

# AGREEMENT

*between*

**FOOTHILL - DE ANZA  
COMMUNITY COLLEGE  
DISTRICT**

*and the*

**FOOTHILL - DE ANZA  
FACULTY ASSOCIATION**

**July 1, 2007 – June 30, 2010**

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Article 1  
**GENERAL PROVISIONS**

- 1.1 Unless expressly provided otherwise, the following definitions shall govern the interpretation and construction of this *Agreement*:
- 1.1.1 “Association” or “FA” means the Foothill-De Anza Faculty Association.
  - 1.1.2 “District” means the Foothill-De Anza Community College District.
  - 1.1.3 “Board” means the Board of Trustees of the Foothill-De Anza Community College District, the Chancellor, or any of the Board’s officers or employees who have delegated authority to act for the Board. The words “Board itself” mean the governing board of the District.
  - 1.1.4 “Administrator/manager” means any employee in a position designated by the governing board of the District as having direct responsibilities for formulating policy or administering District programs. In addition:
    - 1.1.4.1 An “Educational Administrator,” in formulating policy or administering instructional and student services programs, has direct responsibility for the formulation of the budget, curriculum or program development, and/or has direct responsibility for the supervision and evaluation of faculty and staff associated with the program;
    - 1.1.4.2 A “Program Administrator” administers specific programs within the College or District but does not meet the definition for an educational administrator.
  - 1.1.5 “Chancellor” means the Chancellor of the Foothill-De Anza Community College District.
  - 1.1.6 “Faculty employee” means any employee in the bargaining unit as defined in Section 1.2.
  - 1.1.7 “Regular employee” means a permanent or tenured faculty employee.
  - 1.1.8 “Contract employee” means a probationary faculty employee or a grant-funded employee hired on a year-to-year basis in accordance with Education Code 87470.
  - 1.1.9 “Article 19 faculty” means a faculty employee who has an annual contract under the provisions of Article 19 of the *Agreement*.
  - 1.1.10 “Temporary faculty employee” means a faculty employee appointed for not more than one complete school year, but not less than a complete quarter during a school year as provided in Education Code 87482.
  - 1.1.11 “Part-time temporary faculty employee” means any faculty employee who is employed pursuant to Education Code Section 87482.5 for no

more than 60 percent of the annual load of scheduled duties for a full-time regular faculty employee having comparable duties.

- 1.1.12 “Faculty Service Area” (FSA) means a service or instructional subject area or group of related services or instructional subject areas (disciplines) established by the Foothill-De Anza Community College District in accordance with Education Code 87743 and Article 15 of the *Agreement*.
- 1.1.13 “College year” means July 1 through June 30.
- 1.1.14 “Academic year” means that portion of the college year that extends from the beginning of the Fall quarter through the end of the Spring quarter.
- 1.1.15 “Summer session” means the intersession between academic years. Summer session is not part of the 175 day academic year; it commences on the first workday following the end of the academic year and terminates on the last workday preceding the start of the new academic year. Summer session assignments shall be governed by Article 26 of this *Agreement*.
  - 1.1.15.1 “Early summer session” means a period of instruction that partially overlaps the Spring quarter of the academic year. These assignments begin no earlier than the start of the ninth week of the Spring quarter and end during the summer session. At least fifty (50) percent of the instructional time of an early summer session shall occur during the regular summer session. Early summer session assignments shall be governed by Article 26 of the *Agreement*.
- 1.1.16 “Academic recess” means that portion of the academic year between the end of one quarter and the beginning of the next quarter.
- 1.1.17 “Academic hour” means a period of fifty (50) minutes for purposes of office hours under Article 7.15 and Article 10.8 and substitute coverage under Article 16.37.
- 1.1.18 “Intersession” means that period of time in which classes are held during an academic recess or beyond the academic year. Assignment to intersession classes shall not apply toward the sixty percent (60%) of a full-time annual load specified in Article 7.1.1.
- 1.1.19 “Intra-session” means a period of time during which classes are held for a portion of an academic quarter. Intra-session assignments shall be made only through mutual agreement between the faculty employee and the Division Dean or appropriate administrator. Assignment to intra-session classes applies toward the 60 percent (60%) of a full-time annual load limit specified in Article 7.1.1.
- 1.1.20 “Concurrent section” is either a double section or a triple section scheduled and assigned as an aggregate.



- 1.1.21 “Resignation” means the voluntary termination of employment with the District in accordance with the terms and conditions set forth in Article 30.
- 1.1.22 “Retired faculty employee” means a contract or regular faculty employee who has both resigned from the District and retired under STRS or PERS.
- 1.2 The bargaining unit covered by this *Agreement* includes those employees of the District who are employed in positions that are not designated as supervisory or management for the purposes of Article 5 (commencing with Section 3540) of Chapter 10.7 of Division 4 of Title 1 of the Government Code and for which minimum qualifications for hire have been adopted pursuant to subdivision (a) of Education Code Section 87356. Faculty employees include, but are not limited to, instructors of credit and/or noncredit classes, librarians, counselors, community college health professionals, physically limited student programs and services professionals, extended opportunity programs and services professionals, child development center/children’s center faculty, faculty on special assignments pursuant to Article 25 of this *Agreement*, noncredit (adult) education faculty, coordinators, executive heads and division assistants under Article 25 of this *Agreement*, and individuals employed to perform a service that, before July 1, 1990, required non-supervisory, non-management certification qualifications. While many of the above positions are mandated by law, nothing in this article shall necessarily require the continuation of the above positions.
- 1.2.1 Although faculty employees may assist administrators in budgeting, hiring, scheduling or supervising, administrators retain primary responsibility for these activities in accordance with Section 3540.1 of the Government Code. Any employees who are employed in faculty positions but who perform supervisory, management or other duties related to college governance shall not, because of the performance of those incidental duties, be deemed supervisors or managers. The incidental “supervisory” or “management” duties referred to in this subdivision include, but are not limited to, serving as a faculty member on hiring and selection and tenure review committees, conducting evaluations of part-time faculty, participating in budget development, or making effective recommendations in connection with those activities.
- 1.3 Any individual employment contract between the Board and any faculty employee shall be subject to and consistent with the terms of this *Agreement*. In the event of a conflict, the terms of this *Agreement* shall govern.
- 1.4 In the event that an administrator/manager is to be reassigned to faculty status, the District shall notify FA of the reassignment to provide FA with the opportunity for discussion with the Vice Chancellor of Human Resources. Such notification shall normally occur 10 or more working days prior to action taken by the Board.
- 1.5 As soon as it is reasonably able to do so after the ratification of this *Agreement*, FA shall provide the Board with a camera-ready copy of this *Agreement*. Within 30 days after receipt of such a copy, the Board shall provide FA with a sufficient number of copies of the *Agreement* for distribution to each faculty employee. FA shall, at its expense, distribute a copy of this *Agreement* to each faculty employee.

Article 2  
**EFFECT OF AGREEMENT**

- 2.1 This *Agreement* expresses the entire understanding between the Board and FA and supersedes all previous agreements between them, whether written or oral. It also supersedes any rules, regulations, policies or practices of the Board that are contrary to or inconsistent with its terms.
- 2.2 The Board and FA agree to communicate in a timely manner to their constituencies the provisions of this *Agreement* and any changes in it that may be negotiated.
- 2.3 If any provision of this *Agreement* is held invalid, such invalidity shall not affect other provisions of the *Agreement* as long as they can be effective without the invalid provision. To this end, the provisions of this *Agreement* are severable.
- 2.4 It is understood and agreed that the Board retains all of the rights, powers and authority vested in it by law to direct, control and govern the District. The exercise of the Board's rights, powers and authority, and the adoption of policies, rules, regulations and practices in furtherance thereof shall be limited only by applicable provisions of law or by the terms of this *Agreement*.
- 2.5 The adoption, modification or repeal of any written rule, regulation or policy of the Board that is not governed by the terms of this *Agreement* shall remain subject to negotiation to the extent the rule, regulation, or policy relates to wages, hours or other terms and conditions of employment as defined by Government Code Section 3543.2. If the Board contemplates any such change, the parties agree to reopen negotiations for the limited purpose of reaching an agreement regarding the proposed adoption, modification, or repeal.
- 2.6 This *Agreement* shall not modify or replace the rights of faculty employees except as the specific and express terms of this *Agreement* require, and then only to the extent permitted by law.
- 2.7 The Board acknowledges that, with respect to the bargaining unit covered by this *Agreement*, the Board shall meet and negotiate on matters within the scope of representation only with FA, as long as FA remains the exclusive representative of the bargaining unit.
- 2.8 As long as FA remains the exclusive representative of the bargaining unit, FA shall meet and negotiate on matters within the scope of representation only with the Board's designated representatives.

Article 3  
**ASSOCIATION RIGHTS**

- 3.1 The Association retains all rights guaranteed to employee organizations under Government Code Sections 3540 and following and all rights accorded by the Public Records Act (Gov. Code Sec. 6250 and following), the Ralph M. Brown Act (Gov. Code Sec. 54950 and following), and all other applicable provisions of law, and the exercise of the Association's rights shall be limited only by the terms of this *Agreement*. The rights retained by the Association include, but are not limited to, the right to have access to any record containing information relating to the conduct of the District's business that is open to inspection under the Public Records Act (including but not limited to records relevant to the preparation of the annual District budget), the right to receive a notice and agenda for each Board meeting, and the right to receive the name, address and salary of each faculty employee.
  
- 3.2 All written policies, rules, regulations or procedures governing conditions of employment of the members of the bargaining unit that are to be generally distributed to faculty employees shall be provided to the Association. General distribution means distribution to an entire division, segment, program, college or other administrative unit of the District.
  
- 3.3 Upon filing an appropriate form provided by the Board, each faculty employee shall have the right to have deductions of at least \$2 per item made from his or her monthly salary for the following:
  - 3.3.1 Dues to a local or statewide professional association or any other professional organization affiliated or otherwise connected with a statewide professional organization which authorizes the statewide organization to receive membership dues on its behalf.
  
  - 3.3.2 Purchase of deferred compensation plans approved by the Board. Changes shall be made in accordance with IRS regulations. A list of qualified vendors is available at the Business Services website. Faculty enrolled prior to October, 2004 in plans not included on this list are not required to change vendors.
  
  - 3.3.3 Payment to a credit union.
  
  - 3.3.4 Purchase of government savings bonds.
  
  - 3.3.5 Premiums for insurance sponsored by a professional association, FA, or the District.
  
  - 3.3.6 Contributions to a Flexible Spending Account under Section 125 Pre-Tax Salary Deduction Health Care Reimbursement Plan and/or Dependent Care Reimbursement Plan in accordance with IRS regulations.
  
  - 3.3.7 Contributions to any special fund administered by the Board, by FA, or both.

- 3.3.8 Contributions to a student loan fund or a student assistance fund administered by the Board.
- 3.3.9 Contributions to any tax exempt charitable organization, if at least twenty-five (25) employees request a deduction for the same charitable organization.
- 3.3.10 Contributions to the Foothill-De Anza Foundation.
- 3.3.11 Such other payments or contributions as may be mutually agreed upon by the Board and FA.

No deduction shall be permitted during the term of this *Agreement* for the payment of any dues, fees, or contributions to any employee organization (bargaining unit) as defined in Government Code Section 3540.1 other than FA.

- 3.4 On or before June 30 of each year, the Association shall provide the Board with a list of the faculty employees who will serve as Association Executive Council members during the succeeding academic year. Upon the timely receipt of the list, the Board shall establish a work assignment for each Association Executive Council member that will reasonably permit him or her to attend the regular meetings of the Council.
- 3.5 During the first two weeks of the quarter preceding the commencement of negotiations on an agreement to succeed this *Agreement*, or on any reopeners contained in this *Agreement*, the Association shall provide the Board with the names of a reasonable number of faculty employees who will serve as the FA negotiating team. Upon the timely receipt of this information, the Board shall establish a work assignment for each member of the negotiating team that will reasonably enable the parties to establish regularly scheduled negotiating sessions of at least two per week at which all team members can be present.
- 3.6 For the purpose of meeting and negotiating and for the processing of grievances, faculty employees representing the Association shall receive reasonable periods of released time as follows:
  - 3.6.1 The Association may request and the Board shall provide released time equivalent to a maximum of 4.0 full-time faculty assignments.
  - 3.6.2 In addition to Section 3.6.1, when the *Agreement* is being negotiated in its entirety or District budget and shared governance activities, conciliation matters, or finance-related negotiations occur during the Summer Session, the Board shall provide released time up to 0.25 of a full-time faculty assignment if the Faculty Association funds a like amount. Such released time shall be granted only to those faculty who use the released time during the summer session.
  - 3.6.3 In addition to the released time provided for in subsection 3.6.1, the Board shall provide further released time as requested by the Association, if the Association reimburses the Board for the full cost of any released time so requested.
  - 3.6.4 The cost of released time provided under subsection 3.6.3 shall be equal to the full cost (including salary, paid benefits and retirement

contributions, to the extent applicable) the Board would have to incur to replace the faculty employees granted release time. The full replacement cost shall be calculated by using the average compensation paid to part-time temporary faculty employees employed by the District during the academic year the released time is provided.

- 3.6.5 Each quarter, at least two weeks before the date on which Division Deans are required to submit tentative class schedules, the Association shall inform the Board of the names of faculty employees it has designated to receive released time during the quarter and the extent to which each will be released from his or her normal duties.
- 3.6.6 All released time provided under this section shall be distributed in a manner requested by the Association, provided that all released time shall be granted in complete service increments only. A complete service increment is one course per quarter or its equivalent.
- 3.7 For each of the following committees the Association may designate a faculty employee/s to represent it as a member/s of the committee:
  - 3.7.1 De Anza College Council;
  - 3.7.2 Foothill College Roundtable;
  - 3.7.3 De Anza Curriculum Committee; Foothill Curriculum Committee;
  - 3.7.4 District Human Resources Advisory Committee;
  - 3.7.5 District Health Benefits Advisory Committee;
  - 3.7.6 District Budget Advisory Committee;
  - 3.7.7 Chancellor's Advisory Council;
  - 3.7.8 Educational Technology Advisory Committee.
  - 3.7.9 Any other committees mutually agreed upon by FA and the Board; however, nothing in this article requires the continuation of a designated committee. The FA is encouraged to participate on appropriate committees covering topics within the scope of representation.

Article 4  
**ORGANIZATIONAL SECURITY**

4.1 Unless expressly provided otherwise, every faculty employee shall, as a condition of continued employment during the term of this *Agreement*, either become a dues-paying member of FA, or pay FA a service fee in an amount not to exceed the periodic dues and general assessments of the Association. The Board shall inform all new employees of their obligations under this article.

4.2 Each employee who is required to pay dues or service fees pursuant to Section 4.1, and has not paid the annual dues or service fee in advance as provided in 4.2.1, shall, within 30 days of his or her initial employment, or within 30 days of the effective date of this article, whichever is later, file an appropriate payroll deduction form provided by the Board authorizing and instructing the Board to deduct from each salary warrant due the employee for services the sum necessary to meet the employee's financial obligation to FA.

The payroll deduction form shall be filed with the Office of Human Resources.

4.2.1 In lieu of filing a payroll deduction authorization form as provided in Article 4.2, an employee may pay the annual dues or service fees in advance directly to FA within 30 days of his or her employment in any given year, or within 30 days of the effective date of this article, whichever is later. As an alternative to advance payment of the annual amount of dues or fees, a temporary employee may make direct advance payment of the dues or services fees for each quarter in which he or she is hired within ten days after initial employment in that quarter.

4.3 Upon receipt of a properly executed payroll deduction form pursuant to Section 4.2, the Board shall forward a copy of the form to FA and deduct from each salary warrant due the employee an amount determined by the current FA dues or service fee schedule, provided, however, that each change to the schedule is received by the Board on or before the tenth day of the month during which the change is to become effective. Within ten working days after the deduction has been made, the Board shall remit the entire amount deducted (less the actual cost, if any, of making the deduction) to FA. If the Board does not remit the amount due within ten working days, the Board shall pay FA interest on the amount due at the rate of 7% per annum. The Board shall have no other obligation with respect to the amount deducted pursuant to this article, whether express or implied.

4.4 Together with the aggregate amount deducted from the payroll and payable to FA, the Board shall transmit to FA an alphabetical list of faculty employees who have had dues or service fees deducted from their salaries.

4.5 The Board shall immediately notify FA if any employee has failed to comply with Section 4.2 of this article or has revoked his or her prior authorization.

4.6 Upon receipt of notice from the Board pursuant to Section 4.5 that a faculty employee has failed to comply with the requirements of Section 4.2 of this article, FA shall notify each employee involved who has not paid in advance in accordance with Section 4.2.1 that compliance with this article is a condition of continued employment as specified in Gov. Code Sec. 3540.1(i)(2) and that he or

she has 30 days in which to comply with the requirements as specified in Section 4.2.

- 4.7 If any employee who has been sent the notice prescribed by Section 4.6 does not, within 30 days from the date of the notice, authorize through payroll deduction or pay directly to FA the required dues, service fees or scholarship contributions, FA may send a written notice to the District requesting automatic payroll deduction in order to comply with this article. Upon receipt of the request, the District shall commence automatic payroll deduction from each salary warrant the sum necessary to meet the employee's financial obligation to FA. Such sum shall include not only the amount of dues, service fees or scholarship contributions for the month in progress, but also amounts for all previous months the employee has not met his financial obligation to FA.
- 4.8 Notwithstanding any other provisions of this article, any faculty employee hired after July 1, 1995 may file an "Objection to Payment of Fees" under Section 4.9 provided he or she is a member of a religious body whose traditional tenets or teachings include objections to joining or financially supporting employee organizations.
- 4.8.1 Faculty hired prior to July 1, 1995 may follow the 1992-95 *Agreement* provisions for exemption.
- 4.9 An "Objection to Payment of Fees" shall be filed with the FA and the Vice Chancellor of Human Resources in writing and shall include a statement signed by the employee identifying his or her religious affiliation and explaining the tenet or teaching under which the objection is made.
- 4.10 In lieu of dues or service fees, any employee who qualifies under Section 4.8 and files in accordance with Section 4.9 may pay through monthly payroll deduction, monthly amounts equal to the service fee to either the FA Scholarship Fund or any tax-exempt charitable organization for which payroll deductions may be made under Subsection 3.3.9.
- 4.11 Scholarships from the FA Scholarship Fund shall be awarded to students of the District on the basis of need and scholastic achievement only. The fund, including earned interest, shall be administrated by FA for this purpose.
- 4.12 As provided in Government Code Section 3546.3, if any employee who qualifies under Sections 4.8 and 4.9 requests the assistance of FA in using the conciliation and grievance procedure set forth in Article 5, or in representing the employee in individual issues related to terms and conditions of employment, FA may charge the employee for the reasonable cost of providing these services.

Article 5  
**GRIEVANCE PROCEDURE**

The Faculty Association and the Board recognize that the prompt resolution of differences is essential to sound employer-employee relations. To this end faculty and administrators should seek to resolve issues directly. If satisfactory resolution is not reached through this means, the faculty employee should pursue resolution in accordance with the following procedures. (See Appendix N2 for flowchart of the process.) Grievance is a faculty right under the Government Code and the exercise of grievance rights shall not, in itself, result in adverse consequences.

5.1 Conciliation

- 5.1.1 A conscientious effort shall be made to resolve differences related to the *Agreement* between faculty employees and the Board at the lowest possible administrative level before a grievance may be filed.
- 5.1.2 To encourage informal and confidential resolution of disputes, the Faculty Association shall maintain a conciliation committee to assist faculty employees in resolving potential grievances.
- 5.1.3 Evidence of either party's conduct or statements during conciliation efforts between the faculty employee and the Board shall be inadmissible in any subsequent grievance proceeding.

5.2 Definitions

- 5.2.1 "Grievance" means a written statement by a faculty employee alleging that he or she has been wronged by the Board's violation, misinterpretation, or misapplication of specific provisions of the *Agreement*. "Grievance" also means a written statement by the Faculty Association alleging that the Association itself has been wronged by the Board's violation, misinterpretation, or misapplication of specific provisions of the *Agreement*. "Grievance" also means a written statement by the Faculty Association signed by an individual faculty employee alleging that the employee has been wronged by the Board's violation, misinterpretation, or misapplication of specific provisions of the *Agreement*.
- 5.2.2 "District representative" means an administrator designated by the Chancellor to represent the Board at all stages of a grievance proceeding.
- 5.2.3 "Working day" means any day during which the central administrative offices of the District are open for business.
- 5.2.4 "School day" means any day when the colleges are in session during the regular academic year.
- 5.2.5 To "file" means to deliver either personally or by certified mail, return receipt requested. A document is "filed" on the day it is received.



- 5.2.6 “Notice” means a Notice of Grievance on a form (Appendix N1) agreed upon by the Association and the Board.
- 5.2.7 “Shall” is mandatory; “may” is permissive.
- 5.3 Step 1 - Filing a Formal Grievance
  - 5.3.1 Who May File. A grievance may be filed by any of the following individuals as long as he or she is not alleging a violation, misinterpretation or misapplication previously and unsuccessfully grieved:
    - 5.3.1.1 Any faculty employee who, at the time of filing, is a member of the bargaining unit;
    - 5.3.1.2 Any former faculty employee who was a member of the bargaining unit during the preceding academic quarter; or
    - 5.3.1.3 An officer of FA who has been authorized to file the grievance on behalf of the Faculty Association by its Executive Council; or
    - 5.3.1.4 An officer of FA who has been authorized by an individual faculty employee to file the grievance on behalf of the employee.
  - 5.3.2 Representation. Upon the filing of the grievance and thereafter, the responding administrator may be accompanied by a District representative who shall advise and may act for the administrator. A grievant may be advised and represented by:
    - 5.3.2.1 Representatives of FA;
    - 5.3.2.2 A representative of his or her own choosing other than FA; or
    - 5.3.2.3 Himself or herself.
  - 5.3.3 Filing and Time Limits on Filing. A formal grievance shall be initiated by the filing of a written Notice of Grievance on a form (Appendix N1) agreed upon by FA and the Board. The notice shall:
    - 5.3.3.1 Contain a concise statement of the violation, misinterpretation, or misapplication alleged, the circumstance or action of discovery of the circumstance or action;
    - 5.3.3.2 State the remedy sought;
    - 5.3.3.3 State the name, address, and telephone number of the grievant’s representative, if known; and
    - 5.3.3.4 Include the grievant’s name, address, home and work telephone numbers, and signature.

- 5.3.4 The notice shall be filed with the Vice Chancellor of Human Resources with copies to FA and the College President within 50 school days after the grievant discovered or reasonably could have discovered the circumstance or action giving rise to the grievance. Regardless of the date of the discovery, however, a notice shall not be timely if it is filed more than one year after the circumstance or action giving rise to the grievance. Timelines are specified in Appendix N2.
- 5.3.5 Upon receipt of a Notice, the Vice Chancellor of Human Resources shall designate a District representative.
- 5.4 Step 2 - Internal Review
  - 5.4.1 Within five school days of the filing of the Notice, the College President shall schedule a meeting with the grievant, the responding administrator and their representatives. This meeting, to afford the parties a reasonable opportunity to be heard, shall occur within twenty school days of the filing of the notice. The nature of the Internal Review is informal, that is, the grievant and the responding administrator shall present their respective views, and the President may question the parties and/or their representatives. The President may also seek additional information about the grievance from any source. Using his or her professional judgment, the President shall make a good faith effort to resolve disputes related to the *Agreement* to the extent practicable and consistent with legal statutes and regulations.
  - 5.4.2 Within seven school days following the meeting with the grievant, the President shall make a decision regarding the grievance. The decision shall be in writing and shall be sent to the grievant with copies to the responding administrator, FA, and the Vice Chancellor of Human Resources.
  - 5.4.3 The President may designate another employee of the District to conduct the internal review and render a decision under this section, but the President's designee shall, to the extent practical, be someone who has had no previous involvement in the events upon which the grievance is based.
- 5.5 Step 3 - Request for Arbitration
  - 5.5.1 If the President denies the grievance or fails to make a timely decision, the grievant may request in writing that FA submit the grievance to arbitration. FA shall have the exclusive right to submit the decision to arbitration. If FA declines to submit the decision to arbitration, the grievant shall have exhausted his or her administrative remedies and is free to pursue other remedies that may be available.
  - 5.5.2 If FA chooses to exercise its right to submit the grievance to arbitration, it shall file with the Vice Chancellor of Human Resources a written request for arbitration signed by the grievant and an authorized representative of FA. The request for arbitration shall be filed within ten school days following the date of the President's decision or, in the event the President failed to make a timely decision, within ten school

days following the date on which the President's decision was due under Section 5.4.2.

