

District Response – Article 13 – Assignment and Scheduling

June 20, 2023

13.A. - F. no change

~~13.G. Assignment of Overload and Overload Compensation In the District's Automotive/Trade Skills Department~~

~~1. Automotive Department full-time faculty members are not entitled to a guaranteed overload/extra pay assignment.~~

~~2. Available overload/extra pay assignments, as determined by management, shall be made on a rotational basis among qualified Automotive faculty members, starting with the most senior qualified faculty member. Consistent with the Faculty Handbook, (1) overload assignments shall not exceed six hours per week of instruction, and (2) exceptions to this limitation require approval of the vice Chancellor of Academic Affairs and the appropriate Associate Vice Chancellor.~~

~~3. The District shall not include, and Automotive Department faculty members are not entitled to, any overload/extra pay in the computation of total compensation while Automotive Department faculty members are on sabbatical.~~

Add

13.H Work Location

1. Faculty shall not be required to be on campus for assignments that do not require in-person interaction.

1.1 Faculty may determine where to carry out job duties not requiring in-person interaction (e.g. grading, paperwork, zoom conferences, phone calls).

1.2 Assignments requiring in-person interaction shall clearly state the times and requirements.

1. When making faculty assignments for the fall, spring, and summer sessions, management shall identify any needed schedule and location requirements.
2. Class preparation and grading do not need to be performed on-campus.
3. As noted in Article 18.G., full-time faculty have additional professional responsibilities, including office hours. Part-time faculty may also elect to hold office hours.
 - a. Faculty may conduct online office hours in an amount proportional to the percentage of their load attributable to distance education courses. Office hours conducted online must be regularly scheduled and allow for synchronous communication with students.
 - b. Faculty may be required to attend in-person meetings as directed by their department chair and/or supervising dean.

- c. Faculty may be assigned to evaluation committees that require observations of in-person activities.
 - d. Full-time faculty with certain professional responsibilities may need to be in-person to conduct that work.
4. Full-time faculty will not be given a fall or spring schedule that consists exclusively of distance education classes or other assignments designated by management as available to be done off-campus. Exceptions to this requirement may be granted by the appropriate Vice Chancellor. Any such decision shall be on an individual case-by-case appraisal. Any decision(s) are non-precedent setting and non-grievable.
5. Part-time faculty will not normally be given a fall or spring schedule that consists exclusively of distance education classes or other assignments designated by management as available to be done off-campus. Exceptions to this requirement may be granted by the supervising Dean. Any such decision shall be on an individual case-by-case appraisal. Any decision(s) are non-precedent setting and non-grievable.

13.I. Full Time Faculty Reappointment/Recall Rights

1. Tenure track faculty laid off shall have the right to re-appointment for 39 months, as do tenured faculty under Education Code 87744.

2. The right to reappointment may be waived by the employee, without prejudice, for the full duration of a faculty member's reemployment period. Such a waiver shall not deprive the employee of their right to subsequent offers of reappointment.