ADJUNCT) FY 2026-2027 — Effective July 1, 2026 - DRAFT**

PART D: SCHEDULE OF NON-CREDIT SERVICE RATES

1. Unit members performing Non-Credit instruction (part-time or overload) during the Academic Year, including ~~Summer Sessions and~~ Intersessions, will be paid as indicated below.

STEP	INSTRUCTIONAL COMPENSATION PER CAH ** (If Applicable)	HOURLY NON-CREDIT RATE (Faculty Hour G.1)	HOURLY CDCP LECTURE RATE (Faculty Hour G.2)	HOURLY TUTORIAL RATE *** (Faculty Hour H)
2	72% pro-rata scale	75% of Lecture Rate	Lecture Rate Equivalent	52% of Lecture Rate
3	2,253.10	96.56	128.75	66.95
4	2,342.54	100.39	133.86	69.61
5	2,431.99	104.23	138.97	72.26
6	2,521.46	108.06	144.08	74.92
7	2,610.91	111.90	149.19	77.58
8	2,700.34	115.73	154.30	80.24
9	2,789.78	119.56	159.42	82.90
10	2,879.23	123.40	164.53	85.55
11	2,968.68	127.23	169.64	88.21
	3,058.15	131.06	174.75	90.87

NOTES: ** The Calculated A-Hour (CAH) Rate is provided in order to enable pay-by-course, or pay by assignment for faculty performing both Credit and Non-Credit instruction on a Part-time or Overload basis. Load Value (defined in Articles 10D.1g and 10H.6) is also used to ensure compliance with faculty load limitations.

For Faculty Hours G.1 and G.2:

Faculty Hour G.1 (Load Factor 0.75): 1 CAH = 23.333 Hours.

Faculty Hour G.2 (Load Factor 1.0): 1 CAH = 17.5 Hours

*** Faculty Hour H carries no load value, and does not toll against the 67% Law for Part-time faculty (see Article 18J.3)

References: Definition of Non-Credit Pay Rates: 21G.1
Equivalent CAH Load Value for Assignments consisting of Faculty Hours G.1 and G.2: 10D.1(g) and 10H.6.
Definition of Non-Credit Faculty Hours G.1 and G.2: 10D.1(g).
Definition of Non-Credit Tutorial Hour: 10D.1(h).
Other Parameters for Non-Credit Instruction: Article 10H.
Step Placement and Advancement for Faculty teaching Part-time and Overload: 21I.