- 5.5.3 Failure to file a request for arbitration within the time specified in Section 5.5.2 shall terminate the grievance.
- 5.5.4 Unless FA and the Board mutually agree upon an arbitrator within five school days of the filing of a request for arbitration, a representative of FA and a representative of the Board shall jointly request the California State Conciliation Service to submit a list of seven available arbitrators.
- 5.5.5 Within ten school days of the receipt of the list of arbitrators from the State Conciliation Service, the representatives of FA and the Board shall alternately strike names from the list until only one name remains. That person shall serve as arbitrator. A toss of a coin shall determine which representative strikes the first name from the list.
- 5.5.6 The designated representatives shall immediately send a notice of selection to the State Conciliation Service, requesting an arbitration hearing as soon as possible. The notice of selection shall be accompanied by a copy of the *Agreement*, a copy of the Notice of Grievance, and the Notice of Intent to Consolidate Grievances, if applicable.
- 5.5.7 The arbitrator shall establish as early a hearing date as is practical; provided, however, that the arbitrator shall notify the Vice Chancellor of Human Resources and FA of the date, time, and place of the hearing at least twenty school days in advance of the date set for the hearing.
- 5.5.8 If the arbitrator fails to establish a hearing date that is within 90 calendar days of the date of his or her selection, either FA or the Board may request the selection of a new arbitrator pursuant to Sections 5.5.4 through 5.5.8.

## 5.6 Arbitration Hearing

- 5.6.1 It shall be the duty of the arbitrator to hold a hearing for the purpose of considering arguments and evidence submitted by parties to the grievance and forming a decision that will conclude the grievance. Irrelevant and unduly repetitious evidence shall be excluded.
- 5.6.2 Except as otherwise provided herein, the voluntary labor arbitration rules of the American Arbitration Association shall govern the arbitration proceedings.
- 5.6.3 Attendance at the hearing shall be limited to:
  - 5.6.3.1 The grievant and the grievant's representative, if any;
  - 5.6.3.2 The responding administrator and a District representative if any;
  - 5.6.3.3 The arbitrator;

- 5.6.3.4 Witnesses, but only while giving evidence;
  - 5.6.3.5 An observer designated by the Faculty Association;
  - 5.6.3.6 The Vice Chancellor of Human Resources or an observer designated by the Vice Chancellor; and
  - 5.6.3.7 A court reporter, if any.
- 5.6.4 At the hearing, only the participants listed in Sections 5.6.3.1 through 5.6.3.4 may participate. The grievant and all necessary witnesses shall be provided released time for the time during which they are needed at the hearing.
- 5.6.5 The grievant shall demonstrate that he or she was wronged by the Board's violation, misinterpretation or misapplication of specific provisions of the *Agreement* as alleged in the grievance.
- 5.6.6 The arbitrator shall, as soon as possible after the conclusion of the hearing, prepare his or her report. The arbitrator's report shall consist of the arbitrator's detailed findings of fact and conclusions. If the arbitrator's findings and conclusions establish that the Board has violated, misinterpreted or misapplied specific provisions of the *Agreement* as alleged in the grievance, the arbitrator's decision shall enforce the terms of the *Agreement* so as to remedy the wrong to the individual grievant, but the arbitrator shall not add to, subtract from, or otherwise modify the terms of the *Agreement*. If the arbitrator's findings and conclusions establish that a monetary award is necessary to enforce the terms of the *Agreement* so as to fully remedy the wrong to the individual grievant, such an award (including interest, if appropriate) shall be made. The arbitrator shall refer all matters on which the arbitrator has no authority to rule, back to the parties without any decision.
- 5.6.7 The decision of the arbitrator shall be final and binding.
- 5.6.8 Each party shall bear the costs of preparing and presenting its own case in arbitration. All fees and expenses of the arbitrator shall be shared equally by FA and the Board.
- 5.7 General Provisions
- 5.7.1 The time limits specified in these procedures are maximum limits and every effort shall be made to expedite the process. Notwithstanding this provision, any time limit specified in these procedures may be extended by written agreement of the parties.
- 5.7.2 The Notice of Grievance may be reasonably amended at any time prior to the filing of a request for arbitration, as long as the amendment relates directly to the allegations contained in the original Notice of Grievance.
- 5.7.3 Grievances may be consolidated by action of the Executive Council before Step 3 - Request for Arbitration as follows:

- 5.7.3.1 A Notice of Intent to Consolidate Grievances shall be sent to the Vice Chancellor of Human Resources within three school days of the Executive Council's action along with (each) grievant's written consent to consolidation.
- 5.7.3.2 Unless the Board objects to the joining of grievances in a particular instance, the grievances shall be consolidated in all remaining steps of the grievance procedure.
- 5.7.3.3 If the Board objects to a particular consolidation of grievances by the Executive Council, each grievance shall be treated separately at all steps of the grievance procedure preceding arbitration but shall be joined at arbitration if the arbitrator rules that consolidation is appropriate.
- 5.7.3.4 In the event that the Board objects to a particular consolidation of grievances, the Vice Chancellor of Human Resources shall provide FA with a written statement of the Board's objections within three school days of receipt of the Notice of Intent to Consolidate Grievances.
- 5.7.3.5 The final decision in a consolidated grievance shall be binding upon all parties to the grievance.
- 5.7.4 A grievance may be withdrawn at any time.
- 5.7.5 The parties may, by mutual agreement, proceed immediately to arbitration of any grievance.
- 5.7.6 All documents, communications and records dealing with the processing of a grievance shall be placed in a separate grievance file, except that any document or record removed from a personnel file or any other file for use in a grievance proceeding shall be returned to the original file.
- 5.7.7 FA may provide an annual summary, consistent with applicable confidentiality requirements, of its conciliation and grievance activities to the Chancellor and College Presidents.

Article 6  
**EVALUATION**

- 6.1 This article applies to all faculty employees with the exception of probationary faculty employees who shall be governed by Article 6A. For the purposes of this article, “contract faculty employee” shall be limited in meaning to “grant-funded faculty employee.” In accord with Article 7.2, the provisions of this article governing part-time faculty are limited to Sections 6.2 and 6.3.
- 6.2 Administrative Evaluation. The Board shall complete an official administrative evaluation of each regular (tenured) and contract faculty employee at least once every three academic years. Each temporary faculty employee and part-time faculty employee, if employed by the District for three quarters, whether or not successive, shall be evaluated at least once during that period. Part-time faculty employees, if employed thereafter, shall be evaluated at least once every nine quarters of employment.
- 6.2.1 An official administrative evaluation shall review not only the faculty employee’s performance in the classroom, but all of his or her contractual obligations. The purpose of an official administrative evaluation is to:
- 6.2.1.1 Recognize and encourage outstanding performance;
  - 6.2.1.2 Improve satisfactory performance and further the growth of employees who are performing satisfactorily;
  - 6.2.1.3 Identify areas which might need improvement and provide useful feedback for consideration; and
  - 6.2.1.4 Identify and document unsatisfactory performance and offer assistance in achieving the required improvement.
- 6.2.2 The official administrative evaluation of a regular or contract faculty employee shall be performed by an administrator/manager and shall not be delegated to any faculty employee.
- 6.2.3 The official administrative evaluation of a part-time faculty employee may be delegated to a regular or contract or Article 19 faculty employee as provided in Article 7.2.1. The part-time faculty member shall be notified, in advance, by the appropriate administrator, that a faculty member shall be acting as his or her designee. Each faculty employee designated to conduct an official evaluation shall receive compensation pursuant to Article 25. The faculty designee performing the official administrative evaluation of a part-time faculty employee shall not also perform the student evaluation of that employee.
- 6.2.4 The official administrative evaluation of a faculty employee shall be performed in accordance with the procedures specified below:
- 6.2.4.1 The administrator or designee shall notify the faculty member in advance of the evaluation visit;

- 6.2.4.2 The official administrative evaluation of a faculty employee shall be recorded on the administrative evaluation form contained in Appendix J1, or as modified according to Section 6.5;
  - 6.2.4.3 Upon request by the administrator or designee conducting the evaluation, the faculty employee shall provide copies of the course description/green sheet, tests and other assessment instruments, assignments, and other documents reasonably related to the observation and the evaluation criteria stated in Appendix J1, Section II. Such a request may be made prior to, or at the conclusion of, the evaluation visit;
  - 6.2.4.4 The duration of the evaluation visit shall be normally, but not less than, one academic hour (50 minutes).
- 6.2.5 If requested by the faculty employee, the appropriate administrator shall provide to the faculty employee an opportunity for a post-evaluation discussion. Within 20 school days of the evaluation visit, the appropriate administrator shall provide to the faculty employee a completed and signed copy of the evaluation. Timelines may be extended by mutual consent.
- 6.2.5.1 Normally, no attachments shall be made to the evaluation except by mutual consent of the faculty employee and the administrator.
  - 6.2.4.2 Notwithstanding the above, on a case by case basis, an attachment may be made by either the administrator or the faculty employee provided that any such documentation is timely, credible, reasonably related to the evaluation, and consistent with the provisions of Article 8.3 and 8.4.
- 6.2.6 Within 10 school days of receipt of the completed evaluation form, the faculty employee may elect either to sign the official administrative evaluation form, or, after reviewing the evaluation, to submit a response stating his or her reasons for refusing to sign the official administrative evaluation form. The signed evaluation form, or the evaluation form with the separate response attached, shall be promptly placed in the employee's on-campus personnel file, and a copy shall be sent to the faculty employee. Timelines may be extended by mutual consent.
- 6.2.6.1 If, after 10 school days of the receipt of the completed evaluation form, the faculty employee fails or refuses to sign or to submit a separate response specified by Section 6.2.5, the official administrative evaluation form shall be placed in the employee's on-campus personnel file and a copy shall be sent to the faculty employee by certified mail. The certified mail receipt shall be attached to the official administrative evaluation in the employee's personnel file.

6.2.7 Any administrative evaluation performed in addition to the one mandated by section 6.2 shall follow the provisions established above in sections 6.2.1 through 6.2.6.1.

6.3 Student Evaluation. In addition to the official administrative evaluation, student evaluations to the extent practicable based upon the nature of the faculty employee's assignment shall be performed at least once every three academic years for regular and contract faculty and in accordance with the provisions of Article 7 for part-time faculty. The appropriate evaluation form contained in Appendix J2 of this *Agreement* shall be used without exception.

6.3.1 The Student Evaluation Form, Appendix J2, shall be distributed by the faculty employee or another employee designated by the faculty employee, completed in the absence of the faculty employee, and collected and tabulated by the designee. If necessary, the faculty employee may request an appropriate volunteer from the division to conduct the student evaluation. The employee performing the student evaluation shall not also perform the official administrative evaluation of that employee. After tabulation, the objective (scantron) Tally Sheet for Part A of the Student Evaluation Form shall be attached to Appendix J3, signed by the designee, and be given to the Division Dean or appropriate administrator, who, after reviewing the responses, shall forward a copy to the faculty employee and send the original to the personnel file. The original student scantrons and Student Evaluation Forms including the Part B responses shall be retained by the designee and returned to the faculty employee after the end of the quarter.

6.3.2 Notwithstanding Section 6.3.1, a faculty employee who is unable to comply with the procedure described in Section 6.3.1, due to the unavailability of appropriate personnel to collect and tabulate the student evaluation, shall request the division to provide materials for a self-administered student evaluation. In this circumstance, the Student Evaluation Form, Appendix J2, shall be distributed by the faculty employee, completed in the absence of the faculty employee, and collected by a student registered in the class. The student shall seal the Part A scantrons into one envelope and the Part B responses into a second envelope and sign across the seal of each envelope. At the conclusion of the evaluation, the faculty employee shall pick up the sealed envelopes and return them to the division office or deposit them in a designated student evaluation collection site as soon as practicable. The division office shall acknowledge receipt of the completed student evaluation to the faculty employee. The Division Dean or appropriate administrator shall be responsible for tabulating Part A responses and completing and signing Appendix J3. After reviewing the responses, the Dean or appropriate administrator shall forward a copy of the objective (scantron) Tally Sheet and the attached Appendix J3 to the faculty employee and send the originals to the personnel file. The original Student Evaluations Forms, including the Part B responses, shall remain sealed in the envelope, retained in the division office, and returned along with the individual student scantrons to the faculty employee after the end of the quarter.

6.3.3 A student evaluation of a different class or section may be performed in addition to the one mandated by section 6.2 through mutual agreement



between the faculty employee and the Dean or appropriate administrator. The evaluation shall be performed in accordance with 6.3.1 or 6.3.2.

- 6.3.4 The faculty employee shall have the right to meet with the Division Dean or appropriate administrator to discuss the results of the student evaluation. At the discretion of the faculty employee, Part B responses may be shared with an administrator, but in no case shall such material become a part of the faculty employee's personnel file.
- 6.4 Peer Evaluation. In addition to the official administrative evaluation and the student evaluation, each regular and contract faculty employee shall have a peer evaluation conducted by a regular or contract faculty employee at least once every three academic years as provided below:
  - 6.4.1 The faculty member shall select a colleague as a peer evaluator. "Peer" is defined as a District regular or contract faculty member normally in the same or a related discipline.
  - 6.4.2 Peer evaluations shall be completed on the form provided in Appendix J1 including all required signatures.
  - 6.4.3 The completed and signed Peer Evaluation form shall be promptly placed in the employee's on-campus personnel file, and a copy shall be sent to the faculty employee.
- 6.5 Modification of Evaluation Forms. Evaluation forms for administrative and peer (J1), student (J2), and self evaluation (if division or department procedures require) may be modified if agreed upon by a majority of the contract and regular faculty employees in a division or department with the mutual approval of the Board and the Faculty Association.
- 6.6 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

Article 6A  
**EVALUATION OF PROBATIONARY (CONTRACT) FACULTY  
EMPLOYEES FOR TENURE**

- 6A.1 The purpose of the probationary period is to give the probationary faculty employee who is a candidate for tenure the opportunity to demonstrate to the Board of Trustees that he or she meets the standards established by the Board for the granting of tenure. The tenure review process is a rigorous process of evaluation during which a review of the candidate's performance is conducted and a recommendation is made to the Board of Trustees, which makes the final decision on whether to grant tenure to the candidate. This article describes the process by which the recommendation to the Board is formulated, the criteria upon which the recommendation is made, and the avenues of appeal available to the candidate.
- 6A.1.1 The tenure review process is a four-year period, divided into three phases. Phase I is Fall and Winter quarter of the first year. Phase II is Spring quarter of the first year and Fall and Winter quarters of the second year. Phase III begins in Spring quarter of the second year and ends in Winter quarter of the fourth year. Phase I shall begin in the Fall quarter of the academic year, regardless of the probationary faculty employee's first day of service as a full-time faculty employee.
- 6A.1.2 To support the candidate throughout the tenure review process, the college provides on-going tenure review workshops, new faculty orientations, and the assistance of the Tenure Review Coordinator (as described in Section 6A.3). In addition, the candidate is encouraged to participate in campus and District programs that promote professional growth and improvement of instruction.
- 6A.1.3 In accordance with Appendices A and B, by the end of the four-year tenure process, the probationary faculty employee shall satisfy the nine (9) quarter unit professional growth activity requirement in order to continue advancement on the salary schedule.
- 6A.2 The evaluation of probationary (contract) faculty employees shall be performed by the Tenure Review Committee and shall take place according to the provisions contained in this article and as elaborated in the District Tenure Review Handbook, a copy of which shall be given to each employee upon his or her employment in the District.
- 6A.2.1 Any changes in the District Tenure Review Handbook shall be subject to the negotiations process. The probationary faculty employee's tenure review process shall be governed by Article 6A and the Tenure Review Handbook current at the time of his or her hire, unless otherwise negotiated. If such a negotiated change occurs, all affected probationary faculty employees, tenure review committee members, the Tenure Review Coordinators, the Academic Senate Presidents, and senior administrators involved in the tenure review process shall be notified of an applicable change and the way in which it will be implemented.

- 6A.2.2 Probationary evaluations by committee members shall be performed and recorded on the “Administrative and Peer Evaluation Form for Faculty” (Appendix J1 of the *Agreement*).
- 6A.2.3 Student evaluations shall be performed and recorded on the “Student Evaluation Form” (Appendix J2 of the *Agreement*).
  - 6A.2.3.1 The Student Evaluation Form shall be distributed and collected by a member of the Tenure Review Committee and completed in the absence of the faculty candidate. The committee member shall process the responses to “Part A” of the Student Evaluation Form, attach the Scantron Tally Sheet to Appendix J3, complete and sign J3, and give these materials to the chair of the committee who shall meet with the committee and the candidate to review the results.
  - 6A.2.3.2 “Part B” of the Student Evaluation Form shall be given to the chair of the committee. The Part B responses shall be reviewed by the members of the Tenure Review Committee and by the candidate after submission of final grades for the quarter. In no case shall such materials become part of the written reports and recommendations of the committee.
  - 6A.2.3.3 After the committee and candidate review the Part A and Part B responses, the original student scantrons and narratives shall be given to the candidate.
  - 6A.2.3.4 The number and timing of student evaluations for each phase in the tenure review process is described in the Tenure Review Handbook.
- 6A.2.4 Administrators, faculty or staff members with first hand knowledge of a probationary faculty employee’s professional performance may voluntarily share that knowledge with the Committee in person or through a signed statement, but such information shall not be construed as an official evaluation of the employee nor become part of the employee’s personnel file. When such information is provided, the committee shall determine whether it is timely, relevant, valid, and substantive, and decide whether to pursue corroborative investigation through first-hand evaluation by one or more committee members.
- 6A.3 A Tenure Review Coordinator shall be appointed by the President of each campus with the concurrence of FA and each campus Academic Senate to a two-year renewable term to coordinate all tenure review activities including training and implementation of the Tenure Review Handbook within the provisions of this Article. In addition, the Tenure Review Coordinator shall assist the candidate in understanding the tenure review process and/or resolving concerns he or she may have about the procedures or membership of the tenure review committee.
  - 6A.3.1 The Tenure Review Coordinator position shall be a “special assignment” under Article 25.

6A.4 For each probationary faculty employee beginning the tenure review process prior to Fall quarter of 2007, a Tenure Review Committee shall be formed as follows:

6A.4.1 In Phase I, the Tenure Review Committee shall be the Core Committee, composed of the Division Dean or appropriate administrator, and two tenured faculty from the division, one of whom, whenever possible, shall be from the same department as the probationary faculty employee. Members of the Core Committee shall serve for the duration of the probationary faculty employee's tenure review period unless replaced in accordance with Section 6A.6.6. The Vice President may attend committee meetings at his or her discretion to provide input, consultation, and oversight.

6A.4.1.1 The two tenured faculty members shall be nominated by the appropriate division faculty (one from the department or program where possible and one from the division) and confirmed by the Academic Senate.

6A.4.1.2 When a probationary faculty employee has a "split assignment," that is, an assignment in more than one division or program, or an assignment in one division that serves a special student population in another division, the Core Committee shall, whenever possible, have one tenured faculty member from each of the divisions or service areas.

6A.4.1.3 The chair of the Tenure Review Committee shall be a member of and elected by the Core Committee. Tenured faculty members may serve as committee chair but a faculty member who wishes not to serve as chair is free to decline.

6A.4.2 In Phase II, the Tenure Review Committee shall consist of five members: the Core Committee plus the Vice President and a third tenured faculty member appointed by the Academic Senate from the faculty at large, outside the division.

6A.4.3 In Phase III, the Tenure Review Committee shall be the Core Committee who shall consult with the Vice President throughout the final phase of the tenure review process. The Vice President may provide input and consultation to the committee but he or she shall not be a voting member in the committee's final recommendation.

6A.4.3.1 Notwithstanding Section 6A.2, the Vice President may perform a consultative evaluation during Phase III as described in the Tenure Review Handbook. The evaluation may be initiated by the Vice President, the committee or the probationary faculty employee.

6A.4.3.2 When the Vice President performs a consultative evaluation during Phase III, the Core Committee shall elect one of its faculty members to perform a follow-up evaluation that includes the performance area(s) evaluated by the Vice President. This evaluation shall be performed in addition to the three probationary evaluations required during Phase III.

- 6A.5 For each probationary faculty employee beginning the tenure review process in Fall quarter of 2007 and thereafter, a Tenure Review Committee shall be formed as follows:
- 6A.5.1 In Phases I and II, the Tenure Review Committee shall consist of five members: the Core Committee (described below) plus the Vice President and a third tenured faculty member appointed by the Academic Senate from the faculty at large, outside the division.
    - 6A.5.1.1 The Core Committee, composed of the Division Dean or appropriate administrator, and two tenured faculty from the division, at least one of whom, whenever possible, shall be from the same department as the probationary faculty employee. Members of the Core Committee shall serve for the duration of the probationary faculty employee's tenure review period unless replaced in accordance with Section 6A.6.6.
    - 6A.5.1.2 Two tenured faculty members (from the department where possible) shall be nominated by the appropriate division faculty and confirmed by the Academic Senate. The third tenured faculty member shall be appointed by the Academic Senate from the faculty at large but outside the division.
    - 6A.5.1.3 When a probationary faculty employee has a "split assignment," that is, an assignment in more than one division or program, or an assignment in one division that serves a special student population in another division, the Core Committee shall, whenever possible, have one tenured faculty member from each of the divisions or service areas.
    - 6A.5.1.4 The Chair of the Tenure Review Committee shall be a member of, and elected by, the Core Committee. Tenured faculty members may serve as committee chair but any faculty member who wishes not to serve as chair is free to decline.
  - 6A.5.2 In Phase I, at least three probationary evaluations shall be performed, one by each of the Core Committee members. If the Tenure Review Committee determines that additional probationary evaluations are necessary, the Vice President and the at-large faculty member shall each perform a probationary evaluation. At the discretion of the Tenure Review Committee, one or more members of the Core Committee may also perform an additional probationary evaluation.
  - 6A.5.3 In Phase II, each member of the Tenure Review Committee shall perform at least one probationary evaluation.
  - 6A.5.4 In Phase III, the Tenure Review Committee shall be the Core Committee who shall consult with the Vice President throughout the final phase of the tenure review process. The Vice President may provide input and consultation to the committee but he or she shall not be a voting member in the committee's final recommendation.

- 6A.5.4.1 Each member of the Core Committee shall perform at least one probationary evaluation.
  - 6A.5.4.2 Notwithstanding Section 6A.2, the Vice President may perform a consultative evaluation during Phase III as described in the Tenure Review Handbook. The evaluation may be initiated by the Vice President, the committee, or the probationary faculty employee.
  - 6A.5.4.3 When the Vice President performs a consultative evaluation during Phase III, the Core Committee shall elect one of its faculty members to perform a follow-up evaluation that includes the performance area(s) evaluated by the Vice President. This evaluation shall be performed in addition to the three probationary evaluations required during Phase III.
- 6A.6 The following shall apply to all Tenure Review Committee members as described in Sections 6A.4 and 6A.5:
- 6A.6.1 In no case shall any member of the Tenure Review Committee also serve as a formal or informal mentor to the probationary faculty employee.
  - 6A.6.2 Tenure Review Committee members shall respect the confidentiality of the tenure review process, with evaluations and the views of members regarded as confidential information.
  - 6A.6.3 Tenure Review Committee members shall maintain objectivity in performing their evaluative responsibilities. To that end, members shall disqualify themselves if they believe they cannot maintain impartiality toward a candidate.
    - 6A.6.3.1 Whenever possible, no more than one faculty member from the candidate's hiring committee shall serve on the tenure review committee.
    - 6A.6.3.2 Every effort shall be made to create tenure review committee membership with representation from different ideologies or pedagogies in the discipline.
    - 6A.6.3.3 All committee members shall respect the academic freedom of the candidate to employ pedagogy or methodology appropriate to the discipline but which differs from the instructional practices of the individual committee members.
  - 6A.6.4 Tenure Review Committee members shall not delegate their evaluation responsibilities, including the distribution and tabulation of student evaluations, to any other employee.
  - 6A.6.5 Before beginning their evaluation duties, all Tenure Review Committee members shall have completed an in-service training session specifically designed to 1) familiarize them with timelines and procedures; 2) emphasize the constructive nature of the tenure review process;

3) review the academic freedom rights and responsibilities of the probationary faculty employee; 4) define cultural competence and increase awareness of the behaviors and attitudes that support faculty diversity; and, 5) enable members to identify bias and maintain objectivity.

6A.6.5.1 Whenever substantive changes occur in Article 6A and/or the Tenure Review Handbook, Tenure Review Committee members shall complete an in-service training session.

6A.6.6 When extenuating circumstances (such as Professional Development Leave, long-term sick leave, scheduling conflicts, retirement, etc.) arise, the committee member shall, whenever possible, serve until the end of a phase and then be replaced.

6A.6.6.1 Faculty replacements shall be nominated by the appropriate division faculty and confirmed by the campus Academic Senate.

6A.6.6.2 Administrative replacements shall be appointed by the President.

