

Key: AFT	Key: CCSF
Current contract language <u>AFT language</u> AFT strikethrough of current contract language AFT language the District accepts Moving party (AFT) rejection of proposed new language <u>Moving party (AFT or District) propose return to current contract language</u>	Current contract language <u>District language</u> District strikethrough of current contract language District language that AFT accepts Moving party (District) rejection of proposed new language <u>Moving party (AFT or District) propose return to current contract language</u>

9/22/2026 | CCSF to AFT |

ARTICLE 23 – Faculty Service Areas

23.A. Definitions

1. Faculty Service Area (FSA)

A Faculty Service Area (FSA) is a service or instructional area or group of related services or instructional subject areas performed by faculty and established by a community college district.” (See Ed. Code section 87743.1.) The sole function of FSAs under the Education Code is to provide a rational and workable framework within which retreat rights, seniority rights, and bumping rights can be exercised by faculty in the event of an official reduction in force pursuant to Education Code sections 87743-87746.

The District’s FSAs are established and shall be maintained according to the Disciplines List, as adopted by the State Board of Governors of California Community Colleges and contained in the latest “Minimum Qualifications for Faculty and Administrators in California Community Colleges” as published by the California Community College Chancellor’s Office (CCCCO), except that each foreign language shall be deemed a separate FSA.

FSA membership shall not impact current practices and procedures governing class assignments outside the discipline or disciplines in which a faculty member was initially hired ~~to provide instruction~~.

2. Career, Arts and Technical Education FSAs

The parties shall meet promptly following ratification of this Agreement for further discussions in good faith, in order to identify the Disciplines that shall be designated as Career, Arts and Technical Education FSAs.

3. Competency Criteria

Competency Criteria are requirements, established by agreement between the District and AFT, which must be met in addition to minimum and local qualifications by a faculty member to be recognized as competent to serve in a specific FSA.

23.B. Assignment to FSA(s)

1. Primary FSA(s)

1.1. Assignment at Initial Hire

As the time of hire, every full-time and contract faculty member shall be assigned by the District to one or more “Primary” FSAs based on the teaching assignment(s) for which they were hired as a full-time or contract faculty member. The District shall maintain all current discretion over employment decisions, provided that in no case shall any individual be hired and assigned into any FSA for which he or she does not (1) meet state minimum qualifications for the relevant Discipline as set forth in Sections 53400 *et seq.* of Title 5 of the California Code of Regulations, including equivalency established consistent with those Regulations and District Policy, or possess a valid Credential allowing him or her to teach in the relevant Discipline, (2) satisfy any duly adopted local qualifications established for the specific Discipline at issue, and (3) possess any special competencies determined by legal requirements related to the subject matter of the relevant FSA.

1.2. Current Faculty

Faculty employed prior to the date of ratification of the 2015-2018 agreement shall be assigned by the District to one or more Primary FSAs based on their qualifications and teaching assignments as of that date

2. Secondary FSAs

Any tenured faculty member may, prior to ~~September 1~~ February 15 of any academic year, petition for recognition of competence in additional “Secondary” FSAs by submitting a written request to Human Resources using the form developed by HR for that purpose. The petition shall include all documentation/evidence necessary to demonstrate that the faculty member meets Competency Criteria requirements as set forth in Section 23.C, below. It

shall be the responsibility of the employee to request inclusion in Secondary FSAs by utilizing this process and to provide the District with all records necessary to substantiate the claim of competency.

Secondary FSAs shall apply in the event of a reduction in force consistent with Education Code requirements, but outside that context shall not create any right for the faculty member to actually be assigned teaching assignments in the Secondary FSA.

23.C. Competency Criteria

An employee is presumed to be competent in the Primary FSA(s) to which he or she is initially assigned, based upon the discipline or disciplines for which he or she is or was initially hired to teach. To demonstrate competency to be included in a Secondary FSA for the purposes of a reduction in force, however, the faculty member must satisfy the following criteria:

1. Possession of:
 - 1.1. State minimum qualifications for the relevant Discipline as set forth in Sections 53400 *et seq.* of Title 5 of the California Code of Regulations (including equivalency), OR
 - 1.2. A valid Credential authorizing the employee to teach in the relevant Discipline; AND
2. Any and all duly adopted local qualifications for the relevant Discipline; AND
3. Any special competencies and/or licensures determined by legal requirements related to the subject matter included in the specific FSA; AND
4. In the case of Career, Arts and Technical Education FSAs, only, either:
 - 4.1. Satisfactory substantial and/or consistent teaching experience as the instructor of record (or in the case of counseling or library FSAs, satisfactory provision of services in the relevant area) within the past five (5) years in the FSA, or in the relevant Discipline or its equivalent at another accredited college or university; OR
 - 4.2. Demonstration of substantial and/or consistent professional experience in the relevant field within the previous five (5) years; OR
 - 4.3. Submission of a portfolio or performance demonstration satisfactorily demonstrating currency and quality for those skills necessary for teaching within the FSA at the District.

23.D. Evaluation of Secondary FSA Applications

A Committee consisting of the Vice Chancellor of Academic Affairs or designee, an Associate Vice Chancellor of Academic Affairs, a Dean, two (2) representatives of the Academic Senate and one (1) member chosen by AFT shall review the materials submitted by an applicant for any Secondary FSA. In the case of applicants for Secondary Career, Arts and Technical Education FSAs who choose to submit a portfolio or performance for review under Section 23.C.4.3, the Committee shall whenever possible include at least two (2) faculty members from the relevant Discipline. Based on the materials submitted, the Committee shall decide whether the applicant has demonstrated he or she meets the Competency Criteria set forth in Section 23.C, above. An FSA shall be awarded where a majority of the Committee votes in favor of doing so. In the event that the committee does not find that the Applicant has satisfied the necessary Competency Criteria, it will provide an explanation of its decision in writing.

23.E. Disputes over FSA decisions

Any dispute arising from an allegation that a faculty member has been improperly denied an FSA shall be classified and procedurally addressed as a grievance under Article 22 of this Collective Bargaining Agreement.

23.F Expiration of Career, Arts and Technical FSAs

In recognition of the fact that it is exceptionally important that instructors in Career, Arts and Technical Education FSAs maintain current skills and knowledge in their rapidly changing fields, Career, Arts and Technical Education FSAs shall expire at the end of any consecutive eight (8) year period unless (1) the instructor satisfactorily teaches at least one course in the relevant discipline at the District or another California Community College District, or (2) the instructor reapplies prior to the expiration date for a further eight (8) year FSA term, by demonstrating that he or she continues to meet Competency Criteria for the FSA consistent with the requirements of Article 23.C above.

23.G. Record of FSAs

According to Education Code section 87743.4, each District shall maintain a permanent record for each faculty member employed by the District of each FSA for which the faculty member possesses minimum qualifications for service and has established Competency pursuant to District competency standards as set forth in Section 23.C above. The record shall be maintained in the faculty member's personnel file.

23.H. Role of FSAs in Reductions in Force

Pursuant to Education Code section 87743, the service of no regular employee shall be terminated while any probationary employee, or any other employee with less seniority, is retained to render a service in an FSA for which that employee is both qualified and has been deemed competent pursuant to Sections 23.B and 23.C, above.

23.I. Evaluation of Faculty After “Bumping” Into Secondary FSAs

In the event that any faculty member as a result of Reduction in Force “bumps” into a position rendering service in a Secondary FSA, a Peer-Management Evaluation shall occur during the first year of the new assignment. Subsequent evaluations shall occur at the intervals and using the procedure specified in Article 9 of this Agreement.