6A.6.7 Faculty members who serve as members of a Tenure Review Committee shall receive one (1) quarter unit of professional growth activity and a Tenure Review Committee Chair shall receive two (2) quarter units of professional growth activity for the completion of regular and continuous service in each designated phase of the tenure review process as defined in the Tenure Review Handbook. These units of professional growth activities shall be applicable under Article 38.4.3 and/or professional growth activity 1C of Appendices A and B of this *Agreement*. Alternatively, instead of receiving professional growth activity units, the faculty member may use tenure review committee service as special service for the Professional Achievement Award under Article 38.5.

6A.6.7.1 In order to receive the appropriate professional growth unit(s) for the designated phase, the faculty member shall complete all evaluation duties delegated to him or her by the Tenure Review Committee.

6A.6.7.2 If a faculty employee fails to regularly perform in a timely manner the responsibilities of the Tenure Review Committee, the Dean of Faculty and Staff at Foothill or the Dean of Academic Services at De Anza shall request to meet with the committee member in an attempt to resolve the issue. If necessary, the Dean, in consultation with the campus Tenure Review Coordinator, may remove the faculty member from the Committee if, in their professional judgment, the non-performance of responsibilities seriously impairs the tenure review process. In such a case, the Division Dean shall seek a replacement on the committee as provided by Section 6A.6.6.1.

- 6A.7 The Tenure Review Committee Chair shall be responsible for calling meetings, coordinating activities of the committee, representing the committee to the Tenure Review Coordinator and any management employees, and other officially designated duties.
- 6A.8 Criteria to be considered in the official evaluation and tenure review of probationary faculty have been developed by District faculty and administrators. These criteria, which serve as standards for the evaluation itself, are elaborated in the Tenure Review Handbook. These criteria shall include:
- 6A.8.1 Performance in classroom teaching or in the fulfillment of other primary responsibilities specifically listed in the employment job description;
  - 6A.8.2 Demonstration of respect for students' rights and support of student success;
  - 6A.8.3 Demonstration of respect for colleagues and the teaching profession;
  - 6A.8.4 Professional contributions; and,
  - 6A.8.5 Professional growth activities. (Requirements for step advancement are specified under "Professional Growth Activities" in Appendix A and Appendix B of this *Agreement*.)
- 6A.9 Criteria not included in Section 6A.8 shall not be used in the evaluation process nor be a part of the Tenure Review Committee's recommendations unless such exceptional criteria have been discussed with and agreed upon in writing by the probationary faculty employee.
- 6A. 9.1 The use of these exceptional criteria in the evaluation process shall be determined by the peculiar situation or demands related to the probationary faculty employee's primary assignment.
  - 6A.9.2 The appropriate Vice President or Dean shall inform the Tenure Review Committee and the probationary faculty employee of any program requirements or standards related to the probationary faculty employee's assignment(s).
- 6A.10 The evaluation may be based upon information obtained through the use of videotape or other recording devices only with the written permission of the probationary faculty employee.
- 6A.11 No anonymous letters or material shall be used in the tenure review process in any form nor shall such materials be referenced in any evaluation or Tenure Review Committee records.
- 6A.12 No evaluation shall be based upon information unrelated to the probationary faculty employee's performance as specified in Sections 6A.8 and 6A.9. All evaluation materials shall be in writing and shown to the probationary faculty employee, who has the option of signing or not signing the material. If the employee chooses not to sign the material, the decision shall be so noted and dated by the evaluator.



- 6A.13 The private life of a probationary faculty employee, including religious, political, and organizational affiliations, or sexual orientation, shall not be a part of the probationary faculty employee's evaluation and tenure review process in any manner whatsoever.
- 6A.14 The Schedule of Activities and Timelines within which the evaluation and tenure review process shall occur are delineated in the Tenure Review Handbook. While these timelines are not meant to be understood or interpreted as rigid and absolute, they are essential to a fair, professional, and objectively administered process.
- 6A.14.1 To provide needed flexibility, the written timelines shall be adhered to within a period of five working days before and five working days after the stated times and dates, except for the conditions specified in Section 6A.16.
- 6A.15 The Tenure Review Committee shall meet with the probationary faculty employee to review the criteria and performance areas that will be evaluated, including any program requirements and external standards related to the probationary faculty employee's assignment(s). The Tenure Review Committee Chair, as specified in Section 6A.7, shall be responsible for the construction of a written schedule of meetings and evaluative activities so as to conform to Sections 6A.14 and 6A.14.1. A copy of this schedule shall be delivered to the probationary faculty employee, the committee members, and the Tenure Review Coordinator within five working days of the committee's first meeting with the probationary faculty employee.
- 6A.15.1 When a probationary faculty employee has a "dual assignment" that is, a primary assignment for instruction, counseling, or learning resources that also includes program coordination or direction, program responsibilities shall be evaluated by at least one administrator and one faculty member of the committee during each phase of the tenure review process.
- 6A.16 In the event of unusual or unforeseen circumstances that might cause the Tenure Review Committee to be unable to adhere to the timeline schedule as specified in Section 6A.14.1, the committee, on the basis of a majority vote, may make a request to alter the timelines. The Tenure Review Committee Chair, after informing the probationary faculty employee, shall submit a written request to change the timeline schedule, along with the probationary faculty employee's comments, if any, to the President or designee and to the Tenure Review Coordinator, outlining the reasons and conditions for the request. The President or designee shall respond to the chair's request within two working days stating reasons for either granting or denying the request. A copy of this written response shall be delivered to the probationary faculty employee.
- 6A.17 A Tenure Review Due Process pool shall be formed during the Spring Quarter of each academic year for the following academic year. FA and the Academic Senate shall each appoint two tenured college faculty members, and the President shall appoint two college administrators to the pool. Each college pool shall then elect its own chair. Each member of the pool shall complete the Tenure Review Committee in-service training described in Section 6A.6.5 before serving on a due process panel.

6A.18 From each college pool, as specified in Section 6A.17, a three-member Due Process Panel consisting of one representative from each of the three units shall be appointed by the chair to serve as a hearing body. When appropriate, the chair may serve as one of the three members of the panel. The Due Process Panel shall exist to act as a hearing body in the event that a probationary faculty employee, a Tenure Review Committee member, the Tenure Review Coordinator, or other staff member alleges that a due process complaint should be filed. A complaint may be so filed if it alleges that:

6A.18.1 A probationary faculty employee is being subjected to biased treatment during the tenure review process; or

6A.18.2 Board policy and/or the process/ timelines established in the Handbook are not being followed.

6A.18.3 Prior to invoking the due process procedure, complainants shall make a good faith effort to resolve issues within the committee or with the assistance of the committee chair and the Tenure Review Coordinator.

During the tenure review process, the Due Process Panel shall not be responsible for the substantive issues involving recommendations to grant or deny tenure. Substantive issues involved in a negative decision on tenure by the Board during the third or fourth probationary year shall be reviewable through a special grievance. This grievance shall be governed by applicable provisions of Article 5 (Grievance Procedure) commencing with Section 5.3. Nothing in this process shall be inconsistent with legal requirements; furthermore, Education Code Section 87610.1(c) and (d) shall specifically apply.

6A.19 Due process complaints shall be filed in writing with the Tenure Review Coordinator of the respective college. The Tenure Review Coordinator shall immediately notify the panel chair and the President or designee.

6A.19.1 If the Tenure Review Coordinator is part of the complaint, the complaint shall be filed directly with the panel chair who shall then notify the President.

6A.19.2 Due process complaints shall be filed before the end of the fourth week of the Winter Quarter of the academic year. During the fourth academic year, Phase III due process complaints shall be filed by the fourth week of the Fall Quarter. If an untimely complaint is raised, the person filing the complaint shall demonstrate why he or she could not have discovered the alleged violation in a timely manner. The panel shall then make the decision whether to act on the complaint or reject it as untimely.

6A.20 The college due process chair shall direct the three-member Due Process Panel as specified in Section 6A.18 to act on the complaint. The party filing the complaint shall provide the Due Process Panel with a written statement specifying the alleged bias or procedural violation. The Due Process Panel shall examine the complaint(s), meet with members of the Tenure Review Committee and others deemed necessary, and confer with the respective probationary faculty employee. The Due Process Panel shall not be required to conduct a “trial-type” evidentiary hearing.

- 6A.20.1 All discussions and deliberations shall be held in strict confidence. Information in writing or otherwise regarding an issue brought before the Due Process Panel should not be shared with anyone not directly involved in the process. Decisions to include others on a need-to-know basis shall be made by the panel. No unsigned material shall be considered. Any person against whom allegations are made within the due process procedure has a right to examine the allegation and to respond accordingly.
- 6A.21 The Due Process Panel shall, within fifteen working days following the filing of a complaint as specified in Section 6A.20, render its findings and recommendations in a written report to the President with copies to the probationary faculty employee, the Tenure Review Committee Chair, the Tenure Review Coordinator, and the faculty member(s) and/or administrator(s) named in the complaint.
- 6A.21.1 If the panel unanimously finds the complaint to be valid, the President shall, in a timely manner, direct the implementation of the recommendations contained in the report to the extent permitted by law. If the recommendations are inconsistent with any legal statutes or regulations the President shall provide both the panel and the Faculty Association with a rationale for not implementing the recommendations and shall work with the panel to reach acceptable recommendations.
- 6A.21.2 If the panel's recommendation is not unanimous, it shall separately state a recommendation by the majority and by the minority and be signed by the respective Panel members. After conferring with the panel, the President shall make and implement the final decision. The complaint(s) and the findings and recommendations of the panel shall be forwarded to the Board itself if the President makes a recommendation not to continue employment of the respective probationary faculty employee.
- 6A.21.3 If the Due Process Panel, in accordance with Section 6A.21.1, or the President, in accordance with Section 6A.21.2, determines that a member be removed from the Tenure Review Committee, a replacement shall be selected in accordance with Section 6A.6.6.1 or 6A.6.6.2, as appropriate.
- 6A.22 The Tenure Review Committee shall make its recommendation regarding the continued employment of the respective probationary faculty employee to the President of the college and all materials involved in this recommendation, pursuant to this article, shall be in writing. The Committee shall make its recommendation based on the Appendix J1 and J2 evaluations, written criteria known to the candidate in accordance with section 6A.9, and performance areas identified to the candidate as needing improvement.
- 6A.22.1 The Committee recommendation, if not unanimous, shall separately state a recommendation by the majority and by the minority and be signed by the respective committee members.

- 6A.22.2 In recommending a probationary faculty employee for continued employment, the President may submit a summary paragraph of the probationary faculty employee's performance with the written recommendation.
- 6A.22.3 In the event that the President recommends not to continue employment, all written materials provided to the President together with the President's written recommendation, and any materials produced under Section 6A.21, shall be presented to the Board for its final action. A copy of all of these materials shall be given to the employee at least one week prior to their presentation to the Board.
- 6A.23 After the Board has acted, all materials presented to the President by the Tenure Review Committee and any other official evaluations on file with the Tenure Review Coordinator shall be placed in the employee's personnel file. All other materials produced during the Tenure Review process shall be given to the faculty employee except that the originator of a material may keep a copy of that material.
- 6A.24 In the event that a probationary faculty employee resigns before the tenure review materials are submitted to the Board, the only material to be placed in the employee's personnel file shall be the administrative evaluation(s).
- 6A.25 Other than section 6A.18, nothing in this article shall limit the probationary faculty employee's right to grievance under Article 5.
- 6A.26 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

Article 7  
**PART-TIME FACULTY**

- 7.1 Unless the context requires otherwise, the following provisions shall govern the interpretation and construction of this article:
- 7.1.1 “Part-time faculty employee” means a “part-time temporary faculty employee” employed pursuant to Education Code Section 87482.5 for no more than 60 percent of the annual load of scheduled duties for a full-time regular employee having comparable duties. For the purposes of this article, scheduled duties are those duties that comprise the portion of a regular faculty employee’s contractual responsibilities that consist of assigned teaching, counseling, or librarianship. To facilitate an understanding of their duties, part-time faculty should attend the orientation described in Section 7.16.1. A part-time faculty employee may serve all of his or her annual part-time load in fewer than three quarters.
- 7.1.2 “Part-time faculty member,” for the purposes of this article only, means either a part-time faculty employee or a contract or regular faculty employee to the extent he or she is employed pursuant to this article for extra pay. Contract and regular faculty employed under this article are ineligible for the programs and compensation described in Sections 7.15, 7.16, and 7.17.
- 7.1.3 “Service credit” means the credit toward reemployment preference that a part-time faculty member earns for having completed one or more assignments in a division during a quarter. To earn a unit of service credit in a division, a part-time faculty member shall serve satisfactorily for the full term of each of his or her assignments in the division during the quarter.

**Scheduling and Assignments**

- 7.1.4 The Board shall post a calendar of dates for the development of the class schedule for each academic quarter in division offices and other appropriate places and provide a copy of the calendar to each part-time faculty member who requests one. Each part-time faculty member with reemployment preference as specified in Section 7.2, may, before the date on which the first draft of the class schedule for a particular quarter is compiled, state his or her availability and assignment preference in writing to the appropriate Division Dean or designee. This information shall be considered in preparing the class schedule.
- 7.1.5 An assignment is offered to a part-time faculty member only upon the sending via District email or US mail of a “Notification and Acceptance of Assignment” letter (Appendix S1) to the faculty member’s last known address as it appears in his or her on-campus personnel file. The Notification and Acceptance of Assignment letter shall be mailed at least 28 calendar days before the beginning of the quarter. If such an offer is not expressly declined, it shall be deemed to be declined if the official notification document is not signed and returned via District email or US

mail to the office specified in the Notification and Acceptance of Assignment letter within 14 calendar days of the date on which it was mailed or seven calendar days before the beginning of the quarter, whichever is earlier. If a faculty member has an emergency related to his or her home or immediate family, is ill, or if there are other extenuating circumstances which make it impossible to return the Notification and Acceptance of Assignment as specified in this section, the faculty member shall telephone the Division Dean to indicate whether he or she shall accept the assignment and request a reasonable extension of the time within which to return the Notification and Acceptance of Assignment. If an assignment begins later than the first week of the quarter, the offer of assignment shall be deemed to be declined if the official notification is not signed and returned to the office specified on the letter within 14 calendar days of the date on which it was mailed or seven calendar days before the date on which the assignment begins, whichever is earlier.

For continuing faculty members, Notification and Acceptance of Assignment letters for the Winter and Spring quarters may be sent via District email or placed in a faculty member's campus mailbox which shall satisfy the mailing requirements above. Notification and Acceptance of Assignment letters for Fall quarter and for those faculty members who do not have District email accounts or campus mailboxes shall be mailed to the faculty member's last known address as described in 7.1.5.

7.1.6 Notwithstanding Section 7.1.5, if the official notification letter cannot be mailed to the part-time faculty member at least 15 calendar days before the beginning of the quarter or (in the case of an assignment that begins later than the first week of the quarter) 15 days before the date on which the assignment is to begin, the offer of assignment may be made orally or by personal delivery of the official notification letter. If such an assignment is not expressly declined, it shall be deemed to be declined if the official notification letter is not signed and returned to the office specified in the letter by the time specified in the offer.

7.1.7 If an assignment is cancelled or withdrawn, a notice of the action shall be effective once it is received by the faculty member, whether orally or in writing, or upon deposit in the U.S. mail with postage prepaid addressed to the faculty member at his or her last known address as it appears in his or her on-campus personnel file. If the notice is given orally, it shall be confirmed in writing.

### **Reemployment Preference**

7.2 Service credit shall be earned in the division or divisions in which a part-time faculty member is assigned during a quarter. After earning five quarters of service credit in a division, and upon receipt of a notification of reemployment preference being granted, a part-time faculty member hired for the first time after July 1, 1988 shall have reemployment preference in the division at the college for which the service was rendered. Denial of reemployment preference shall be based on evaluations or other contractual criteria. Part-time faculty members shall be evaluated in accordance with Article 6.2 and 6.3. Regular or contract faculty employees teaching under Article 7 in the same division as their full time

assignment shall apply evaluations as full-time faculty under Article 6 and/or Article 6A toward reemployment preference.

- 7.2.1 Administrative Evaluation. An official administrative evaluation shall be required of each part-time faculty employee, if employed by the District for three quarters, whether or not successive, at least once during that period and, if employed thereafter, at least once every nine quarters of employment, subject to the requirements of Section 7.2.2 of this article. The Board may utilize either an appropriate management employee or an appropriate faculty employee (as defined in Article 6) designated by management to conduct the official evaluation of a part-time faculty employee. The use of non-management personnel for conducting official evaluations shall be pursuant to the stipulations outlined in Article 25 (Special Assignments) of this *Agreement*. A part-time faculty member shall be evaluated on the form contained in Appendix J1. If no evaluation is conducted in the employee's first three quarters of employment, the employee shall, if otherwise eligible, receive reemployment preference.
- 7.2.2 If a part-time faculty member receives an official administrative evaluation during the first three quarters which indicates "needs improvement" and continues to be employed by the District, the employee shall be re-evaluated by the appropriate administrator prior to the end of the fifth quarter. This re-evaluation shall be performed by an administrative employee only; it shall not be delegated to a regular or contract faculty employee. In the absence of a second evaluation, pursuant to this section, the employee shall, if otherwise eligible, receive reemployment preference at the end of the fifth quarter.
- 7.2.3 Student Evaluation. Effective Fall quarter, 2002, in addition to the official administrative evaluation, one student evaluation to the extent practicable based on the faculty employee's assignment shall be completed normally during the faculty employee's first three quarters of employment in the District, whether or not successive. The student evaluation must be completed in order for the part-time faculty employee to be eligible for reemployment preference. If the student evaluation indicates areas of concern, the Division Dean or appropriate administrator may require a second student evaluation before the end of the fourth quarter. After reemployment preference is attained, a student evaluation to the extent practicable shall be performed at least once every nine quarters of employment. The student evaluation shall be recorded on the appropriate form contained in Appendix J2 and shall follow the procedures prescribed in Article 6.3. The Division Dean or appropriate administrator shall notify the part-time faculty employee of the timelines provided by this section for required student evaluation. The part-time faculty employee shall determine the class(es) to be evaluated and shall be responsible for ensuring that all required student evaluations are completed.
- 7.2.4 A part-time faculty member with reemployment preference in a division shall be offered assignments in that division before any part-time faculty member without reemployment preference is offered assignments in that division, provided the part-time faculty member with reemployment preference is qualified for the assignments. For purposes of this article

only, “qualified” shall mean (1) meeting the state minimum qualification for the particular discipline, (2) having adequate preparation for the specific course or assignment through appropriate education or experience, and (3) possessing effective skills relevant to the specific course or assignment. The Board shall be the judge of whether or not a part-time faculty member has adequate preparation for the specific assignment and possesses effective skills relevant to that assignment, but in making the judgment, the Board shall apply assignment standards that are substantially the same as those used in assigning contract or regular faculty within the division. No part-time faculty member shall have any reemployment preference except as provided in this article or as required by law.

- 7.3 Each division shall post its reemployment preference list in the division office, and the list shall be updated quarterly. If, during any particular quarter, there are more part-time faculty members with reemployment preference in a division than there are available assignments in that division, the available assignments shall be offered to those part-time faculty members who are the most senior, provided they are also qualified for the assignments. Seniority shall be determined by the part-time faculty member’s first quarter or semester of employment as a part-time faculty member at the college, provided the part-time faculty member has not had a break in service as a part-time faculty member. Notwithstanding the provisions of Section 7.8 of this article, a part-time faculty member has had a break in service if, for any reason whatsoever, he or she has not completed an assignment at the college as a part-time faculty member for six or more consecutive quarters. A break in service shall result in termination of the reemployment preference of a part-time faculty member.
- 7.4 An assignment is not available for the purposes of this article if, at any time before the beginning of the quarter, the assignment is needed to fill the normal load of a contract or regular faculty employee. After Notification of Assignment letters have been issued, the Board shall consider the seniority of part-time faculty members as a relevant but not controlling factor in deciding which particular assignments are needed to fill the normal load of contract or regular faculty employees and shall, therefore, be withdrawn as part-time assignments.
- 7.5 After the quarter begins, a part-time faculty member shall not be displaced by a contract or regular faculty employee or by a more senior part-time faculty member. However, the Board may withdraw a part-time assignment after the beginning of the quarter but before the commencement of the assignment if it is needed to fill the normal load of a contract or regular faculty employee. In that case, the Board shall pay the employee affected by the withdrawal 10 percent of the salary he or she would have received for the assignment if it had been completed.
- 7.6 The Board shall have the authority to make and terminate assignments in a manner that shall insure that the workload of each part-time faculty member who is a part-time faculty employee does not exceed 60 percent of the annual load of scheduled duties for a full-time regular faculty employee having comparable duties. However, if there are a sufficient number of available assignments, before new part-time faculty members are hired, the Board shall offer the part-time faculty member or members who are the most senior more than one assignment during a quarter, provided each qualified part-time faculty member with reemployment preference has been offered at least one assignment. The



distribution of assignments shall occur in the following way: one assignment shall be given to each member on the reemployment preference list, starting with the most senior and continuing to the end of the list. Then, if available, a second assignment shall be given, once again starting with the most senior faculty member and continuing through the list as far as sufficient assignments exist. If, at the end of this process, additional assignments remain, they shall be distributed in the same fashion, consistent with load limitations. After part-time faculty members with reemployment preference are fully loaded for the quarter, any remaining assignments shall be distributed to part-time faculty members without reemployment preference.

- 7.6.1 This section shall not require the Board to offer any assignment in excess of 55 percent of a full-time annual load of scheduled duties.
- 7.6.2 For the purposes of this section only, one course or the equivalent of four lecture hours, whichever is greater, shall constitute “an assignment” for teaching faculty; nevertheless, after all these assignments have been made, if courses of less than four lecture hours or the equivalent remain, such a course shall constitute an assignment. For non-teaching faculty an assignment shall consist of three to five hours per week per quarter; nevertheless, if there are less than three hours available after all assignments have been made, whatever hours are left shall constitute an assignment.
- 7.6.3 Notwithstanding the distribution process described in section 7.6 above, assignments made as concurrent sections shall follow the provisions established in Appendix V – Concurrent Sections.
- 7.6.4 Seniority on the reemployment preference list shall be a relevant but not controlling factor in the distribution of “late assignments,” i.e., assignments that become available, or are added to the schedule of classes, in the last five academic days of the quarter (or summer session) immediately preceding the assignment, or anytime thereafter.
- 7.7 A part-time faculty member shall retain his or her reemployment preference or service credit unless it is terminated pursuant to the provisions of this article.
- 7.8 The reemployment preference of a part-time faculty member in a division shall be terminated at a college if the faculty member declines an assignment in the division or has a break in service as described in Section 7.3 of this article. This provision shall not result in the termination of reemployment preference when:
  - 7.8.1 An assignment is cancelled because of low enrollment or low attendance;
  - 7.8.2 The part-time faculty member is unable to accept or commence an assignment because of
    - 7.8.2.1 Verified illness; or
    - 7.8.2.2 Other extenuating personal circumstances which the part-time faculty member and the appropriate dean mutually agree make acceptance or commencement impossible;

- 7.8.3 An assignment is cancelled for any reason other than misconduct or poor evaluation;
  - 7.8.4 The part-time faculty member requests not to receive an assignment in the division if the request is in writing and is received by the appropriate dean at least 60 calendar days before the beginning of the quarter. If a part-time faculty member makes only one request of this kind in any five-year period, it shall be honored. Requests not to receive an assignment for two or three consecutive quarters shall be counted as a single request;
  - 7.8.5 The part-time faculty member turns down an assignment that is offered to replace another assignment that was cancelled;
  - 7.8.6 The part-time faculty member accepts an assignment at another college in the District or in another division within a college before receiving an offer of an assignment from the college or in a division within a college where he or she has earned reemployment preference or service credit;
  - 7.8.7 The part-time faculty member turns down an assignment that was offered under provisions of Section 7.1.6;
  - 7.8.8 The part-time faculty member is a recipient of release time from his or her part-time assignment under Article 3.6;
  - 7.8.9 The assignment is withdrawn because it is needed to fill the load of a contract or regular faculty employee under Section 7.4 or 7.5;
  - 7.8.10 The part-time faculty member requests not to receive an assignment in a division because he or she has accepted a conflicting assignment in another college or university, provided the request is in writing, accompanied by proof of the conflicting assignment, and is received by the appropriate dean no more than five calendar days after the date on which the Notice and Acceptance of Assignment letter was mailed.
  - 7.8.11 The part-time faculty member is also a probationary faculty employee in Phase I or Phase II of the tenure review process and requests not to receive an assignment in order to focus on the primary responsibilities specifically listed in the employment job description.
- 7.9 The reemployment preference or service credit of a part-time faculty member shall be terminated at a college if the President or his or her designee concludes that the part-time faculty member does not meet the standards of performance and academic excellence that are required of faculty employees by the District. The conclusion of the President shall be based upon:
- 7.9.1 An official evaluation as defined in Article 6 completed by an appropriate dean or appropriate faculty employee (as defined in Article 6) designated by the dean. Following the evaluation, the part-time faculty member shall be given an opportunity to meet with the appropriate dean and his or her designated faculty employee, if one was used, to discuss the evaluation and to define necessary improvements. The employee shall have the right to have an FA conciliator present at this meeting;

- 7.9.2 Written notification by certified mail to the part-time faculty member of the improvements necessary for continued employment by the college;
- 7.9.3 A second official evaluation by an appropriate dean in conjunction with either a regular faculty employee in the same or a related discipline designated by management or another administrator. The two-person evaluation team shall perform the evaluation visit together and collaborate in completing Appendix J1. The part-time faculty member shall be given an opportunity to meet with the appropriate dean to discuss whether or not the necessary improvements have been made. Before this meeting, the employee shall be informed of his or her right to have an FA conciliator present at this meeting.

The conclusion of the President shall be based on both evaluations and shall not be subject to review pursuant to the grievance procedures established by Article 5 of this *Agreement* unless an evaluation is arbitrary or capricious.

- 7.10 The reemployment preference or service credit of a part-time faculty member shall be terminated if the part-time faculty member fails to perform the normal and reasonable duties of his or her assignment or is otherwise guilty of misconduct as defined by Education Code Section 87732. Before the termination of reemployment preference or service credit pursuant to this provision, the part-time faculty member involved shall be given written notice of the cause for termination signed by the President, including a statement of the events upon which the cause is based, an opportunity to inspect the materials that are relevant to the matter, if any, and an opportunity to meet with the President or his or her designee to discuss the matter and present any reasons why the termination should not occur. If the reemployment preference or service credit of a part-time faculty member is terminated pursuant to this section, any current assignments of the faculty member may be terminated by the Board as prescribed in Education Code Sections 87484 and 87665.

### **Load**

- 7.11 Each part-time faculty member shall meet, on time and regularly, all of his or her assigned duties.
  - 7.11.1 A part-time faculty member shall be responsible for submitting grades as specified in Appendix Q of this *Agreement*.
- 7.12 A part-time faculty member who is a part-time faculty employee shall be employed to teach no more than 60 percent of the annual load of scheduled duties for a full-time regular faculty employee having comparable scheduled duties. The maximum quarterly load shall be 45 percent of a full-time annual load.
  - 7.12.1 A part-time faculty employee may serve at any District location and may accumulate service credit in more than one division but in no case shall the part-time faculty employee exceed the 60 percent load limitation District-wide.
  - 7.12.2 Part-time faculty who also serve in the elective capacities specified below shall not have those elective hours included in the computation of the sixty percent (60%) load limitation for part-time faculty employees:

- 7.12.2.1 As “readers” for the ESL (English as a Second Language) Department and/or Language Arts Division in the evaluation of “exit” and/or placement tests. This activity is separate from and not included in those required responsibilities and duties which comprise a regular faculty member’s annual load. The compensation for these readers shall be their appropriate step and column placement on Appendix G paid in a manner similar to that of a casual assignment.
- 7.12.2.1 As student advisors or faculty serving in other non-teaching capacities for grant-funded programs.
- 7.12.3 In accordance with Education Code 87482.5, the following shall not be used for purposes of computing the sixty percent (60%) load limitation for part-time faculty employees:
  - 7.12.3.1 Service as a substitute on a day-to-day basis;
  - 7.12.3.2 Service in professional ancillary activities including, but not limited to, governance, staff development, grant writing, and advising student organizations.
- 7.12.4 In accordance with Education Code Section 87884, a part-time faculty employee who participates in the Paid Office Hours Program described in Section 7.15 of this article shall not have those hours included for purposes of computing the sixty percent (60%) load limitation for that part-time faculty employee.
- 7.12.5 Any part-time faculty employee who is relieved of an assignment during the quarter because of the load restrictions contained in Section 7.12 shall be compensated as follows:
  - 7.12.5.1 If the employee is relieved during the first week of the assignment, service credit and 50 percent of the salary he or she would have received for the assignment if it had been completed.
  - 7.12.5.2 If the employee is relieved after the first week of the assignment, service credit and 75 percent of the salary he or she would have received for the assignment if it had been completed.
- 7.13 A part-time faculty member who is a contract or regular faculty employee may serve at any District location and may accumulate service credit in more than one division, but shall be limited to two assignments per quarter District-wide pursuant to this article unless: 1) no other part-time faculty member with reemployment preference who is qualified for the assignment is able to accept the assignment; and 2) no other faculty member who is qualified for the assignment is able to accept the assignment.

## Salary

- 7.14 Salary for part-time faculty shall be determined in accordance with the placement criteria for column and step on the appropriate salary schedule. Initial column and step placement is determined at the time of hire. It is the faculty employee's responsibility to provide all official transcripts and other required documentation in a timely manner to complete the placement determination. If documentation submitted later than the first three quarters of employment results in a change of initial placement, the faculty member shall not be eligible for retroactive compensation resulting from the change. Notwithstanding, errors in placement due to factors other than the faculty employee's failure to provide necessary documentation shall not be subject to this timeline governing retroactivity. After the initial placement determination, all column and step movement follows the provisions of the appropriate salary schedule.
- 7.14.1 Part-time faculty with teaching assignments shall be paid in accordance with the appropriate Part-Time Faculty Salary Schedule, Appendix B.1, Appendix C, or Appendix E of this *Agreement*. The salary shall be determined by the faculty member's column and step placement multiplied by the appropriate load factor for the course(s) that constitutes the faculty member's assignment. The load factors to be applied are those existent on January 9, 1996 unless these load factors have been changed through Article 9.6.
- 7.14.1.1 Part-time faculty members teaching concurrent sections shall be compensated on Appendix C and in accordance with the thresholds and large class stipend (LCS) described in Appendix V – Concurrent Sections.
- 7.14.2 Part-time faculty members with non-teaching assignments shall be paid in accordance with the Part-Time Hourly Salary Schedule, Appendix G, of this *Agreement*.
- 7.14.3 Each part-time faculty member who has been compensated at the top step (E) of the appropriate salary schedule for twelve (12) quarters of the regular academic year, after earning reemployment preference, shall be advanced to the longevity step (S) of the appropriate salary schedule, Appendices B.1, C, E, G. Step advancement shall be effective at the beginning of the thirteenth quarter of employment.

## Paid Office Hours Program

- 7.15 Paid office hours for part-time faculty employees shall be governed by the provisions of Education Code Sections 87880 through 87885 which establish and define the Part-Time Faculty Office Hours Program. The program applies to part-time faculty employees only; it excludes regular and contract faculty teaching overload assignments and part-time faculty engaged in contract instruction. Participation of eligible part-time faculty in the program is voluntary and elected quarterly.
- 7.15.1 Eligibility in the program shall be determined on a quarterly basis. Each part-time faculty employee paid on Appendix C is eligible to participate during the quarters in which the part-time faculty employee teaches at

least one assignment, as defined in 7.6. Faculty shall be informed of their potential eligibility for the program by the inclusion of an “Intent to Participate” form (Appendix S2) in the Notification and Acceptance of Assignment and sent via District email or US mail as described in 7.1.5 above.

- 7.15.2 Part-time faculty participating in the program shall establish and maintain a regular schedule of office hours and/or planned method(s) of student consultation. During the first week of the quarter or in accordance with the timelines established in 7.15.3.1 below, participating faculty shall submit the “Intent to Participate Form” (Appendix S2) to the Division Dean or appropriate administrator. The form shall specify the time and location of the office hour (7.15.3.1) or the method(s) for student consultation (7.15.3.2). The faculty employee and the dean or administrator shall mutually agree on the schedule and/or planned methods. The dean or administrator may meet with the part-time faculty employee to discuss the proposed schedule or plan and, if necessary, decide upon a mutually agreeable alternative.
  - 7.15.2.1 Normally, office hours for faculty employees with assignments on campus are “physical presence” office hours. Appropriate locations for office hours may include, but are not limited to, division offices, division labs, classrooms, tutorial centers, library, student council chambers, campus center, and, at the discretion of the individual regular or contract faculty, shared faculty offices. Faculty shall use professional discretion in determining the appropriate time and location of their office hours and shall specify this information in the course description (green sheet).
  - 7.15.2.2 Faculty employees who teach through a distance learning delivery system, including online, shall provide for student consultation through one or more of the following methods: “physical presence” office hours, online synchronous office hours, instant messaging or equivalent means, email correspondence, telephone contact or instructor-student communication forums such as bulletin boards or chat rooms built into the course shell (for example, Etudes or Web CT). Distance learning faculty shall use professional discretion in selecting the appropriate method(s) of student consultation and shall specify those method(s) in the course description (green sheet) including the response time for asynchronous communication.
- 7.15.3 Participating part-time faculty shall be paid for one office hour for each week of assignment during that quarter regardless of the number of assignments. Compensation shall be determined by the appropriate step and column of Appendix G, the Part-time Hourly Salary Schedule.
  - 7.15.3.1 Compensation for office hours shall be included in each regular pay period that the faculty employee participates in the program if the “Intent to Participate” form is submitted during the first week of the quarter. A form submitted in the second week of the quarter may result in a delay in

compensation until the second regular pay period. The end of the second week of the quarter shall be the deadline for faculty to elect participation in the program. In cases where an assignment is made after the beginning of the quarter, this deadline shall be two weeks from the start of the assignment.

This program shall be dependent upon the continuation of funding as described in Education Code Section 87885 whereby the State pays up to one-half of the District's total cost, provided that the amount claimed by all the districts in the state does not exceed the funding provided in the state budget. If a change occurs in the state funding to the District for this program, both FA and the District agree to re-open negotiations on the program.

### **Additional Compensation**

- 7.16 Part-time faculty employees are eligible for additional compensation in the following ways:
- 7.16.1 Orientation. Prior to their employment in the District or as soon as possible thereafter, part-time faculty employees normally participate in an orientation session including an introduction to teaching at the college. The orientation shall be prescribed by the college but shall not exceed eight hours (compensated at the rate of \$25 per hour). In addition, part-time faculty may attend the orientation session on an annual basis.
  - 7.16.2 Professional Development. The Board shall annually appropriate at least \$32,000 to support college-sponsored professional development activities for part-time faculty employees including, but not limited to, professional development workshops offered by the Staff Development Center on each campus throughout the year. Part-time faculty employees are paid a stipend for their participation in these activities. In addition, and through separate funding, part-time faculty employees are compensated for their attendance at College Flex Day, per the provision of Article 27.2.1.
  - 7.16.3 Required Meetings. If a part-time faculty employee at the request of the Board is required to attend staff meetings, serve on professional committees, participate in co-curricular or extra-curricular activities of the college or in any other way serve beyond his or her part-time assignment, he or she shall receive additional compensation at the appropriate hourly rate as specified in Appendix G. For meetings which require no preparation or follow-up by the part-time faculty employee (e.g., flex day activities), such compensation for all part-time faculty who attend shall be at column one, step one of Appendix G regardless of the faculty employee's regular placement on the salary schedule. (This section may be reopened by either party at any time.)

### **Paid Medical Benefits**

- 7.17 Part-time faculty employees are eligible for health benefits in accord with the provisions of Article 22A.

## Retirement Plans

- 7.18 The Board shall provide a District Retirement Program for Part-Time Faculty Employees that meets the federal mandates set forth in OBRA 90 (Omnibus Budget Reconciliation Act of 1990) and also qualifies thereby as an “Alternative Retirement Plan.” The District program shall include the following:
- 7.18.1 Mandatory enrollment of the part-time faculty employee in one of the programs specified in Subsection 7.18.2 as provided by law, unless he or she is also a regular or contract faculty employee enrolled in STRS, in which case section 7.18.1.1 shall apply.
- 7.18.1.1 Effective July 1, 2002, regular and contract faculty employees enrolled in the STRS Defined Benefit Plan who teach under Article 7 shall have the STRS contributions on their part-time earnings credited to the DBS (Defined Benefit Supplement) Program when their service exceeds one full year’s service credit.
- 7.18.2 The part-time faculty employee shall have the option of selecting one of the following:
- 7.18.2.1 FICA: a federally mandated program (Federal Insurance Contributions Act, i.e., Social Security Agency);
- 7.18.2.2 STRS (State Teachers’ Retirement System) Defined Benefits Plan: a state mandated program; or
- 7.18.2.3 STRS (State Teachers’ Retirement System) Cash Balance Plan: a plan created for part-time and substitute educators, effective on July 1, 1999; or
- 7.18.2.4 Available January 1992 through June 2007 only, PARS: the District sponsored “Alternative Retirement Plan” (Public Agency Retirement System).
- These options shall be available to each new hire for his or her election.
- 7.18.3 Since a part-time faculty employee is subject to OBRA 90 regulations upon employment, a new employee shall select among the retirement plan options prior to or upon the beginning date of employment.
- 7.18.3.1 After the initial selection, an employee may elect to change at any time from a non-STRS program to either the STRS Defined Benefit Plan or the STRS Cash Balance Plan. STRS regulations prohibit an employee from changing from the Defined Benefit Plan to the Cash Balance Plan. A one-time only change to any available plan other than STRS may be made unless prevented by statute or by government regulations. This information shall be provided at the time of initial selection.



- 7.18.4 Any part-time faculty employee who does not exercise his or her election under Section 7.18.2 shall, by default, be enrolled in the STRS Cash Balance Plan.
- 7.18.5 Part-time faculty employees who have retired from STRS or PERS are not required by law to be enrolled in a retirement plan and are not eligible for enrollment in PARS.
- 7.18.6 It is the understanding of the Board and FA that the District is permitted by law to calculate both STRS and PARS, using “pre-tax dollars.” FICA (Social Security) is, by law, “after-tax dollars.”
- 7.18.7 The STRS Cash Balance Plan requires a total contribution of 8 percent of gross salary: 4 percent from the District and 4 percent from the employee. Cash Balance participants have an immediate vested right to their contribution and the employer’s contribution. The Cash Balance Plan is portable between the different districts that offer it. Benefits shall be available to employees upon retirement, disability, or termination of employment.
- 7.18.8 PARS, the District-sponsored Alternative Retirement Plan, requires a total contribution of 7.5 percent of gross salary: 3.75 percent from the District and 3.75 percent from the employee.
  - 7.18.8.1 For purposes of the “Alternative Retirement Plan” only, the definition of “break-in-service” (six consecutive quarters) contained in Section 7.3 of this article shall be used for the definition of “termination” under the PARS plan, and thus qualification for the distribution of total benefits.
  - 7.18.8.2 Retirement, death, or medical disability shall also qualify the part-time faculty employee for full and immediate distribution of benefits from PARS. A letter to the District stating the part-time faculty employee’s decision to resign and permanently sever relations with the District, thereby forfeiting all rights under Article 7 of the *Agreement*, shall be the condition under which the faculty employee “retires.”
  - 7.18.8.3 The Board and FA agree that the District shall, in addition to its own internal costs, pay up to an annual maximum of \$25,000 for all PARS fees charged for the implementation and operation of the part-time faculty employee retirement program.
  - 7.18.8.4 In the event that the PARS fees exceed \$25,000 per year, the parties agree to renegotiate these fees.
- 7.19 This article shall not apply to any summer session or intersession.
- 7.20 The Board shall post a copy of “Employment Opportunities” each week in the mailrooms of each College, Middlefield campus, and the District Office with a copy to the Faculty Association. In addition, each Position Announcement of a

contract, regular or full-time temporary position in the bargaining unit shall be posted on the District Employment Services Website.

**Parity Definition**

7.21 The District’s parity definition, including pro rata duties and compensation, implementation procedures and timelines, funding conditions and provisions, and associated projected costs, shall be incorporated into this article in accordance with the terms and conditions specified in the Memorandum of Understanding dated February 28, 2008 and attached to this *Agreement*.

**Note:** While this article contains most of the pertinent information concerning “Part-time faculty employees,” the following articles also contain relevant information:

- Article 6
- Article 8
- Article 16 - 16.12, 16.15
- Article 22A
- Article 24 - 24.3, 24.4
- Article 26
- Article 27
- Article 28
- Article 36
- Article 37

Article 8  
**PERSONNEL FILES**

- 8.1 Every faculty employee shall have the right, at reasonable times, to inspect any employment record retained in the personnel files of the District that may serve as a basis for affecting the status of the employee's faculty employment. For the purposes of this article, an "employment record" is any record that:
- 8.1.1 Pertains directly to the employment relationship between the faculty employee and the Board;
  - 8.1.2 Is retained by the District in the faculty employee's on-campus personnel file; and
  - 8.1.3 Is accessible by the employee's name or other means of individual identification such as social security number. Information from the employment records of a faculty employee shall not be released without the consent of the faculty employee unless the release is compelled by law or by a judicial order or lawfully issued subpoena. Nothing in this section shall prohibit inspection of employment records by officials of the District or of the State who have legitimate business interests that justify the inspection. All written material that may serve as a basis for a faculty employee's suspension, dismissal or reprimand shall be kept in the employee's on-campus personnel file.
- 8.2 Notwithstanding anything in Section 8.1 to the contrary, the Board may retain as confidential all pre-employment material. For the purposes of this section, pre-employment material means all material obtained or prepared before the employment of the person involved, or while the employee was an applicant or candidate for another position. Such material includes, but is not limited to, confidential letters of recommendation, notes of pre-employment interviews, and the like.
- 8.3 No anonymous material shall become a part of a faculty employee's employment records without the consent of the faculty employee. Material is anonymous if the name of the source of the material is not disclosed to the faculty employee.
- 8.4 In accordance with Ed Code 87031, information that may be construed as derogatory shall not be entered into the personnel file until the faculty employee is given notice in writing and an opportunity to review and comment thereon. Furthermore, the official approving any addition shall sign it. The faculty employee shall have the opportunity to consult with an FA Conciliator. The faculty employee shall have ten (10) school days from receipt of the notification to respond and an additional ten (10) school days upon written request to Human Resources. A faculty response provided within these timelines shall be attached to the negative material before it is entered into the file. The material shall be entered into the file when the response is received or at the end of the timeline established above, whichever is earlier.
- 8.4.1 In cases where the material entered into the personnel file is contested under Article 5, the material shall remain in the file unless otherwise

resolved through the conciliation and/or grievance process in accordance with Article 5 procedures and timelines.

- 8.5 For the purposes of this *Agreement*, “on-campus personnel file” means the personnel file located on the faculty employee’s assigned campus in which the employee’s official evaluations are kept. If a faculty employee is assigned to both campuses, he or she may have one on-campus personnel file on each campus. Only information and statements related to a faculty employee’s assigned duties or professional responsibilities shall be placed in the employee’s on-campus personnel file.
- 8.6 If a faculty employee believes that any employment record or any portion thereof is not accurate, relevant, timely, or complete, the faculty employee may request correction of the record or deletion of the offending portion, or both. A request for correction of the record shall be made in writing and shall include a statement of the corrections and deletions that the faculty employee believes are necessary and the reasons therefore. The request shall be addressed to the President and shall become part of the faculty employee’s employment record unless the request is granted, in which case it shall become a part of the employee’s record at the employee’s option.
- 8.7 Within 10 working days of the receipt of a request under Section 8.6, unless mutually agreed otherwise, the President of the college shall either accede to or deny the faculty employee’s request. If the request is denied, the President shall state the reasons for the denial in a letter that shall become part of the faculty employee’s employment record.
- 8.8 In addition to the right to respond to negative material as provided in Section 8.4 and the right to request correction or deletion of a record as provided in Section 8.6, each faculty employee shall have the right to include a relevant response to any negative material in his or her on-campus personnel file at any time.
- 8.9 The Board shall not dismiss, suspend, or reprimand a faculty employee on the basis of written material not contained in the employee’s on-campus personnel file.

Article 9  
**LOAD AND CLASS SIZE**

- 9.1 Current administrative policies, written procedures, and practices pertaining to load, to the extent they fall within the scope of representation defined by Government Code Section 3543.2, shall be maintained during the length of this *Agreement*.
- 9.2 For the purposes of this *Agreement*, load means class size, load factor, number of preparations per quarter, number of classes per year, and other such assignments as they pertain to hours of employment.
- 9.2.1 A “no-load” hour(s) shall mean an open laboratory to provide students with 1) access to campus services, equipment, and facilities, and/or 2) collaborative or individual activities related to the learning outcomes of the course. A no-load hour(s) added to a course shall not increase the faculty employee’s contact hours, preparation, or assessment responsibilities for that course.
- 9.3 Unless amended by this *Agreement* or a previous agreement between the Board and FA, current administrative policies, written procedures, and practices pertaining to load shall be those in effect on November 23, 1977.
- 9.4 Notwithstanding any other provision of this Article, no policy, procedure, or practice pertaining to class size shall require a faculty employee to increase the number of students enrolled in his or her class beyond the maximum class size for the class, nor prohibit the Board from enrolling students in a class up to the maximum class size prior to the first day of classes for the quarter. Once the first day of classes for the quarter has commenced, only a faculty member, at his or her own discretion, may add students to the class.
- 9.4.1 “Class size” means the number of students actually attending and, during the initial meeting of the class only, any other student who has requested in writing that he or she begin attendance at the second meeting of the class if the faculty employee believes that the request is justified. “Minimum class size” means the smallest number of students actually attending that shall, under provisions of Sections 9.1 and 9.3, allow a class to continue for the length of the term. “Maximum class size” means the largest number of students the Board may enroll in a class under provisions of Section 9.1 and 9.3.
- 9.4.2 In order that class size may be accurately determined, each employee shall immediately drop from his or her class any student who does not attend the first meeting of the class unless that student has requested in writing that his or her attendance begin with the second meeting of the class and the instructor believes that the request is justified. If such a student does not attend the second meeting, he or she shall immediately be dropped from the class. The faculty employee shall submit to the Registrar within 24 hours the names of all students dropped for failure to attend the first or second meetings of the class.
- 9.4.3 Class size shall be limited so as to conform to applicable fire and safety

standards and shall not exceed the maximum number of work stations in the classroom.

- 9.4.4 Class size in concurrent sections shall be governed by the provisions established in Appendix V – Concurrent Sections.
- 9.5 Past practice in assigning the number of preparations to faculty employees shall be maintained, except that a contract or regular faculty employee shall be assigned no more than three preparations of classes of three or more units in any quarter unless the faculty employee agrees to accept additional preparations. However, one additional preparation may be assigned if the total of four such assignments is needed to complete the employee's full annual load. (This section may be reopened by either party at any time.)
- 9.6 Notwithstanding any other provision of this article, no policy, procedure or practice pertaining to load shall prohibit changes in load within a division as long as the changes are required by curriculum adjustments that have been approved by the faculty of the division and the appropriate college curriculum committee.
- 9.7 No faculty employee shall be required to accept students in special project classes or individual study classes beyond that employee's normal load.

Article 10  
**HOURS AND SCHEDULING**

- 10.1 This article applies to contract and regular faculty employees. Article 7 describes hours and scheduling for part-time faculty employees.
- 10.2 The normal academic workweek begins at 7:30 a.m. on Monday and ends at 5:30 p.m. on Friday of any week of instruction in the regular academic year. The normal academic workday means the period of time between 7:30 a.m. and 5:30 p.m.
- 10.3 The regular academic year means the period of time from the beginning of the Fall quarter to the end of the Spring quarter, excluding intersessions, as specified in the academic calendar incorporated in Article 27 (Calendar).
- 10.4 A faculty employee's schedule shall normally be established by mutual agreement between the employee and his or her Division Dean or appropriate administrator. The scheduling process shall ensure that each faculty employee is assigned a schedule of duties in a reasonable manner that provides for the efficient operation of the District's educational program, with due attention to the convenience and welfare of faculty. Past practice of the District with regard to hours and scheduling shall be maintained. Contract and regular faculty employees shall be assigned before Article 19 and Article 7 faculty. This shall mean that contract and regular faculty employees shall be given preference in the assignment of day classes and, if requested by a faculty employee, in the assignment of evening classes.
- 10.5 Notwithstanding Section 10.4, the Board retains the discretion to assign a faculty employee to a schedule of duties necessary to meet the needs of the District that may include extending his or her work day beyond the normal academic work day. Such assignments shall not be made in an arbitrary, capricious or discriminatory manner and shall, to the extent practical, be rotated among faculty employees on a quarterly basis if the assignment must continue in subsequent quarters.
- 10.6 If the assignments that make up a faculty employee's full-time load include an assignment that is outside of the normal academic work day the employee shall not for that reason be denied a part-time assignment if he or she is entitled to such an assignment in accordance with Article 7 and is able to accept the assignment.
- 10.7 Each faculty employee shall meet, on time and regularly, all of his or her assigned duties. Depending on the nature of the employee's position, faculty primary duties include instructional assignments, librarian and counselor assignments, resource faculty assignments, on-going preparation, including curriculum revision, for such assignments, and evaluation and assessment of student work. When a part of the faculty employee's current official job description, primary duties may also include coordinating instructional or student services programs, advising student organizations, and assisting in the conduct of student performances and events. Responsibility for office hours is specified in Section 10.8, required attendance at department/division meetings is specified in Section 10.9, and responsibility for submitting grades is specified in Appendix Q. Faculty attendance at graduation is addressed in the "Commencement Exercises" Memorandum of Understanding which is included as part of this *Agreement*. Professional growth activity, as

defined in Article 38.4 and Appendices A and B, is required for advancement on the salary schedule.

- 10.7.1 The effective operation of the college, the philosophy of participatory governance, the demands of the discipline, and the provisions of the *Agreement* depend upon the professional contributions of regular and contract faculty. Faculty ordinarily contribute professionally to the District in one or more of the following areas, including but not limited to: research, creative activity (such as artistic performance, authorship, or the development of new learning materials), new curriculum development, special projects, division/department committees and task forces, institution-wide meetings and committees, hiring and tenure review committees, peer and student evaluation of other faculty employees, participatory governance, Faculty Association, Academic Senates, student activities, community outreach and relevant state, national or professional organizations. Faculty employees shall use their own professional judgment in determining the nature and extent of their voluntary performance of these unassigned activities.
- 10.7.2 Professional contributions as described in section 10.7.1 shall be assessed on the official administrative evaluation, Appendix J1, and they shall also qualify as part of the special service component of the Professional Achievement Award under the provisions of Article 38.5. Faculty failure to participate in activities specified in section 10.7.1 shall not, in and of itself, be cause for any disciplinary action against a faculty employee.
- 10.7.3 In confirmation of the discussions pertinent to the amendments to this article, and specifically to the provisions of Section 10.7, the parties agree that the District has no intent to limit the ability of the Faculty Association or its members to engage in a legally protected work-to-rule job action, and that the language of Section 10.7 shall not be used to adversely affect a faculty employee or penalize the Association for participation in such an action.
- 10.8 Each faculty employee shall establish and maintain a regular schedule of office hours and/or planned method(s) of student consultation. For teaching faculty, at least four office hours shall be scheduled per week. Faculty employees whose load is distributed between teaching and other duties shall have their office hours obligation proportionally reduced. The faculty employee and the Division Dean or appropriate administrator shall mutually agree on the schedule and/or planned methods.
  - 10.8.1 Normally, office hours for faculty employees with assignments on campus are “physical presence” office hours and held days during which a teaching assignment is scheduled for that employee unless the faculty employee and his or her Division Dean or appropriate administrator mutually agree on another schedule. Faculty shall use professional discretion in determining the appropriate time and location of their office hours and shall specify this information in the course description (green sheet) and shall notify the division office of their office hour schedule and location.



- 10.8.2 Faculty employees who teach through a distance learning delivery system, including online, shall provide for student consultation through one or more of the following methods: “physical presence” office hours, online synchronous office hours, instant messaging or equivalent means, email correspondence, telephone contact, or instructor-student communication forums such as bulletin boards or chat rooms built into the course shell (for example, Etudes or Web CT). Distance learning faculty shall use professional discretion in selecting the appropriate method(s) of student consultation and shall specify those methods in the course description (green sheet) including the response time for asynchronous communication.
- 10.9 No faculty employee, excluding counselors, librarians and other faculty employees with similar schedules, shall be required by the Board to attend more than a combined total of ten department and division meetings (not counting flex day activities) during an academic year. To the extent practicable, a standard day of the week and time of day for required department and division meetings shall be established at the beginning of each quarter. Furthermore, unless unusual circumstances dictate otherwise, no fewer than ten days notice shall be given of required meetings. Faculty shall not be required to attend department, division, or committee meetings during final exam week.
- 10.10 All faculty employees shall be employed as ten-month employees, eleven-month employees, or twelve-month employees and not otherwise except as provided for in Section 10.11. All ten-month employees shall be available to perform service for the regular academic year. All eleven-month faculty employees shall be available to perform service for the regular academic year and 20 additional days. All twelve-month faculty employees shall be available to perform service for the regular academic year and 40 additional days.
- 10.11 The scheduling of any service beyond the regular academic year or during an academic recess for faculty employee employed in library science, counseling and the coaching of athletic activities, shall be through mutual agreement of the faculty employee and the Board or by a procedure established and approved by the faculty of the affected department, division, or program with the concurrence of the Board. In the absence of mutual agreement or an agreed upon procedure, qualified faculty employees may be assigned in reverse order of their seniority with the District. Such assignments shall not be made in an arbitrary, capricious or discriminatory manner and shall, to the extent practical, be rotated among faculty employees if such an assignment must be continued.
- 10.11.1 The Board recognizes that the scheduling of services beyond the academic year or during an academic recess, while providing a level of services not otherwise available, reduces those services during the regular academic year.
- 10.11.2 Any faculty employee who is required to perform services beyond his/her ten-month, eleven-month, or twelve-month employment status shall receive either additional salary at the rate of 2.5 percent of annual pay for each week of additional service required or one day of compensatory time off for each day of such service. If compensatory time is used, it shall be scheduled through mutual agreement when the alternate schedule is assigned.

- 10.11.3 The inclusion in 10.11 of any faculty employees in addition to those defined above shall be determined through the negotiation process.
- 10.12 Any faculty employee who is not in paid status for the full term of his or her annual contract shall have his or her full annual pay adjusted as follows:
  - 10.12.1 For ten-month (175 day) faculty employees, the full annual salary shall be reduced by  $1/175^{\text{th}}$  for each day not in paid status.
  - 10.12.2 For eleven-month (195 day) faculty employees, the full annual salary shall be reduced by  $1/195^{\text{th}}$  for each day not in paid status.
  - 10.12.3 For twelve-month (215 day) faculty employees, the full annual salary shall be reduced by  $1/215^{\text{th}}$  for each day not in paid status.

Article 11  
**CLASS CANCELLATION**

- 11.1 Notwithstanding Article 10 (Hours and Scheduling), if during any particular quarter a full-time contract or regular teaching faculty employee's assignment is less than a full load because of a class cancellation due to low enrollment or attendance, the employee shall assume a replacement assignment during the year to complete his or her load. The faculty employee and the appropriate administrator shall meet to mutually agree on assignment(s) to complete the load in accordance with the provisions specified below.
- 11.1.1 Whenever practicable, the replacement assignment shall occur during the same quarter as the cancelled class.
- 11.1.2 If necessary, a replacement assignment may be scheduled outside the normal academic workday.
- 11.1.3 For faculty employees also assigned under Article 7: In Fall quarter only, a faculty employee shall have the option of accepting a replacement assignment or converting an Article 7 assignment to load. In Winter quarter, an Article 7 assignment shall be converted to a replacement assignment for load unless mutually agreed otherwise. If, in Spring quarter no replacement assignment is available, an Article 7 assignment shall be converted to complete full annual load.
- 11.2 Any contract or regular faculty employee whose assignment is less than a full load because of a class cancellation due to low enrollment shall be required to make up the cancelled assignment no later than the end of the regular academic year as defined in Article 10.3. In no event shall an employee whose assignment is less than a full load be required to take an assignment during summer session or any other intersession to complete a full load. Furthermore, no faculty employee shall be required to perform services outside the workweek or on more than five days during any calendar week.
- 11.3 Before canceling any assignment, the Board shall seriously consider the possibility of allowing the assignment to continue and shall instruct its agents to refrain from canceling assignments prematurely. The Board shall not cancel a class for low enrollment unless the number of students enrolled before the beginning of a quarter is less than the minimum class size established for that class on November 23, 1977. If a class is not cancelled for low enrollment before the beginning of a quarter, the Board shall not cancel the class for low attendance unless the number of students actually attending at any time either during the first two meetings of the class or during the first full week of the class, whichever is later, is less than the minimum class size established for the class on November 23, 1977.

Article 12  
**REASSIGNMENT**

- 12.1 This article applies to regular and contract faculty employees with the exception of probationary faculty employees who are covered under Section 12.4 and 12.5 only. For the purposes of this article, “contract faculty employee” shall be limited in meaning to “grant-funded faculty employee.” A faculty employee may be reassigned to perform duties in any discipline in which the employee:
- 12.1.1 Meets the statewide minimum qualifications or equivalency; or
  - 12.1.2 Holds a valid California credential specifically listing the subject matter area to which the faculty employee is being reassigned.
- 12.2 A contract or regular faculty employee may initiate a reassignment to a discipline other than the employee’s current discipline by filing an annual written request with the Vice President of Instruction (Educational Resources) of the college on or before June 30. The request for reassignment shall remain confidential until an appropriate position is authorized. At that time, the Vice President shall: 1) notify the faculty employee in writing of the anticipated opening; and 2) notify both the appropriate Vice President and the Dean who supervise the requested discipline of the faculty employee’s interest in reassignment. Within five (5) working days of such notification, the faculty employee shall submit to the appropriate Vice President, with a copy to the Division Dean, a statement of eligibility consistent with the provisions of Section 12.1. Upon receipt of the statement of eligibility, the Vice President and the Division Dean shall discuss the reassignment in consultation, to the extent practicable, with a faculty representative of the discipline or program. The Vice President and Division Dean shall next meet with the contract or regular faculty employee within five (5) working days of receipt of the statement of eligibility unless the Vice President or designee requests an extension or is unavailable to respond. In either case, a decision shall be made before a job opening is posted or any new employee is recruited. The Vice President shall forward a recommendation to the President. If the faculty employee’s request is approved, he or she shall be reassigned to that discipline. If the faculty employee’s reassignment is not approved, upon request, he or she may discuss the denial with the Vice President and/or the President.
- 12.3 A faculty employee who fails to file a written request for reassignment by June 30 or who fails to meet the timeline for submitting a statement of eligibility, as described in 12.2, may apply for an open faculty position through the Office of Human Resources and the regular procedures established for job application.
- 12.4 The Board may assign a faculty employee to a discipline other than the employee’s current discipline consistent with the terms of Section 12.1, provided that such reassignment shall be made only with his or her consent and the concurrence of a representative of FA, a representative of the division or program to which he or she may be assigned, and a representative of the Board. A faculty representative of the division or program shall normally be consulted regarding the proposed reassignment.
- 12.5 Notwithstanding Section 12.4, the Board may, after consulting with FA, reassign a faculty employee if such a reassignment is necessary to (1) complete an

employee's full, annual load or (2) to meet the program or staffing needs of the District which may include, but are not limited to, filling a vacant position either permanently or temporarily with a qualified replacement or resolving a persistent personnel conflict. No reassignment shall be effected for punitive reasons and no such reassignment shall be effected arbitrarily or capriciously.

Article 13  
**TRANSFER**

- 13.1 For the purposes of this *Agreement* a “transfer” is any relocation of a contract or regular faculty employee from the administrative jurisdiction of one campus to the administrative jurisdiction of another campus. “Campus” means a college or the District Office.
- 13.2 A contract or regular faculty employee may annually request a transfer by filing a written request with the Vice Chancellor of Human Resources on or before June 30. The request for transfer shall remain confidential until an appropriate position becomes available at the other campus. At that time, the District will notify the faculty employee of the anticipated opening. Within two (2) weeks of such notification, the faculty employee must submit a request to the President of the college to which the employee wishes to transfer. Upon receipt of a request for transfer, the President or designee shall discuss the transfer with the contract or regular faculty employee within two (2) weeks of receipt of the request unless the President or designee requests an extension or is unavailable to respond. In either case, a decision shall be made before a job opening is posted or any new employee is recruited. If the faculty employee is accepted by the campus to which transfer is requested, he or she shall be transferred to that campus. If the faculty employee’s transfer request is not accepted, upon request he or she may discuss the denial with the appropriate administrator and President.
- 13.3 The Board may, after consulting with FA, transfer a contract or regular faculty employee if such a transfer is necessary (1) to complete an employee’s full, annual load or (2) to avoid layoffs under reduction in force conditions or (3) to meet the program or staffing needs of the District which may include, but are not limited to, filling a vacant position either permanently or temporarily with a qualified replacement or resolving a persistent personnel conflict. Adequate notice of the transfer shall be given to the faculty employee involved and, if the faculty employee requests an explanation of the reasons for the transfer, he or she shall be given an explanation in writing. No such transfer shall be effected for punitive reasons, and no such transfer shall be effected arbitrarily or capriciously.
- 13.4 If a contract or regular faculty employee is required to provide services at both campuses during any day in order to complete a full annual load or to avoid layoffs under reduction in force conditions, the Board shall reimburse the employee for mileage according to the provisions of Article 14 (Travel Expenses). As specified in Article 10, Section 10.9, no faculty employee shall be required to attend more than ten faculty or committee meetings during an academic year.

Article 14  
**TRAVEL EXPENSES**

- 14.1 If a regular or contract faculty employee is required to provide services at both campuses or at more than one site during the day, the Board shall reimburse the employee for mileage from one campus or site to another incurred as a result of the requirement but will not reimburse the employee from home to the first assignment of the day, nor for any mileage after the last assignment of the day unless the mileage from the last assignment to the employee's home is greater than the mileage from employee's principal work site to his or her home, in which case the employee shall receive reimbursement for the difference.
- 14.2 If a regular or contract faculty employee is assigned a schedule of classes (other than Article 7 classes) in which the beginning time of one class is five and a half or more hours later than the ending time of the preceding class scheduled for the same day, the Board shall reimburse the employee for mileage for travel to and from the employee's residence during the period between these classes, providing the employee has not requested this scheduling of his or her classes.
- 14.2.1 In order to receive reimbursement for such mileage, the employee shall file a local mileage voucher showing each trip actually made between the sites of these classes and his or her residence during the time between classes, listing either the actual number of miles or 25 miles, whichever is less.
- 14.2.2 Mileage reimbursement under this section shall be at a rate set each July 1 during the life of the contract to equal the current rate allowed by IRS, and shall be available through the District Business Services Office.
- 14.3 The Board shall reimburse every faculty employee for his or her authorized personal expenses, including food, lodging, and transportation expenses, incurred in the course of performing services for the District on official trips. Official trips shall be those approved within the provisions of the policies established by the Board.
- 14.3.1 Faculty assigned to a Campus Abroad program that does not include paid housing shall be eligible for reimbursement of their lodging expenses incurred in the course of performing services for the District up to a maximum of \$3,000 per quarter upon submission of the appropriate receipts. Faculty participating in Campus Abroad programs of duration shorter than a quarter and without paid housing shall be eligible for reimbursement of their lodging expenses in a share proportionate to the \$3,000 upon submission of the appropriate receipts.
- 14.4 Faculty employee travel expense reimbursement claims shall be processed as expeditiously as possible.

Article 15  
**REDUCTION IN FORCE**

- 15.1 The Board shall notify the Association before implementing any reduction in force. “Reduction in force” means termination or reduction of the employment of any contract or regular faculty employee because of a reduction or discontinuation of a particular kind of service or a decline in enrollment pursuant to Education Code Sections 87743, 87744, 87745, and 87746. For the purposes of this article, “contract faculty employee” shall be limited in meaning to “probationary faculty employee.”
- 15.2 On or before February 1, the Board shall provide the Association with the reasons the Board believes a reduction in force is necessary. If the Board fails to provide those reasons, the Association itself may initiate a grievance under Article 5 seeking compensation for any extra expenses it reasonably incurred because of the Board’s failure to adhere to this section, but the failure shall not be grievable by any individual faculty employee nor shall it invalidate the reduction in force.
- 15.2.1 In addition, on or before February 1, the Board shall provide the Association with a list of potentially affected programs based on then available information. This provision shall not be grievable nor shall it invalidate the reduction in force.
- 15.3 Before the initiation of any formal reduction in force proceedings as described below in Section 15.5, an appropriate administrator shall meet with the faculty employee whose program is subject to reduction or discontinuation. The purpose of this meeting shall be to discuss alternatives listed as part of this section. The faculty employee shall have the right to be accompanied by an FA representative. Subsequent to this meeting, the Board shall assign the faculty employee who would otherwise be subject to layoff to one or more of the following if, in the judgment of the Board, any of them are available:
- 15.3.1 Reassignment under provisions of Article 12;
- 15.3.2 Transfer under provisions of Article 13;
- 15.3.3 Multi-campus assignments;
- 15.3.4 Saturday assignments as part of the five-day work week;
- 15.3.5 Day/evening assignments;
- 15.3.6 Evening assignments; or
- Other duties beneficial to the District as determined by the Board.
- 15.4 In addition, to avoid layoffs the Board may, in consultation with the Association, offer to any faculty employees who are willing to agree to do so, voluntary reduction in contract, reassignment under Article 12.4, and/or transfer under Article 13.2.



- 15.5 Formal reduction in force proceedings shall commence with Board action at a regularly scheduled Board meeting within the thirty-day period immediately preceding March 15. Faculty employees subject to layoff in the event of a reduction in force shall be notified by the Board in accordance with the Education Code.
- 15.5.1 At the commencement of probationary employment with the District, a faculty employee shall be assigned to the appropriate Faculty Service Area(s) (FSA) as defined in Article 1.1.12 for which he or she qualifies by the terms of employment. After initial employment, a faculty employee who is eligible for additional FSAs shall declare and provide proof of such eligibility in accordance with sections 15.8 and 15.9.
- 15.5.2 In the event of a reduction in force, faculty employees in an FSA shall be subject to layoff in the inverse order of their seniority.
- 15.5.3 Seniority shall be determined by the first date of paid employment as a probationary faculty employee of the District.
- 15.5.3.1 The seniority date for a faculty employee initially hired as an academic administrator prior to June 30, 1990 shall be the first date of his or her paid employment in the District in a probationary position.
- 15.5.4 A faculty employee in an FSA shall be entitled to “bump” a less senior faculty employee.
- 15.5.5 If two or more faculty within an FSA have the same seniority date, seniority shall be determined by lot. That is, each faculty employee shall draw a seniority number to determine the order of layoff.
- 15.5.6 Pursuant to Education Code Section 87743, the services 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 regular employee is both qualified and competent as defined in Section 15.6.
- 15.6 In the event of reduction in force proceedings, regular and/or probationary faculty employees shall be assigned in such a manner that they shall be retained to render service in any FSA in which the faculty employee is both qualified and competent. In order to be retained to render service in an FSA during a reduction in force, the faculty employee must both:
- 1) Meet state minimum qualifications adopted by the State Board of Governors as prescribed in Title 5 or possess a valid credential in the appropriate discipline, and
  - 2) Be competent in the applicable faculty service area as set forth in the competency criteria in Section 15.6.1 below.
- 15.6.1 For the purposes of this article only, a faculty employee shall be considered to be competent to serve in an FSA if he or she fulfills at least one of the following:

- 15.6.1.1 Has had previous satisfactory District employment in the FSA for at least three quarters or for two quarters and one summer session;
  - 15.6.1.2 Has been employed full-time for at least one academic year during the previous five years in an accredited post-secondary institution to render a service that, if it had been rendered in the District, would have been in the applicable FSA.
- 15.7 The District Human Resources Office shall maintain a list of the faculty service areas and the faculty employees who are competent in each FSA. A copy of the current list shall be available in each division office, the Office of Faculty and Staff at Foothill and Academic Services at De Anza, and the Faculty Association Office. Changes to the designation of faculty service areas shall be negotiated and the Faculty Association shall consult with the Academic Senates in developing its proposals. Recommendations of the Dean and the faculty of the Division for changes to the designation of faculty service areas shall be forwarded to the appropriate Academic Senate and the chief negotiators for the Faculty Association and the District.
- 15.8 Each faculty employee's official personnel file shall reflect the Faculty Service Area(s) for which the faculty employee is competent. Upon attaining competence in additional FSA(s) in accordance with the provisions of Subsection 15.6.1 of this article, the faculty employee may request in writing to the Division Dean or appropriate administrator that his/her official personnel file reflect the new FSA(s) and that his/her name be added to the list maintained pursuant to 15.7. A copy of this request shall be forwarded by the Division Dean to the Vice Chancellor of Human Resources and the Dean of Academic Services at De Anza or the Dean of Faculty and Staff at Foothill. The faculty employee shall be responsible for initiating the request to have additional FSA(s) recorded and shall be responsible for verifying competence in any additional FSA(s).
- 15.8.1 Any dispute arising from an allegation that a faculty member has been improperly denied a faculty service area shall be classified and procedurally addressed as a grievance under provisions of Article 5.
- 15.9 It shall be the responsibility of the individual faculty employee to furnish any necessary valid credential or credentials, to establish the necessary minimum qualifications in the appropriate discipline, to establish competency in the applicable FSA in accordance with the terms of Subsection 15.6.1 and its subsections, and to provide all necessary information to the Vice Chancellor of Human Resources or his or her designee on or before February 15 of the year during which reduction in force proceedings are commenced.
- 15.10 The Board shall furnish to FA copies of all notifications of termination because of a reduction in force.
- 15.11 A faculty employee who has been notified that his or her employment may be reduced or terminated because of a reduction in force may either:
- 15.11.1 Initiate the grievance procedure under provisions of Article 5 if the employee believes that the Board has violated, misapplied, or misinterpreted the specific provisions of this article (in which case the

grievance shall be the exclusive means of reviewing the reduction or termination of employment); or

- 15.11.2 Request a hearing under Education Code Section 87740 (in which case the hearing shall be the exclusive means of reviewing the reduction or termination of employment).

If the faculty employee elects to file a grievance, the decision that results from that grievance shall be final and the employee may not request a hearing under Education Code Section 87740. If the faculty employee elects instead to request a hearing under Education Code Section 87740, the decision that results from that hearing shall be final (unless appealed to the Superior Court), and the employee may not allege a violation, misapplication, or misinterpretation of this article by filing a grievance under Article 5.

- 15.12 A contract or regular faculty employee who has been laid off because of reduction in force shall be provided three (3) months of paid benefits following layoff and subsequently may continue to receive medical, dental, and vision care benefits in accordance with COBRA rights.
- 15.13 The District shall follow Education Code requirements related to rehire provisions for faculty employees laid off by a reduction in force.

Article 16  
**LEAVES**

**Personal Necessity Leave**

16.1 Under the circumstances specified herein, the President or his or her designee may grant a full-time contract or regular faculty employee who has been employed by the District for at least one month, up to five days of paid personal necessity leave per academic year; however, no more than two days of personal necessity leave may be used during the first six months of employment. For the purposes of this section, “personal necessity” means obligations or unavoidable duties of an employee that must be performed during scheduled working hours involving:

- 16.1.1 Emergencies related to the faculty employee’s home or to his or her immediate family members;
- 16.1.2 Appointments for the purpose of conducting personal legal affairs or financial transactions that cannot be conducted outside of working hours;
- 16.1.3 Receipt of a summons, subpoena or other judicial order requiring absence from work;
- 16.1.4 Observance of a major religious holiday of the employee’s faith;
- 16.1.5 Attendance at professional conferences related to the teaching profession and/or one’s area of assignment;
- 16.1.6 Attendance at a funeral service; and
- 16.1.7 Natural disasters that prevent a faculty employee from meeting all or part of his/her assigned duties.

The Board may grant additional days of personal necessity leave for these purposes in appropriate circumstances.

16.2 The President or his or her designee may grant a part-time temporary faculty employee who has been employed by the District for at least one month, one day of paid personal necessity leave per quarter under the circumstances specified in Subsections 16.1.1, 16.1.3, 16.1.4, 16.1.6 and 16.1.7. Part-time temporary faculty employees with reemployment preference may be granted use of personal necessity leave for the purposes specified in Subsection 16.1.5, if the appropriate administrator agrees that attendance at the conference would be beneficial to the college and the students and would not constitute a hardship for the division/program.

The Board may grant additional days of personal necessity leave for these purposes in appropriate circumstances.

16.3 Eight hours of leave shall be deducted for a day’s absence on personal necessity leave regardless of the actual duty hours of that day. If a contract or regular faculty employee requests and is granted personal necessity leave for less than a

full day, he or she shall be charged personal necessity leave as specified in Appendix F, but personal necessity leave shall not be granted in increments of less than one hour.

- 16.4 Personal necessity leave shall not accumulate from year to year.
- 16.5 Whenever possible, personal necessity leave shall be approved and scheduled in advance in writing. When advance scheduling is impossible because the leave is required to meet an emergency, the faculty employee who is requesting personal necessity leave shall promptly notify his or her Division Dean or appropriate administrator of the request in person or by telephone. All personal necessity leave shall be reported on the leave report forms required by Section 16.34.
- 16.6 Personal necessity leave may not be used for recreation, social events, or in lieu of sick leave. Unless there are unavoidable and compelling reasons, personal necessity leave may not be taken in conjunction with any holiday, sick leave, or other leave of absence.
- 16.7 “Immediate family member,” for the purposes of Section 16.1.1, means the spouse or domestic partner, mother, father, sister, brother, son, daughter, grandparent, grandchild, parent-in-law, foster parent, step parent, step child, foster child, brother-in-law, sister-in-law, or any other person living in the immediate household of the employee.

#### **Bereavement Leave**

- 16.8 Each faculty employee shall be entitled to paid bereavement leave of absence sufficient to allow for three consecutive days, excluding weekends and holidays, following the death of any member of his or her immediate family.
  - 16.8.1 If the death is of a spouse or domestic partner or child, paid bereavement leave sufficient to allow for five consecutive days, excluding weekends and holidays, shall be granted.
  - 16.8.2 If out-of-state travel or travel in excess of 300 miles is required, paid bereavement leave sufficient to allow for five consecutive days, excluding weekends and holidays, shall be granted.
- 16.9 Bereavement leave shall not be granted in any increment of less than one half day.
- 16.10 “Immediate family member,” for purposes of Section 16.8, has the meaning prescribed by Section 16.7.
- 16.11 The Board may grant additional days of bereavement leave with full compensation in case of demonstrated need.

#### **Sick Leave**

- 16.12 Sick leave is a benefit to which an employee is entitled if he or she:
  - 16.12.1 Is incapacitated by illness or injury or is required to keep a medical appointment that could not reasonably be set outside of scheduled working hours.

- 16.12.2 Provides an appropriate official of the Board with notice of the need to use sick leave either sufficiently in advance of the start of any scheduled duties to permit a substitute to be assigned (if the Board determines one is required) or, if advance notice is impossible because of the suddenness or severity of the incapacity, as soon as reasonably possible.
- 16.13 Each full-time contract or regular faculty employee shall be entitled to paid sick leave as follows:
  - 16.13.1 Ten-month employees shall be entitled to ten days per college year;
  - 16.13.2 Eleven-month employees shall be entitled to eleven days per college year;
  - 16.13.3 Twelve-month employees shall be entitled to twelve days per college year;
  - 16.13.4 A contract or regular faculty employee employed less than full-time shall be entitled to that proportion of the number of days granted a full-time employee that is most nearly equal to the percent of a full-time assignment for which he or she is employed. Sick leave shall be cumulative from year to year. A “day” of leave is recorded as eight hours.
- 16.14 Notwithstanding Section 16.13, a faculty employee on unpaid leave of absence shall have his or her entitlement to sick leave reduced by one day for each month the employee is on the leave of absence without pay. A contract or regular faculty employee employed for less than 100 percent of contract on unpaid leave of absence shall have his or her entitlement to sick leave reduced on a pro rata basis.
- 16.15 Each part-time temporary faculty employee shall be entitled to two days of paid sick leave per quarter. Sick leave shall be cumulative from quarter to quarter.
- 16.16 Eight hours of leave shall be deducted for a day’s absence because of illness or injury. If a faculty employee is absent because of illness or injury for less than a full day, sick leave shall be deducted as specified in Appendix F. Sick leave shall be recorded on the leave report forms required by Section 16.34.
- 16.17 Each faculty employee who has been absent because of illness or injury for five consecutive work days or more, shall, at the request of the Board, submit a statement from his or her physician or other qualified practitioner stating the reason for the absence and certifying the employee’s ability to return to work.
- 16.18 Pregnancy, miscarriage, childbirth, or recovery therefrom shall be treated as a temporary disability for which sick leave may be utilized. The length of the leave of absence, including its beginning and ending dates, shall be determined by the faculty employee and her physician. Such determination shall be based upon the employee’s ability to perform her assigned duties.
- 16.19 Each faculty employee may donate days of sick leave to individual District employees who, due to a serious health condition, have exhausted all accumulated sick leave. Donating faculty employees shall retain a sixty (60) day balance of sick leave after their donation. No employee may receive more than 40 days of donated leave per year.

- 16.19.1 A “serious health condition” is defined as an illness, injury, impairment, or physical or mental condition which involves inpatient care in a hospital, hospice, or residential health care facility, or continuing treatment or continuing supervision by a health care provider as defined in 29 USC, 825.114(a) and as certified by an employee’s physician or other qualified practitioner.

The Vice Chancellor of Human Resources will verify the certification for eligibility. If the certification from the employee’s physician is insufficient, a certification by a physician of the District’s choosing may be required, at District expense. The District may require additional medical opinions.

- 16.19.2 Donated leave must be in one day increments (no less than 8 hours). Recipients of donated sick leave shall be solely responsible for any state and federal taxes on the donated time. Such taxes shall be withheld at the normal rate for the recipient employee. In the event that the state or federal governments rule that a tax liability is due other than as taxed, the recipient shall be solely liable for such liabilities.

16.19.2.1 The donated sick leave may be used only when the employee has exhausted accumulated sick leave and either is not eligible for long-term disability, or is eligible but has not begun to receive the long-term coverage.

16.19.2.2 The Vice Chancellor of Human Resources shall be notified of solicitations of donations. Solicitations of donations may be made by the individual or his/her representatives(s). Normally, donations shall be made before the recipient employee begins extended sick leave. However, should a donation be made while the recipient employee is on extended sick leave, the donated sick leave shall extend the number of days of regular sick leave (full pay) and reduce the number of days of extended leave. Donated days will not extend the total number of days of combined sick and extended sick leave but the recipient employee shall be paid the difference between regular and extended sick leave for each day of donation that is received after extended sick leave has begun. In no case shall sick leave donation occur once the recipient employee begins leave under Article 22.6 of this *Agreement*.

16.19.2.3 Donations of sick leave shall be authorized by a signed pledge form prepared by and filed with the District’s Office of Human Resources. In the event several faculty employees donate sick leave, the sick leave shall be used in the order in which the signed pledge forms are filed with the District’s Office of Human Resources.

16.19.2.4 If the employee does not use all donated sick leave, the sick leave shall be returned to the donating faculty employee(s).

Either the Board or FA may reopen negotiations on this section at any time by delivering a written request to reopen to the other party.

16.20 Notwithstanding any other provision of this article:

16.20.1 The Board itself may grant additional days of sick leave with full pay beyond that to which an employee is otherwise entitled under this article;

16.20.2 Sick leave accumulated in other California school districts shall be credited to a regular or contract employee of the District upon request and certification as provided in Education Code Section 87782 and 87783 if the application for transfer is made within one year after the employee is employed by the District. Effective Winter 2004, this provision shall also apply to part-time faculty.

16.20.3 Sick leave accumulated in the District by a part-time faculty employee prior to his or her employment as a District contract or regular faculty employee shall be credited to the faculty employee's full time sick leave upon request. The faculty employee may request Human Resources to transfer the accumulated part-time sick leave to full-time sick leave provided that the request is made within one year from the date of hire as a probationary employee.

#### **Extended Sick Leave**

16.21 Each contract or regular faculty employee shall be entitled to extended sick leave for illness or injury at the end of all accumulated sick leave or at the end of 10 consecutive school days, whichever is later, and continuing for up to 180 calendar days from the first day of absence because of illness or injury. Extended sick leave shall be granted in increments of not less than one full day for each working day of absence due to illness or injury.

16.22 A faculty employee on extended sick leave shall be entitled to extended sick leave pay as follows:

16.22.1 For a full month's absence, an amount that equals  $66 \frac{2}{3}$  percent of the employee's "basic monthly earnings" on the date he or she was actually last at work, to a maximum payment of \$6,000 per month. "Basic monthly earnings" means  $\frac{1}{12}$ th of the employee's annual contract salary;

16.22.2 For less than a full month's absence, an amount that equals an appropriate fraction of the extended sick leave pay calculated under 16.22.1. The fraction shall be determined by dividing the number of days of absence during the partial month by the number of school days in the month.

16.23 After the exhaustion of all accumulated and extended sick leave, a faculty employee may return to work, resign, resign for the purpose of retirement, or apply for an unpaid leave due to disability. If the employee applies for an unpaid leave, a leave of up to three academic quarters shall be granted. Such a leave shall be unpaid except as provided for under Article 22.6.



At the conclusion of the unpaid leave for disability, the employee may return to work, resign, resign for the purpose of retirement, or apply for an extension of the unpaid leave for disability not to exceed one academic quarter. If the employee fails to return to work, resign, resign for the purpose of retirement, or to apply for an extension of the leave or if the request for extension of a leave is denied, and the employee continues to be unable to perform the essential functions of the job as certified by an authorized medical practitioner, the employee may apply for STRS disability allowance.

- 16.23.1 If the faculty employee has applied for and has been determined to be eligible for a disability allowance by the State Teachers Retirement System, the leave due to disability shall be extended for the term of the disability but not more than 39 months in accordance with Education Code Section 87789. During this leave, if the employee remains eligible for STRS disability allowance, the leave shall not constitute a break in service and the employee remains a qualified faculty employee for the purpose of receiving health benefits.
- 16.23.2 If the employee does not apply for or is not eligible for STRS disability allowance and does not return to work, resign, or resign for the purpose of retirement, the employee may apply for additional leave or the District may proceed in accordance with due process provisions of the Education Code.

In the event a qualified employee remains disabled beyond the period of accumulated and extended sick leave, he or she shall be eligible to receive long-term disability insurance benefits under Article 22.6 in the manner prescribed in the District's long-term disability insurance policy. Each disabled contract or regular faculty employee who is receiving long-term disability insurance payments shall, following the exhaustion of all accumulated and extended sick leave, remain a qualified faculty employee for the purpose of receiving health benefits while on an approved leave under Section 16.23.

### **Exchange Leave**

- 16.24 A contract or regular faculty employee who meets the requirements prescribed by law may request an exchange leave pursuant to Education Code Section 87422.

### **Military Leave, Legislative Leave, Industrial Accident Leave**

- 16.25 A contract or regular faculty employee who meets the requirements prescribed by law may request and shall be granted:
  - 16.25.1 An unpaid military leave under Education Code Section 87700;
  - 16.25.2 An unpaid legislative leave under Education Code Section 87701; or
  - 16.25.3 An industrial accident leave of up to 60 days under Education Code Section 87787 and the rules described in that section.

### **Leave for Jury Duty**

- 16.26 A faculty employee called for jury duty in the manner provided for by law may request and shall be granted a jury duty leave of absence. Such a leave shall be with pay, provided the amount the faculty employee receives for jury fees, excluding mileage allowance, shall be deducted from his or her regular earnings. Verification of jury duty (summons or court statement) shall be attached to the leave report.

### **Family Medical Leave**

- 16.27 In accordance with state and federal law and District policy, under certain conditions faculty employees may be eligible for an unpaid leave of absence for up to twelve (12) weeks for reasons related to family circumstances. Qualifying circumstances would include but not be limited to: birth of a child, care of a child, spouse, or parent with a serious health condition; or adoption (see Appendix T.)
- 16.27.1 Faculty employees should consult with the District Office of Human Resources regarding eligibility, application procedures, and other procedures related to family leave.
- 16.27.2 Faculty employees who qualify for paid benefits under Article 22, Section 22.1 shall continue to receive paid medical benefits while under family leave.
- 16.27.3 Use of family medical leave for a qualifying circumstance including the employee's own serious illness runs concurrently with other paid and unpaid leaves granted by the District.

### **College Assigned Business Leave**

- 16.28 If a faculty employee at the request of a Division Dean or appropriate administrator is required to attend a conference, meeting, workshop, or other activity that conflicts with the faculty employee's scheduled duties, the faculty employee shall be granted College Assigned Business Leave. Such leave shall also be granted to a faculty employee whose service as an official representative of the college or as an appointee in a statewide governance process conflicts with the employee's scheduled duties. Such leave may also be granted for participation in a statewide accreditation process that conflicts with the employee's scheduled duties. All leave provided under this section shall be approved in advance by the appropriate administrator and reported as College Assigned Business on the Leave Report.

### **Unpaid Leaves of Absence**

- 16.29 Each contract or regular faculty employee may request a full-time or partial leave of absence without pay for any period not exceeding two years. A faculty employee on a partial unpaid leave of absence shall continue to fulfill the appropriate pro rata share of the duties that would have been required had that employee continued to serve as a full-time employee. An employee who wishes to apply for a leave shall submit a written request for a leave of absence without pay to the President or his or her designee at least three months before the desired commencement of the leave unless he or she cannot file a timely request because the leave is needed to meet an unforeseen emergency. By mutual agreement of

the Board and the employee, a leave of absence without pay or any extension of a leave without pay may be extended for an additional period that does not exceed one year. If a requested leave of absence is for a period of one month or more, the request shall be forwarded to the Board itself for review and action.

- 16.30 If during an unpaid leave a faculty employee continues to meet the definition of a “qualified faculty employee” under Article 22, Section 22.1, he or she shall continue to receive paid benefits. If the faculty employee on unpaid leave does not meet this definition, he or she may continue to receive paid benefits by reimbursing the District in advance for the full premium or its equivalent.
- 16.31 During a partial unpaid leave, the faculty employee shall receive the appropriate pro rata share of the salary including all earned Professional Achievement Awards he or she would have received had he or she continued to serve as a full-time employee and shall earn credit for sick leave and personal necessity leave on a pro rata basis. During a full-time leave of absence without pay, a faculty employee’s salary including all earned Professional Achievement Awards shall be adjusted as follows:
- 16.31.1 For ten-month (175-day) faculty employees, the employee’s full annual salary shall be reduced by 1/175th for each day of unpaid leave;
- 16.31.2 For eleven-month (195-day) faculty employees, the employee’s full annual salary shall be reduced by 1/195th for each day of unpaid leave;
- 16.31.3 For twelve-month (215-day) faculty employees, the employee’s full annual salary shall be reduced by 1/215th for each day of unpaid leave.
- 16.32 An unpaid leave of absence shall not constitute a break in continuity of service, nor shall an unpaid leave of absence of one quarter or more count as part of the time required for eligibility for a professional development leave (Article 17), the reduced workload program (Article 18), the retirement incentive program (Article 19), or eligibility for advancement on the salary schedule, except as specified in Section 16.33. The period of unpaid leave is not counted for STRS service credit nor is the faculty employee able to purchase the service from STRS for an unpaid leave.
- 16.33 A regular faculty employee may apply for an unpaid educational leave for professional development purposes. If such leave is full-time, the period of the leave shall nevertheless be included in determining eligibility for advancement on the salary schedule. In all other respects the leave shall be identical to any other full-time unpaid leave.

### **Leave Report**

- 16.34 It shall be the responsibility of each contract and regular faculty employee to notify his or her Division Dean or appropriate administrator when a leave is needed. Each faculty employee shall sign and file a leave report with his or her appropriate administrator for each absence. The Division Dean or appropriate administrator shall provide a leave report to the faculty employee and the faculty employee shall file the report in the division office within ten (10) school days after returning from the absence.

- 16.35 The leave report shall be on forms provided by the Board and shall reflect all hours of absence and the dates on which they occurred.
- 16.36 College Assigned Business shall be indicated on the leave report but shall not result in leave deduction.

### **Substitutes**

- 16.37 Normally, the Board shall provide a substitute when a faculty employee is absent on approved leave for two or more consecutive academic hours of a class unless the Division Dean or appropriate administrator and the faculty employee mutually agree otherwise.
- 16.37.1 For the purposes of this section, an approved leave is defined as a leave that is provided under this article or a Faculty Flex Day provided under Article 27.3.
- 16.37.2 The faculty employee shall notify the Division Dean or the appropriate representative in the division/department either in advance of the leave or, when leave is due to emergency or unanticipated absence, as soon as practicable. The faculty employee and the administrator/representative shall work together to find an appropriate substitute.
- 16.37.3 In cases of planned leave, the faculty employee shall organize the course material to provide an alternate assignment during any leave time not covered by a substitute.
- 16.38 A day-to-day substitute assignment shall not exceed two instructional weeks.
- 16.38.1 Faculty employees serving as day-to-day substitutes during the regular academic year shall be paid in accordance with Appendix D. Faculty employees serving as day-to-day substitutes during the summer session shall be paid in accordance with Appendix D1.
- 16.38.2 Day-to-day substitute service shall not be used for purposes of computing the sixty percent (60%) load limitation for part-time faculty employees.
- 16.38.3 A substitute assignment in excess of two instructional weeks shall be converted into a long-term substitute assignment, and the faculty employee serving as the substitute shall be given load credit for the assignment. In such cases, long-term substitute assignments shall be counted toward the sixty (60%) percent load limitation for part-time faculty employees.

Article 17  
**PROFESSIONAL DEVELOPMENT LEAVES**

- 17.1 A faculty employee shall be eligible to apply for a Professional Development Leave of one, two, or three quarters under this article if he or she:
- 17.1.1 Is employed as a regular faculty employee in a non-management position;
  - 17.1.2 Has rendered service to the District as a contract or regular faculty employee who is employed at least half time for at least eighteen consecutive quarters preceding the academic year in which the leave is to be taken;
  - 17.1.3 Notwithstanding Section 17.1.2, a regular faculty employee may apply any unused quarters of service earned in a former management position towards the eligibility requirements specified in Section 17.1.2 provided the three most recent quarters of service preceding the academic year in which the leave commences were earned as a regular faculty employee; and
  - 17.1.4 Has not taken any other paid professional leave during the eighteen quarters preceding the academic year in which the leave is to be taken. Notwithstanding the provisions of this section, if the leave is taken in separate years as provided in Section 17.2, the intervening quarters may be counted toward eligibility for subsequent leaves. For purposes of eligibility all quarters of service in active employment status between the first quarter of the year in which the leave is taken and the final quarter of the year in which the leave is completed (17.2) shall count toward eligibility for subsequent leaves (see Appendix P4).

No absence from the service of the District under a leave of absence shall be deemed a break in the continuity of service required by this section. However, time spent on an unpaid leave of one quarter or more shall not count toward a period of service.

- 17.2 No Professional Development Leave granted under this article shall exceed three quarters. It is expected that a Professional Development Leave shall be taken in one academic year. However, the leave may be taken in separate years if:
- 17.2.1 The faculty member's application demonstrates that the leave plan can be most effectively fulfilled in separate years;
  - 17.2.2 The proposal to take the leave in separate years is approved by the Division Dean prior to the submission of the application to the Districts Professional Development Leave Committee as provided in Sections 17.5 through 17.8;
  - 17.2.3 The proposal to take the leave in separate years shall not create a hardship for the division in the judgment of the Division Dean; and
  - 17.2.4 The leave is commenced and completed within three years beginning Fall quarter following date of approval.

Any leave granted for a period of three quarters shall release the applicant from a full annual load. "Full annual load" is the load for which the faculty employee would have

been responsible had he or she not taken a Professional Development Leave. In disciplines where load is distributed unequally throughout the three academic quarters, the PDL leave shall not exceed the equivalent of a full annual load.

- 17.3 Professional Development Leaves shall be granted by the Board itself during the academic year preceding the year during which the leave is to be taken. The Board shall appropriate sufficient funds to permit the granting of a sufficient number of leaves to enable the equivalent of six percent of contract and regular faculty employees to be on leave during an academic year. The Board may grant additional quarters of leave at its discretion.
- 17.4 Within the limits established by Section 17.3, all of the quarters of leave available for an academic year shall be granted provided a sufficient number of eligible faculty employees have applied for such leaves and have received the approvals required by this article. If all of the quarters of leave available are not granted during a year, the number of quarters not granted shall be carried over to the next academic year.
- 17.5 Each faculty employee granted a Professional Development Leave under this article shall receive 85 percent of full salary during his or her leave, and in accordance with 17.2, for a maximum of three quarters during the regular academic year. "Full salary" is the salary a faculty employee would have received if he or she had not taken a Professional Development Leave.
  - 17.5.1 Faculty employees on Professional Development Leave shall not receive any assignment for extra pay (in excess of 85% of full salary) unless exceptional circumstances exist and no other faculty employee is available for the assignment. No such assignments for extra pay shall be made without prior approval of the Vice Chancellor of Human Resources or his/her designee.
  - 17.5.2 During a Professional Development Leave a faculty employee shall be credited with 85 percent of service by the applicable retirement system (STRS or PERS). The faculty employee may arrange to ensure full service credit for the period of the leave in one of the following ways:
    - 17.5.2.1 Faculty may purchase service credit from the applicable retirement system. If the purchase is made within two years following the completion of the leave, the District shall pay fifty percent (one-half) of the purchase cost. Verification by the District through the office of Human Resources is required for the purchase of professional development leave service credit.
    - 17.5.2.2 Effective July 1, 2002 under STRS regulations, faculty employment under Article 7 and/or during summer session shall be creditable toward full annual service credit for the college year (July 1 to June 30). No faculty employee on professional development leave shall be assigned under Article 7 except in accordance with 17.5.1.
- 17.6 Each faculty employee on Professional Development Leave shall receive paid benefits in the same manner as all other full-time contract and regular faculty employees. Such benefits shall include eligibility to apply for training/retraining stipends in accordance

with Article 35 and professional conference funds as described in Article 36 of this *Agreement*.

- 17.7 Each faculty employee, as a condition of being granted a Professional Development Leave, shall agree in writing to adhere to the plan of study, research or travel described in the leave application, and to submit a timely report about the leave as required by Section 17.16. Additionally, each faculty employee shall agree to render return service in the employ of the District equivalent to twice the regular full-time academic load for which he or she has been granted leave. If the leave is taken as a full academic year, return service begins in the Fall quarter of the following academic year. If the leave is taken in separate quarters under 17.2, return service is credited for the load performed in active employment subsequent to each quarter of leave (see Appendix P4).
- 17.8 The period of any Professional Development Leave granted under this article shall be included in determining eligibility for professional growth and advancement on the salary schedule.
- 17.9 A regular faculty employee who wishes to apply for a Professional Development Leave shall file a written application with the District Professional Development Leave Committee with a copy to the President or his or her designee by October 15 of the school year preceding the year during which the leave is to be taken. To be considered by the Professional Development Leave Committee, all application materials shall be received by the October 15 deadline date. It is the responsibility of the faculty employee to deliver the completed and signed application materials and required copies to the Human Resources Office. Application materials not received by the deadline shall not be reviewed by the District Professional Development Leave Committee.
  - 17.9.1 Notwithstanding the above, a faculty employee who, through no fault of his own or her own, has an application absent of the administrative comments required by Section 17.11, shall submit a copy of all remaining application materials to the Office of Human Resources by the due date. In such cases, the application shall be considered timely.
- 17.10 The application shall include or be accompanied by the details of the faculty employee's plan of study, research or travel, together with a statement of the benefits that would accrue to the District and its students if the plan were approved. The application shall:
  - 17.10.1 Set forth specific objectives for the study, research or travel so as to demonstrate that the leave will enhance the job performance and professional growth of the faculty employee;
  - 17.10.2 Include a plan of appropriate substance and duration which is proportionate to the length of the leave requested for meeting the stated objectives and an anticipated calendar or timetable for carrying out the various activities.
    - 17.10.2.1 "Appropriate duration" is defined as the amount of time necessary to fulfill the stated objectives and proposed plan, not as the hours equivalent to the faculty employee's primary assignment during the academic year.

- 17.10.3 Include the means by which a faculty member will report on or verify the objectives achieved.
- 17.11 At least five school days before filing an application with the District Professional Development Leave Committee or no later than five school days before the October 15 application deadline, each faculty employee shall review his or her application with the Division Dean or appropriate administrator, who may consult with the President. The Division Dean or appropriate administrator shall inform the faculty employee if, in his or her professional judgment, the leave plan will not benefit the District and its students. The faculty employee may determine whether to proceed with the application, amend the application or withdraw the application. The Division Dean or appropriate administrator shall then append to the application:
- 17.11.1 A comment advising the Committee as to how the proposed leave will or will not benefit the District and its students; and, if appropriate,
- 17.11.2 A statement of concern about the potential for a severe reduction in full-time faculty staffing within a specific department, if all applicants are granted leaves for the same time period.
- 17.12 The District Professional Development Leave Committee shall consist of:
- The Chancellor, or his or her designee, who shall serve as chairperson; an academic administrator from De Anza College appointed by the President; an academic administrator from Foothill College appointed by the President; two full-time regular faculty employees from each campus selected by the respective Academic Senates; two full-time regular faculty employees from each campus selected by FA. Members of the Committee shall not themselves be applicants.
- 17.12.1 The FA and the Academic Senates, when selecting representatives to the Professional Development Leave Committee, shall designate representatives who will not be applicants for a Professional Development Leave during their term as a Committee member. A Committee member who does become an applicant for a leave shall step down from his or her Committee assignment.
- 17.12.2 The Professional Development Leave Committee, or a duly authorized sub-Committee, shall conduct its work only at regularly called meetings which all members have the opportunity to attend.
- 17.12.3 The Professional Development Leave Committee shall meet early in the Fall quarter to agree on a calendar by which the Committee shall carry out its responsibilities and enable it to make its leave application recommendations to the Board at the first Board meeting in February.
- 17.13 The District Professional Development Leave Committee shall review all timely applications and college recommendations submitted to it and shall approve an application only if satisfied that the faculty employee is eligible for the leave and that he or she shall, during the leave, engage in study, research or travel that will:
- 17.13.1 Substantially benefit the District and its students; and
- 17.13.2 Enhance the faculty employee's job performance and professional growth; and



- 17.13.3 Relate significantly to the faculty employee's profession, assignment or planned assignments.

The committee shall assess each plan on a holistic basis, with consideration of the way in which a variety and/or number of activities can meet the objectives of the leave.

- 17.14 After reviewing all timely applications and campus recommendations submitted to it, the District Professional Development Leave Committee shall forward the names and descriptions of proposals of the approved applicants for whom leaves are available and the names of all approved alternates, if any, to the Board itself with a request that the leaves be granted. The Committee shall list the names of the approved applicants and all approved alternates, if any, in the order of their quarters of service since last having taken a Professional Development Leave.

- 17.14.1 If members of the Committee are in disagreement among themselves over the approval of an application, they shall communicate with the applicant and with the appropriate administrator to gather information and/or clarification which will assist the members in making an unbiased recommendation.

- 17.14.2 In carrying out their responsibilities, the Committee shall not be arbitrary, capricious or discriminatory.

The Board itself shall grant the leave as required by Section 17.3, and in the order listed by the Professional Development Leave Committee, except that the Board itself may defer an individual recommendation for a period of time not exceeding one year for an employee who has been subject to disciplinary action pursuant to Education Code Section 87660 and following during the preceding year or against whom disciplinary action is pending or will be pending within 30 days, allowing time for the cause of the disciplinary action to be corrected before the recommendation is reconsidered.

- 17.15 If an employee on a Professional Development Leave materially changes his or her plan of study, research, or travel described in the leave application, he or she shall submit the plan change (Appendix P2) to the Professional Development Leave Committee prior to implementing the change. If such prior notification is not possible, the Committee shall be notified no later than the end of the second week of the quarter or, where verifiable extenuating circumstances exist, at the earliest date possible. In all circumstances, changes in the plan shall continue to meet the stated objectives of the leave. The Committee shall review the proposed changes in consultation with the Division Dean or appropriate administrator. The Committee shall either approve or disapprove the amended plan and immediately so inform the faculty employee.

- 17.15.1 If the amended plan is disapproved after the leave has commenced, the faculty employee is expected to end the leave at the conclusion of the quarter in which the faculty employee is notified of the disapproval. The faculty employee shall request and receive approval for an amended plan before continuing the leave. However, the faculty employee can declare that ending the leave at the conclusion of the quarter would cause an undue personal hardship, in which case the leave can be completed for the current year subject to the provisions of Section 17.17, including a review of the objectives of the leave and the appropriateness of the undue hardship declaration.

- 17.15.2 In cases where the leave was granted under Section 17.2, in separate years, the faculty employee shall notify and receive Committee approval before continuing the remaining quarters of the leave.
- 17.16 Within 30 days following his or her return from the completed leave, each faculty employee shall submit a report to the District Professional Development Leave Committee, with a copy to the Division Dean or appropriate administrator, that identifies the manner in which the employee accomplished the objectives of the leave and planned activities as described in the application and any amendments as provided in Section 17.15. It is the responsibility of the faculty employee to deliver the report to the Office of Human Resources. Unless otherwise agreed, if the faculty employee fails to provide the required leave report by the deadline, the Committee shall refer the matter to the President of the college for action as stated in Section 17.17.
- 17.17 The Professional Development Leave Committee is also responsible for collecting, reviewing and approving the leave reports required by Section 17.16. After reviewing the report, the District Professional Development Leave Committee shall either approve the report and file it with the Board itself or request further information or refinement of the report from the faculty employee. If the Committee is unable to establish that the conditions under which the leave was granted have been satisfied, the report shall be referred to the President. The President, after consultation with those deemed appropriate, and after considering possible mitigating circumstances, may recommend that the faculty employee be required to compensate the District for the expense of the leave. If the Board itself accepts the President's recommendation, the faculty employee may grieve the matter as specified in Article 5 (Grievance Procedure) of this *Agreement*.
- 17.18 Either the Board or FA may reopen negotiations on this article at any time by delivering a written agreement to reopen to the other party.

Article 18  
**REDUCED WORKLOAD PROGRAM**

- 18.1 Each full-time faculty employee who meets the requirements of this article may reduce his or her contract from full-time to percent of contract while maintaining his or her retirement benefits pursuant to Education Code Sections 22713 and 87483 or Government Code Section 20900.
- 18.2 To be eligible for a pre-retirement reduction in contract under this article the faculty employee must have:
- 18.2.1 Reached the age of 55 prior to the reduction in contract;
  - 18.2.2 Been employed full-time in a faculty position requiring membership in an appropriate California state retirement system for at least ten years;
  - 18.2.3 Have served five years in the District immediately preceding the reduction in full-time employment without a break in service, with the final three years (of these immediately preceding five years of full-time employment) in a faculty position. For purposes of this section, an approved leave of absence shall not constitute a break in service. However, an unpaid leave of absence shall not count towards the five years of full-time service required by this section.
- 18.3 This article shall be applicable only to faculty employees who request reduction in contract and meet the criteria established by Section 18.2. The Reduced Workload Program shall become effective at the beginning of the college year; in accordance with the Education Code, a faculty employee cannot combine a full-time contract and an Article 18 contract within the same college year.
- 18.4 The maximum period during which a faculty employee's contract may be reduced under this article shall not exceed 10 years for a faculty employee enrolled in STRS or 5 years for a faculty employee enrolled in PERS. At the conclusion of the period during which a faculty employee's contract is reduced under this article, the faculty employee shall retire unless, during the first year of the reduction in contract under this article, the faculty employee submits a written request to return to full-time employment at the beginning of the next academic year. Notwithstanding Section 18.9, such a request shall be granted if it is received by the college President or designee on or before April 1 of the first college year.
- 18.5 A faculty employee whose contract has been reduced under this article shall retain all paid benefits as if he or she were a full-time faculty employee and shall receive the pro rata share of the salary he or she would have earned had he or she continued full-time. In addition, the employee shall retain, on a pro rata basis, all other rights and benefits of regular faculty employees, except the right to receive a professional development leave.
- 18.6 A faculty employee whose contract has been reduced under this article shall fulfill the appropriate pro rata share of the faculty duties that would have been required had the employee continued as a full-time employee.

- 18.7 In compliance with Education Code Section 22713 and Government Code Section 20900, as appropriate, a faculty employee whose contract has been reduced under this article shall contribute to the appropriate retirement system by payroll deduction the amount he or she would have contributed had he or she continued full-time. The Board shall contribute to the appropriate retirement system the amount required by law.
- 18.8 To initiate the provisions of this article, a faculty employee shall follow the procedures described below in the college year preceding the reduction in contract:
- 18.8.1 Meet with the appropriate administrator by January 15 to determine through mutual agreement the schedule by which the reduced contract shall be fulfilled.
- 18.8.2 File a written request with the President or designee by March 1. The written request shall specify:
- 18.8.2.1 That the request is pursuant to this article;
- 18.8.2.2 The reduced contract the employee desires under this article, provided it is not less than one-half of a full load; and
- 18.8.2.3 The number of years during which the faculty employee wishes his or her contract to be reduced under this article, provided the number of years do not exceed 10 for faculty employees enrolled in STRS or 5 for faculty employees enrolled in PERS.

If the employee's request is granted it shall take effect at the beginning of the next college year, remain in effect for the duration specified in Section 18.8.2.3, and be revoked only with the mutual consent of the faculty employee and the Board. After implementing Article 18, the faculty employee shall consult, on an annual basis, with the appropriate administrator by January 15 to determine the schedule by which the reduced contract will be fulfilled.

- 18.9 A faculty employee whose workload has been reduced under this article may request to change the percentage of reduction in contract by following the provisions of Section 18.8 and submitting a written request to the President or designee specifying the revised reduction. If the employee's request is granted it shall take effect at the beginning of the next college year.
- 18.10 Notwithstanding Section 18.8 the Board may, after consulting with FA, assign the faculty his or her reduced load in such a manner as to meet the program or staffing needs of the District.
- 18.11 Nothing in this article shall prohibit a faculty employee from requesting a reduction in contract outside of the provisions of this article or prohibit the Board from granting such a request.

Article 19  
**RETIREMENT INCENTIVE PROGRAM**

- 19.1 The Board itself shall offer an annual employment contract, as provided in this article, to any regular or contract faculty employee who will become a retired faculty employee prior to the next academic year and is at least 55 years of age and who has been employed by the District as a faculty employee at least half time for at least ten years. Employment under this article shall commence in the next academic year and shall be limited to a maximum of five years of participation.
- 19.1.1 Notwithstanding the above, the Board itself may decline to offer an initial contract under this article to an otherwise qualified faculty employee if, in the judgment of the Board, the faculty employee cannot perform the principal duties of the assignment. This judgment shall be based upon evaluation material, legally appropriate medical information, and other materials properly included in the faculty employee's personnel file. If the faculty employee believes this decision to be arbitrary or capricious, he or she may submit the matter to the grievance procedures set forth in Article 5.
- 19.2 An eligible faculty employee may elect to receive an employment contract under this article by submitting a written request to the College President with a copy to the Division Dean or appropriate administrator as early as possible but no later than two months before the effective date of the employee's resignation from the District for the purpose of retirement. The Board may waive all or a portion of this time period when, in the Board's opinion, it is appropriate to do so. Within 10 working days of Board approval the faculty employee shall be sent an Article 19 Annual Plan which shall be completed in accordance with the provisions of 19.6 and 19.7.
- 19.3 A retired faculty employee employed under this article shall, within the limits established by the applicable retirement laws governing post-retirement service, up to the STRS allowable maximum earnings limit at the time of retirement in accordance with Section 19.3.1, be entitled to part-time employment during the academic year at the appropriate pro rata share of the salary and load the employee was receiving during the last academic year prior to retirement. The retired faculty employee shall also receive all paid benefits as provided in Article 23. District paid life insurance shall remain in effect as long as the retiree is employed under this article. Under Article 16, the retired faculty employee shall be entitled only to non-cumulative fully paid sick leave and personal necessity leave, each provided on a pro-rata basis. A retired faculty employee is not eligible to apply for a Professional Development Leave or Professional Achievement Award. Service on a tenure review or hiring committee shall be reviewed on a case-by-case basis and may occur only with the agreement of the retired faculty employee, the District, and the Faculty Association.
- 19.3.1 Faculty employees retiring under this article shall be eligible to earn up to the above specified limit which shall remain the limit for the duration of the faculty employee's participation in the program. For example, a faculty employee entering the program in 2007-08 could not earn more than \$27,940 for the first and each subsequent year of participation, and

the percentage of a full-time load required for this maximum earnings once initially calculated would remain unchanged for the duration of employment under this article. The \$27,940 limitation shall be adjusted for future new entrants to the STRS limitation in effect at the time of the faculty employee's entrance into this program.

- 19.3.2 Faculty employees retiring under this article who are enrolled in PERS shall be eligible to earn up to the above specified STRS limit or the PERS limit whichever is less, consistent with the PERS retirement laws governing post-retirement service.
- 19.3.3 Effective July 1, 2002 under STRS regulations, employment during summer session shall be counted toward the STRS allowable maximum earnings limit.
- 19.4 The salary earned by a faculty employee under this article shall be paid in equal monthly installments during the months the retired faculty employee is actually at work. However, if a retired faculty employee completes the service he or she is scheduled to render under this article during the Fall quarter, he or she may elect to be paid in ten equal installments, September through June.
- 19.5 A retired faculty employee employed under this article shall fulfill the appropriate pro rata share of his or her faculty duties, including, but not limited to teaching, counseling, library services, advising, committee service, and all other instructional or instructionally related assignments that would have been required had the employee continued as a full-time employee. Depending on the needs of the division, instructionally related assignments may include, but are not limited to, team teaching, grant writing, evaluation of part-time faculty, and program support activities.
  - 19.5.1 All faculty who are employed under this article shall fulfill their contracts during the academic year, except for Counselors and Librarians who may fulfill their contracts during the normal service period of those respective programs.
  - 19.5.2 All faculty not covered under Section 19.5.1 who are employed under this article and also work during the summer shall be employed under the provisions of Article 26 (Summer Session), and for the purpose of selection under Article 26.1.6 and 26.2 as appropriate.
- 19.6 The services provided under this article shall be specified in a written Article 19 Annual Plan mutually agreed upon by the faculty employee and the Division Dean or appropriate administrator. Each year the Article 19 faculty employee shall consult with his or her Division Dean or appropriate administrator and work out such a mutually agreeable written plan for the services he or she will perform during the subsequent year of employment under this article. This plan shall specify the nature of the service and the location within or outside the District where it is to be performed and the times at which it will begin and be completed. It is the responsibility of the retired faculty employee to file this completed plan with the Human Resources Office in accordance with the timelines established below and represented in Appendix U-Article 19 Flowchart.
  - 19.6.1 Prior to the initial year of participation, the faculty employee shall meet with the Division Dean or appropriate administrator to complete the

Article 19 Annual Plan for the subsequent academic year within 30 days of receipt of the Plan from Human Resources or by January 15, whichever is later. All Article 19 plans shall be completed by the end of the academic year preceding the first year of participation.

19.6.2 For the second and subsequent years of participation in the program, it is the responsibility of the Article 19 faculty employee to complete an Article 19 Plan prior to each year of participation in accordance with the timelines established below.

19.6.2.1 On or before November 30, the Human Resources Office shall issue a copy of an Article 19 Annual Plan to each continuing participant with a copy to the appropriate administrator in accordance with the earnings limitations established in Section 19.3.

19.6.2.2 On or before January 15 preceding the academic year in which the services will be rendered, the faculty employee shall consult with his or her Division Dean or appropriate administrator to complete and sign the Article 19 Annual Plan for the following academic year. The faculty member shall be responsible for forwarding the Plan to the appropriate Vice President for signature and for filing the Plan with Human Resources.

19.6.2.3 On or before February 15, the Human Resources Office shall confirm receipt of the Article 19 Annual Plan.

19.6.3 A faculty employee who fails to file an Article 19 Annual Plan or fails to complete the mutually agreed-upon plan shall be dropped from the program.

19.6.4 Verified illness or injury which prevents the retired faculty employee from filing or completing the plan shall not be cause for automatic dismissal from the program.

19.7 The duties that a retired faculty employee is assigned to perform under this article shall usually be established by mutual consent between the retired faculty employee and the Division Dean or appropriate administrator. However, the Board retains the discretion to assign retired faculty employees to duties that are appropriate to the program or staffing needs of the District. Notwithstanding Section 19.6, an assignment is not considered available for the purposes of this article if, at any time before the beginning of the quarter or the beginning of the assignment, whichever is later, the assignment is needed to fill the normal load of a contract or regular faculty employee or the assignment is cancelled. If an assignment is not available or is cancelled, a good-faith effort will be made to find an alternative assignment consistent with this agreement. Alternative assignments may include unassigned existing classes, newly added classes, assignments in subsequent quarters, or duties that the Board determines are appropriate to the program or staffing needs of the District.

19.8 Each department will schedule for Article 19 assignments based upon Article 19 Annual Plans. However, if there are more retired faculty employees in a department than there are available assignments in a given academic year,

assignments will be made in reverse order of seniority. The least senior retired faculty employee shall receive one assignment. The process will be repeated until all assignments have been assigned. Seniority will be determined by the first date of paid service under Article 19. In the event that employees have the same seniority date, the assignment will be given to the employee with most years of service in the District. The planned assignment will be initially provided for the academic year in accordance with this section and thereafter adjusted on a quarterly basis based on assignment availability and requirements, without altering the plan for other Article 19 faculty.

19.9 Provided the services performed under this article are satisfactory, an employment contract issued under this article shall be renewed annually for a maximum of five years. At the conclusion of the maximum permissible years of service under this article, employment under this article and the District paid life insurance shall cease. Thereafter, the retired faculty employee may be employed by the Board as provided in the applicable retirement laws governing post-retirement service and in Article 7 (Part-time Faculty).

19.10 A retired faculty employee may be terminated if the President concludes that the retired faculty employee does not meet the standards of performance and academic excellence that are required of faculty employees by the District. The conclusion of the President shall be based upon:

19.10.1 An official evaluation as defined in Article 6 completed by an appropriate dean. Following the evaluation the retired faculty employee shall be given the opportunity to meet with the appropriate dean to discuss the evaluation and to define necessary improvements. The employee shall have the right to have an FA conciliator present at this meeting; and

19.10.2 Written notification by certified mail to the retired faculty employee of the improvements necessary for continued employment; and

19.10.3 A second official evaluation by both an appropriate dean and another management employee. The second evaluation shall not be performed until at least 20 working days following the written notification required by subsection 19.10.2. The retired faculty employee will be given an opportunity to meet with the appropriate dean to discuss whether or not the necessary improvement has been made. Before this meeting, the employee shall be informed of his or her right to have an FA conciliator present at this meeting.

If it is alleged to be arbitrary and capricious, the conclusion of the President may be subject to review pursuant to the grievance procedures established by Article 5 of this *Agreement*.

19.11 If a retired faculty employee believes the Board has failed to adhere to the written plan agreed upon under Section 19.6, or has otherwise violated a provision of this article, he or she may submit the matter to the grievance procedures set forth in Article 5 of this *Agreement*.

19.12 Either party may reopen this article at any time by providing the other party with a notice of intent to reopen.



Article 20  
**EARLY NOTICE INCENTIVE**

- 20.1 Within limits set annually as part of the budget process, an Early Notice Incentive shall be paid to contract and regular faculty employees who, during the Fall quarter, give the District an Early Notice as prescribed by this incentive plan and who subsequently comply with all of the other conditions of the plan.
- 20.2 The Early Notice Incentive shall consist of a base amount, as specified below, plus interest, as specified in 20.3.
- 20.2.1 If the Notice specifies a date that is at least five complete academic quarters (approximately 18 months) after the end of the Fall quarter during which it is filed, the base amount shall be \$1,500.
- 20.2.2 If the Notice specifies a date that is at least eight complete academic quarters (approximately 30 months) after the end of the Fall quarter during which it is filed, the base amount shall be \$2,500.
- 20.3 The interest paid on the Early Notice Incentive shall be the amount earned on the base amount from the time it is invested by the District in an interest-bearing account until the effective date of the employee's resignation from the District for the purpose of retirement in accordance with Article 30. The District shall invest the base amount in an interest-bearing account within five working days after the filing of the employee's Early Notice, except that the period of investment shall not begin earlier than eleven complete academic quarters (approximately 42 months) prior to the effective date specified in the Early Notice.
- 20.4 If, after filing an Early Notice, a faculty employee changes his or her retirement plans and submits an amended Notice (or submits a letter of resignation for the purpose of retirement with an effective date that is different from the date specified in his or her Notice), the initial notice shall be entirely disregarded and all amounts accumulated in the Early Notice Incentive account established for the employee shall remain the property of the District. However, if it otherwise qualifies, the amended notice shall be treated as if it were a new Early Notice.
- 20.5 The annual Early Notice filing period shall open on the first day of the Fall quarter and close on the last day of the Fall quarter. A Notice is not filed until it is actually received in the office of the Vice Chancellor of Human Resources. If the limit set on the maximum number of participants in any given year is lower than the number of early notices filed between the first day of the Fall quarter and October 1 of that year, those faculty employees who have the most years of service in the District shall be selected as participants. If years of service is an inadequate criterion by which to distinguish among prospective participants, years of service in California public schools shall be used as a secondary criterion. If those criteria are still inadequate, selection among the employees with equal years of service in the District and in California public schools shall be made by lot. If the limit imposed by the amounts allocated for the Early Notice Incentive as a part of the annual budget process has not been reached by October 1, participation shall be on a first come, first served basis.

- 20.6 Continued eligibility for the Early Notice Incentive is conditional upon each participant submitting an irrevocable letter of resignation for the purpose of retirement to the Board of Trustees for the Board's formal acceptance. The letter of resignation for the purpose of retirement shall be submitted to the Board at least twelve months before the participant's resignation from the District and shall specify an effective date that is the same as the date contained in the participant's Early Notice. Once the letter of resignation for the purpose of retirement is accepted by the Board, the faculty employee shall resign from the District on the date specified in the letter. The Board shall act on resignations in accordance with the timelines established in Education Code 87730.
- 20.7 The Early Notice Incentive will be payable in the January 31 payroll following the participant's becoming a retired faculty employee in accordance with Article 30.

Article 21  
**POST-RETIREMENT EMPLOYMENT**

- 21.1 Except as provided in Article 19 (Retirement Incentive Program) and subject to the limitations contained in the applicable retirement laws governing post-retirement service, any retired faculty employee may be employed as a part-time faculty member. Such employment shall be governed by Article 7 (Part-Time Faculty), provided, however, that the Board may employ any retired faculty employee for a period of two years following the date of his or her retirement before any part-time faculty employee with reemployment preference.
- 21.1.1 Dependent upon available assignments, faculty teaching under this article shall receive one assignment, at a minimum, before any part-time faculty employee with reemployment preference. This provision shall apply to each round of assignments made in accordance with Article 7.6. In addition, under extenuating circumstances (such as programmatic demands, certification requirements, or the need for specific expertise, etc.) and through mutual agreement of the faculty employee and the Division Dean or appropriate administrator, Article 21 faculty may be scheduled for multiple assignments before any part-time employee with reemployment preference.
- 21.1.2 Faculty who have not previously earned reemployment preference under Article 7 shall earn one unit of service credit for each quarter of employment under this article.
- 21.1.3 Faculty who have reemployment preference under Article 7 at the time of retirement shall retain that seniority for purposes of Article 7 assignments subsequent to the two years of employment under this article.
- 21.2 Notwithstanding the faculty employee's salary schedule placement before retirement, a retired faculty employee employed under this article shall be entitled to the highest rate of compensation payable to part-time temporary faculty employees. Retired faculty employed as part-time faculty subsequent to the two-years of employment under this article shall be compensated on the appropriate salary schedule, column and step in accordance with Article 7.14.
- 21.3 As part of the written notice given in accordance with Article 30, a faculty employee shall specify his or her interest in being employed under this article. The Human Resources office shall notify Division Deans and appropriate administrators of the retired faculty employees who request Article 21 employment.
- 21.4 It shall be the sole responsibility of each faculty employee employed under this article to consult with the appropriate retirement system to determine the effect such employment will have, if any, on his or her retirement benefits.
- 21.5 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

Article 22  
**PAID BENEFITS**

- 22.1 The Board shall provide benefits to each qualified faculty employee as specified in this article. A “qualified faculty employee” is one who:
- 22.1.1 Is either a contract or regular faculty employee or a full-time temporary faculty employee appointed for a period of at least one year; and
  - 22.1.2 Is employed at least half time; and
  - 22.1.3 Has been in paid status during the month preceding the month covered by the benefits.

A faculty employee shall be deemed to be in paid status during any recess if the employee is scheduled to return to paid status at the end of the recess. In addition, a faculty employee shall be deemed in paid status after the end of the academic year if the employee is scheduled to return to paid status in the next academic year.

**22.2 Medical and Hospital Benefits - General**

Each qualified faculty employee shall select one of the options described in Section 22.2 at least annually during the established open enrollment period or periods:

- 22.2.1 Kaiser Foundation Health Plan, a Health Maintenance Organization fully paid by the District for the employee and his or her eligible dependents subject to the following:
  - 22.2.1.1 The Kaiser Foundation Health Plan shall include a co-payment by the employee and dependent of \$10.00 per physician office visit.
  - 22.2.1.2 The Kaiser Foundation Health Plan shall include a co-payment by the employee and dependent of \$50.00 for Emergency Room treatment that does not result in admittance to the medical facility.
  - 22.2.1.3 The Kaiser Foundation Health Plan shall require a \$5.00 co-payment for each prescription for generic drugs and a \$10.00 co-payment for each prescription for brand-name drugs for employees and their eligible dependents.
- 22.2.2 District Self-Insured “Network-Only Medical Plan” (PPO), a Preferred Provider Organization fully paid by the District for the employee and his or her eligible dependents subject to the following:
  - 22.2.2.1 The PPO Plan shall include a co-payment by the employee and dependent of \$20.00 per physician office visit.

- 22.2.2.2 The PPO Plan shall include a co-payment of \$50.00 for Emergency Room treatment that does not result in the employee's or his or her eligible dependent's admittance to the medical facility.
    - 22.2.2.2.1 The Emergency Room co-payment shall not exceed \$100 in any plan year for an individual employee or dependent or \$300 in any plan year for an employee and his or her family.
  - 22.2.2.3 The PPO Plan shall include paid prescription drug benefits for the employee and eligible dependents which pay the cost, less \$5.00 for generic drugs and the cost less \$15.00 for brand-name drugs, unless the employee or dependent uses mail order prescriptions, in which case the cost to the employee for a 90-day supply shall be \$10.00 for generic and \$30.00 for brand-name. Mail order shall become mandatory after the third fill of the prescription. A \$500 annual cap per individual on co-payments for mail order prescriptions shall apply.
  - 22.2.2.4 New employees and dependents covered under a District Plan (either the PPO Plan or the PPO+ Plan as described in Section 22.2.3) after July 1, 1993 shall be subject to a "12-month pre-existing condition exclusion" provision consistent with legal and carrier requirements.
  - 22.2.2.5 The lifetime limit for any employee or dependent under a District Self-Insured Medical Plan (including the "District Plan" prior to 2004, the PPO Plan and/or the PPO+ Plan as described in Section 22.2.3) shall be \$2,000,000 per insured.
  - 22.2.2.6 Deductibles: The PPO Plan shall require deductibles of \$150 annually for each covered individual with a maximum \$400 annual deductible per family.
  - 22.2.2.7 Hospital Co-pay: The PPO Plan shall include a hospitalization co-payment of \$50.00.
  - 22.2.2.8 Coverage Outside the PPO Network: The PPO Plan shall pay 100% of the usual and customary rates (UCR) for services acquired from a non-PPO provider in an emergency, or when no PPO provider is available within 30 miles of the insured's primary residence and the care is pre-authorized. Routine care and/or primary care by a non-PPO provider shall be excluded from this provision.
  - 22.2.2.9 The PPO Plan, including a definition of "emergency," applicability of deductibles, and coverage for mental health, substance abuse, and non-traditional providers, is fully described in the Group Medical Plan Booklet.
- 22.2.3 District Self-Insured "Combined Coverage Medical Plan" (PPO+), a plan offering both the Preferred Provider Organization and out-of-

network providers. The PPO+ Plan is fully paid by the District for the employee only. Employees who enroll dependents in this plan share the cost of the plan by paying the difference in the premium cost between the District Self-Insured “Network Only Medical Plan” (PPO) described in Section 22.2.2 of this article and the District Self-Insured “Combined Coverage Medical Plan” (PPO+) for employee plus one or employee plus family. Employees and their eligible dependents enrolled in the PPO+ Plan are subject to the following:

22.2.3.1 The provisions of the PPO Plan governing co-payment for medical and prescription coverage, lifetime limit, and pre-existing condition as described in Sections 22.2.2.1 through 22.2.2.5.

22.2.3.2 Services acquired from a non-PPO provider, shall be paid at 80% of the usual and customary rates (UCR) for the first \$10,000 of such medical services annually. Thereafter, the Plan shall pay 100% of the UCR charges consistent with other requirements.

22.2.3.2.1 If PPO providers are not available within a 30-mile radius from the employee or dependent’s primary residence, the Plan shall pay 100% of UCR charges for that geographical area.

22.2.3.3 The PPO+ Plan, including a definition of “emergency,” out-of-pocket maximums, and coverage for mental health, substance abuse, and non-traditional providers, is fully described in the Group Medical Plan Booklet.

### **22.3 Vision Care Benefits**

The Board shall continue to provide existing vision care benefits to each qualified faculty employee and his or her eligible dependents.

### **22.4 Dental Care Benefits**

The Board shall continue to provide existing dental care benefits to each qualified faculty employee and his or her eligible dependents.

### **22.5 Life Insurance Benefits**

The Board shall provide each qualified faculty employee under age 70 with \$50,000 level-term life insurance benefits.

### **22.6 Long-term Disability Insurance Benefits**

The Board shall provide each qualified faculty employee under the age of 70 with a long-term disability benefit as follows:

22.6.1 For employees disabled on or after March 1, 1999 through December 31, 2007 the insurance shall provide a benefit equal to 66 2/3 percent of the employee’s “Basic monthly earnings” on the date he or she became

disabled, to a maximum payment of \$4,300 per month. “Basic monthly earnings” means 1/12th of the employee’s annual contract salary.

- 22.6.2 For employees disabled on or after January 1, 2008 the insurance shall provide a benefit equal to 66 2/3 percent of the employee’s “Basic monthly earnings” on the date he or she became disabled, to a maximum payment of \$6,000 per month. “Basic monthly earnings” means 1/12 of the employee’s annual contract salary.
- 22.6.3 The benefits shall be payable after the end of all accumulated sick leave and extended sick leave under Article 16.
- 22.6.4 For employees with five or more years of STRS service and two or more eligible children on the day of disability, benefits shall be payable for one year from the date of disability for both accident and illness provided that the employee is 69 years of age or younger on the date of disability. If the period of disability extends beyond one year, the employee shall receive disability allowance payments from STRS.
- 22.6.5 For all employees not included under Section 22.6.4, the benefit shall be payable for ten years from the date of disability for both accident and illness provided that the employee is 55 years of age or younger on the date of disability. If the employee is older than 55 years on the date of disability, the maximum benefit period shall be the same as that provided in the maximum benefit schedule set forth in the District’s income protection insurance policy.

## 22.7 **Employee Assistance Program**

The Board shall provide an employee assistance program for each qualified faculty employee and his or her eligible dependents. The Board and FA shall maintain procedures that the Board will follow in making formal referrals to the EAP. Administrators shall consult with Human Resources for guidance on following the procedures before initiating a formal referral. A copy of the procedures shall be included in the faculty handbook at each college.

## 22.8 **Benefits During Unpaid Leave of Absence**

A qualified faculty employee who is granted an unpaid leave of absence and thereby is not qualified for paid benefits under Section 22.1 may continue to receive benefits by reimbursing the District in advance for the full premium or its equivalent. The cost of reimbursement for such benefits shall be determined as follows:

- 22.8.1 For ten-month (175-day) faculty employees, 1/175th of the full annual premium or its equivalent for each day of unpaid leave of absence;
- 22.8.2 For eleven-month (195-day) faculty employees, 1/195th of the full annual premium or its equivalent for each day of unpaid leave of absence;
- 22.8.3 For twelve-month (215-day) faculty employees, 1/215th of the full annual premium or its equivalent for each day of unpaid leave of absence.

- 22.9 The District and FA agree that same-sex domestic partners shall be included under this article. The procedures for application, qualifications, duration, and other appropriate provisions are specified in Appendix L of this *Agreement*.
- 22.10 FA and the Board reaffirm that health benefit cost containment efforts remain a high priority for the parties. As a result, FA and the Board shall continue to negotiate appropriate cost containment and quality assurance measures during the life of this *Agreement* based on the recommendations of the District Health Benefits Advisory Committee convened by Human Resources.



Article 22A  
**PAID BENEFITS FOR PART-TIME FACULTY**

22A.1 The Board shall provide benefits to each qualified part-time faculty employee as specified in the article. A qualified part time faculty employee is one who:

22A.1.1 Has reemployment preference as provided in Article 7; and

22A.1.2 Had an annual load factor of at least .4 or more during the academic year prior to receiving benefits; and

22A.1.3 Affirms annually via a signed affidavit (Appendix K of this *Agreement*) that he/she has no other access to medical insurance where all or part of the premium is paid through some other source.

22A.1.3.1 Medicare shall be excluded from the definition of medical insurance for the purpose of 22A.1.3. A part-time faculty employee who is eligible for Medicare is required to enroll in Medicare Part A during the three-month window prior to turning age 65. At the time of Part A enrollment, the employee shall request to delay enrollment in Medicare Part B until he or she is no longer covered by the District's Plan. The employee shall complete the Part A enrollment and request the Part B delay at the Social Security Administration. The faculty employee shall have the sole and complete responsibility for complying with this provision.

22A.2 Medical Plan

Each qualified part time faculty employee and his or her eligible dependents are eligible to enroll in the District's Kaiser Foundation Health Plan.

22A.3 Premium Payment

Premium payment shall be dependent upon the faculty employee's annual load in the prior academic year and be subject to the following conditions:

22A.3.1 The employee must enroll annually.

22A.3.2 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 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 state budget. If a change occurs in the state funding to the District for this program, both FA and the District agree to re-open negotiations on the program.

22A.3.3 Employees with loads of at least .5 shall have the full cost of the premium paid by the District.

- 22A.3.4 Employees with loads of .4 up to .4999 shall be responsible for payment of 50 percent of the premium and the District shall be responsible for 50 percent of the premium for coverage.
  - 22A.3.4.1 The employee with a load of .4 through .4999 contributes 50 percent of the annual (12 months) premium in nine (9) equal payments through payroll deductions from regular monthly paychecks.
  - 22A.3.4.2 The employee shall submit a check or money order within ten (10) working days from the time the payroll check is issued to cover any amount which is not covered by the monthly check or within ten (10) working days from the time the payroll check would have been issued during a non-assignment quarter.
  - 22A.3.4.3 Payroll deductions begin on October 31 of each year of enrollment.
- 22A.3.5 Notwithstanding 22A.3.3 and 22A.3.4 above, the District shall review, on a case by case basis, the eligibility for full District premium payment of faculty who, because of load configurations, are assigned loads that consistently fall slightly under .5 load (e.g., .48 or .49). Human Resources shall notify the Faculty Association when an employee applies for such review and of the action taken.

#### 22A.4 Continuing Eligibility

Continuing eligibility shall be determined annually for the period October 1 through September 30 based upon the part-time faculty employee's assignment during the prior academic year.

- 22A.4.1 Eligibility shall cease if:
  - 22A.4.1.1 The employee's load for the prior academic year is less than .4; or
  - 22A.4.1.2 The employee loses the reemployment preference per Article 7; or
  - 22A.4.1.3 The employee resigns or retires from service in the District; or
  - 22A.4.1.4 The employee fails to enroll during the annual Open Enrollment period (July 1 – July 31) and/or fails to submit required documents.
- 22A.4.2 Should coverage cease, the part-time faculty employee is eligible for COBRA rights.

22A.5 The District and FA agree that same-sex domestic partners shall be included under this article. The procedures for application, qualifications, duration, and other appropriate provisions are specified in Appendix L of this *Agreement*.

Article 23  
**PAID BENEFITS FOR RETIRED EMPLOYEES**

23.1 Each retired faculty employee hired before July 1, 1997 who qualifies under the terms of this article, and his or her eligible dependents, including domestic partners, shall receive health and hospital benefits, prescription drug benefits, vision care benefits, and dental benefits as provided in this article and described in Article 22.

23.2 A qualified employee is one:

23.2.1 Who will be age 55 or older before the beginning of the next academic year, who has retired from the State Teachers Retirement System or the Public Employees Retirement System (or who has applied for and is eligible to receive a service retirement from either of said retirement systems), and who has rendered service to the District at least half-time as a contract or regular faculty employee for ten or more years immediately preceding his or her retirement; or

23.2.2 Who has resigned from the District and is receiving a disability allowance from the State Teachers Retirement System or the Public Employees Retirement System, and who has rendered service to the District at least half-time as a contract or regular faculty for ten or more years immediately preceding his or her resignation; and

23.2.3 Who has provided evidence that he/she has applied for Social Security and evidence that Social Security has responded, indicating whether he or she is eligible for Social Security payments and, therefore, for Medicare coverage.

No absence from the service of the District under a leave of absence and no period of reduced service under Article 18 shall be deemed as a break in the continuity of service required by this section. Time spent on any professional development leave under Article 17 shall be deemed to be full-time service for the purpose of this section.

23.3 The benefits provided to eligible dependents and domestic partners under this article shall cease at the end of the calendar month following the death of the retired faculty employee (or, if the death occurs after the twelfth working day of the month, at the end of the following calendar month). However, a surviving spouse or domestic partner may continue to receive benefits under this article by reimbursing the District quarterly, in advance, for the full premium or its equivalent for all of the benefits provided.

23.4 If faculty employees are given any options regarding health benefits plans (for example, the Kaiser Foundation Health Plan, the District Self-Insured Network-Only Medical Plan (PPO) and the District Self-Insured Combined Coverage Medical Plan (PPO+)), the benefits provided under this section shall be in accordance with the plan or plans under which the retired faculty employee was receiving benefits at the time of retirement, and he or she shall not be allowed to change plans after retirement except during open enrollment periods. This section

shall not be construed as prohibiting any change in benefits or benefit plans as specified in Section 23.8.

- 23.5 Each retired faculty employee and every eligible dependent and domestic partner shall, upon becoming qualified for Medicare, receive benefits under this article only in a manner that augments the benefits that the employee or dependent could receive from Medicare even though the retired faculty employee or his or her eligible dependents fail to claim rights to Medicare benefits. It shall be the sole responsibility of the retired faculty employee and his or her eligible dependents to apply for and satisfy the requirements of Medicare; however, the Board shall reimburse the retired faculty employee and his or her eligible dependents for the cost of Medicare Part B if adequate proof of payment is submitted to the Office of Human Resources once each calendar year and at any time that the amount of the premium is changed by Medicare. This section shall not apply to retired faculty employees or their eligible dependents whose social security status does not qualify them for Medicare benefits unless the retired faculty employee becomes qualified for Medicare through STRS or other agency.
- 23.6 If a retired faculty employee, or his or her eligible dependents or domestic partner, receive benefits under any other health benefits plan, the benefits provided under the other plan shall be primary and the benefits provided under this article shall be reduced to the difference between the benefits provided or paid or payable by the other plan and the maximum benefits provided under this article.
- 23.7 To obtain the benefits provided under this article, a faculty employee shall file an application for the benefits with the Office of Human Resources and shall complete all necessary enrollment forms before the last date of his or her employment with the District.
- 23.8 The benefits provided under this article shall remain subject to alteration or termination by any future agreement negotiated between the Board and the exclusive representative for faculty employees.
- 23.9.1 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.
- Note:** The parties agree to re-open Article 23 in 2008 to address the District reimbursement of Medicare Part B in concert with the parties' discussion of medical saving options for faculty hired after July 1, 1997.

Article 23A  
**PAID BENEFITS FOR RETIRED EMPLOYEES  
HIRED AFTER JULY 1, 1997**

- 23A.1 This article covers qualified faculty employees hired after July 1, 1997.
- 23A.2 Under this article qualified faculty employees shall receive a health benefits bridge program to cover the period of time between retirement and eligibility for Medicare coverage. So long as the eligible Medicare recipient has fulfilled the requirements of this article, the bridge shall remain in effect during the period of any delay in initial receipt of Medicare benefits which is not the fault of the recipient.
- 23A.3 Under this program the District shall contribute monthly towards the payment of the retired faculty employee's health benefits as defined herein.
- 23A.3.1 During each month of eligibility under the program, the monthly contribution shall be one twelfth of the annual sum of 2.8 percent of the highest cell (the highest step and column) of the full-time salary schedule then in effect (Appendix A) based on a 10-month annual contact,<sup>1</sup> unless a lower percentage is allowed under 23A.3.4.
- 23A.3.2 The District shall also contribute monthly after retirement for any eligible spouse, surviving spouse, or bonafide domestic partner as defined in the *Agreement* an additional 2.8 percent of the highest cell (the highest step and column) of the same salary schedule using the same formula as in 23A.3.1. The monetary equivalent of the applicable percentage(s) shall be applied to payments for these benefits of the covered retired employee, spouse, surviving spouse or domestic partner.
- 23A.3.3 Should the actual cost of the benefits selected cost more than the above District contribution, the covered individual(s) shall pay the difference to the District each month.
- 23A.3.4 Should the actual cost of the benefits selected by a covered individual amount to less than the allowed percentage of 2.8, then the actual percentage shall be that which reflects the actual cost of the selected benefits.
- 23A.4 Each retired faculty employee who qualifies under the terms of this article, and his or her eligible spouse or bonafide domestic partner as defined in this agreement, shall be eligible for District health and hospital benefits, prescription drug benefits, vision care benefits, and dental benefits as provided in this article and described in Article 22.
- 23A.5 A qualified employee under this article is one:

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<sup>1</sup> The salary schedule excludes professional achievement awards.

- 23A.5.1 Who will be age 55 or older before the beginning of the next academic year, who has retired from the State Teachers Retirement System or the Public Employees Retirement System (or who has applied for and is eligible to receive a service retirement from either of said retirement systems), and who has rendered service to the District at least half-time as a contract or regular faculty employee for fifteen (15) or more years immediately preceding his or her retirement; or
- 23A.5.2 Who has resigned from the District and is receiving a disability allowance from STRS or PERS and who has rendered service to the District at least half-time as a contract or regular faculty for fifteen (15) or more years immediately preceding his or her resignation; and
- 23A.5.2 Who has provided evidence that he/she has Medicare coverage.

No absence from the service of the District under a leave of absence and no period of reduced service under Article 18 shall be deemed as a break in the continuity of service required by this section. Time spent on any professional development leave under Article 17 shall be deemed to be full-time service for the purpose of this section.

- 23A.6 A qualified spouse or bonafide domestic partner is one:
  - 23A.6.1 Who is at the time the qualified employee retired under this article and thereafter the spouse or bonafide domestic partner of the employee; or
  - 23A.6.2 Who was the spouse or bonafide domestic partner of the qualified employee on the date of the employee's retirement and is at the time of death of the retiree and thereafter, the surviving unmarried spouse or bonafide domestic partner of the retiree; or
  - 23A.6.3 Who was the spouse or bonafide domestic partner of an employee who at the time of his or her death, was at least 55 years of age and rendered sufficient service as defined in this article to qualify for paid benefits upon retirement, and is an unremarried surviving spouse or qualified domestic partner while receiving benefits.
- 23A.7 The benefits provided to eligible employees and spouses and bonafide domestic partners under this article shall cease when the employee, unmarried surviving spouse or bonafide domestic partner, as the case may be, qualifies for and begins receiving Medicare coverage consistent with 23A.2.
- 23A.8 If faculty employees are given any options regarding health benefit plans (for example, Kaiser Foundation Health Plan, the District's Self-Insured Network-Only Medical Plan (PPO) and the District Self-Insured Combined Coverage Medical Plan (PPO+)) during the bridge period, the covered employee (and/or spouse or domestic partner permitted under this policy), shall receive benefits in accordance with the plan or plans under which the retired faculty employee was receiving benefits at the time of retirement, and he or she shall not be allowed to change after retirement except during open enrollment periods. This section shall not be construed as prohibiting any change in benefits or benefit plans as specified in Section 23A.11.

- 23A.9 If a spouse or bonafide domestic partner of a retired faculty employee receives benefits under any other health benefits plan as a primary insured, the benefits provided under the other plan shall be primary and those benefits shall not be provided under this article.
- 23A.10 To obtain the benefits provided under this article, every faculty employee and eligible surviving unremarried spouse or domestic partner shall file an application for the benefits with the Office of Human Resources and shall complete all necessary enrollment forms before the last date of his or her employment with the District. The spouse or domestic partner will sign a statement verifying that he/she does not have medical benefits insurance in his/her own right as a primary insured. The employee is required to provide information to Medicare to verify Medicare eligibility and to update that information as appropriate.
- 23A.11 The benefits provided under this article shall remain subject to alteration or termination by any future agreement negotiated between the Board and the exclusive representative for faculty employees.
- 23A.12 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

Article 24  
**SALARIES FOR FACULTY EMPLOYEES**

- 24.1 Each full-time faculty employee, other than a full-time faculty employee employed in an Early Childhood Education Center, shall be paid in accordance with his or her placement on the Faculty Salary Schedule, Appendix A. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.6.2 and in addition, the 2005-06 Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix A.
- 24.2 Each full-time faculty employee employed in an Early Childhood Education Center shall be paid in accordance with his or her placement on the Child Development Faculty Salary Schedule, Appendix B. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.6.2 and in addition, the 2005-06 Child Development Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix B.
- 24.3 Each part-time faculty member as defined in Article 7 and each day-to-day substitute shall be paid in accordance with his or her placement on the Part-Time Faculty Salary Schedule, Appendix C; the Substitute Salary Schedules, Appendices D and D.1; the Part-Time Hourly Faculty Salary Schedule for Non-Teaching Assignments, Appendix G; or the Child Development Faculty Salary Schedule, Appendix B.1, as appropriate. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.6.2 and in addition, the 2005-06 Part-Time Faculty Salary Schedules and Part-Time Hourly Faculty Salary Schedule for Non-Teaching Assignments shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendices B.1, C, D, D.1, and G.
- 24.4 Each part-time Non-credit (Adult) Education faculty member as defined in Article 33 shall be paid in accordance with his or her placement on the Part-Time Non-credit (Adult) Education Faculty Salary Schedule, Appendix E. Effective July 1, 2006, 3 per cent of salary adjustment funds shall be applied to the salary schedule readjustment as described in Section 24.6.2 and in addition, the 2005-06 Part-Time Non-credit (Adult) Education Faculty Salary Schedule shall be adjusted for 2006-07 by increasing each step of the schedule by 2.92 percent as shown in Appendix E.
- 24.5 Placement on and advancement within a salary schedule shall be governed by the criteria set forth in Appendices A, B, B.1, C, D, D.1, E, and G.
- 24.6 Effective July 1, 2007, all faculty salary schedules shall be adjusted for 2007-08 by increasing each step of the schedules by 5.53 percent as shown in Appendices A, B, B.1, C, D, D.1, E and G. An additional salary adjustment of 1 percent on all salary schedules shall be contingent upon 2 percent District growth in 2007-08. If funded growth is below this threshold, the additional salary adjustment shall be one-half of the funded growth percentage.
- 24.6.1 Effective July 1, 2000, a readjustment was made to all the full-time and part-time salary schedules, Appendices A, B, B.1, C, D, D.1, E and G,



whereby 1) the 1999-2000 Step A on all the schedules was eliminated and the 1999-2000 Step B became the 2000-01 Step A (the first step); 2) the 1999-2000 Step C became the 2000-01 Step B, etc.; and 3) a new step was added to each of the salary schedules and became the new “top step.” The new step was calculated on the basis of 3 percent of the current top step of each schedule except as otherwise specified (e.g., Appendix C is calculated at 70 percent of Appendix A). The number of steps on each salary schedule remained unchanged from 1999-2000: 13 steps on Schedule A, 8 steps on Schedule B, 6 steps on Schedules B.1, C, E, and G.

- 24.6.2 Effective March 1, 2006, a readjustment was made to all the full-time and part-time salary schedules, Appendices A, B, B.1, C, D, E and G, whereby 1) the 2004-05 Step A on all the schedules was eliminated and the 2004-05 Column I Step B became the 2005-06 Column I Step A (the first column and step); 2) the 2005-06 Column I Step A of each salary schedule became the “anchor” cell and was used to generate the dollar amount of all the other cells; 3) the incremental factors between columns and steps was re-set and regularized as agreed by the parties; 4) the number of steps on each salary schedule remained unchanged from 2004-05: 13 steps on Schedule A, 8 steps on Schedule B, 6 steps on schedules B.1, C, D, E, and G. The top step of each schedule was determined in accordance with the formula established for each schedule. The 2005-06 faculty salary schedules shall be used as the base for the 2006-07 adjustment.
- 24.7 The Part-Time Faculty Salary Schedule, Appendix C, shall be increased to 77.5 percent in accordance with the District parity definition for instructional faculty teaching assignments and the timeline described in Subsection 24.7.1.
  - 24.7.1 The District shall use its allocation of Compensation Equity for Part-Time Faculty state funding to achieve parity within the next four-year period as follows:
    - 24.7.1.1 In year one, 2006-07, the calculation of Appendix C shall increase from 70 percent of Appendix A to 72 percent of Appendix A. All remaining Equity funds shall be distributed to part-time faculty consistent with past practice in a lump sum in the June paycheck.
    - 24.7.1.2 In year two, 2007-08, the calculation of Appendix C shall increase from 72 percent of Appendix A to 74 percent of Appendix A. All remaining Equity funds, if any, shall be distributed to part-time faculty consistent with past practice in a lump sum in the June paycheck.
    - 24.7.1.3 In year three, 2008-09, the calculation of Appendix C shall increase from 74 percent of Appendix A to 76 percent of Appendix A. All remaining Equity funds, if any, shall be distributed to part-time faculty consistent with past practice in a lump sum in the June paycheck.
    - 24.7.1.4 In year four, 2009-2010, the calculation of Appendix C shall increase from 76 percent of Appendix A to 77.5 percent of

Appendix A. All remaining Equity funds, if any, shall be distributed to part-time faculty consistent with past practice in a lump sum in the June paycheck.

- 24.7.2 Continuation of the implementation of parity shall be dependent upon the continuation of funding as described in the Budget Act of 2001. If a change occurs in the state funding to the District for this program, FA and the District agree to re-open negotiations on parity funding.
- 24.7.3 Nothing in this provision shall preclude adjustments to Appendix C through other funding identified through the negotiations process.

Article 25  
**SPECIAL ASSIGNMENTS**

- 25.1 A special assignment is any mutually agreed upon assignment that requires a faculty employee to perform duties other than those that make up his or her normal teaching, counseling, library or other faculty assignment as defined in Article 1, Section 1.2. Each faculty employee on special assignment shall receive at least as much reassigned time or compensation or both for the special assignment as he or she received under past practice of the college at which he or she is employed provided that the volume or complexity of the activities associated with the special assignment remain substantially the same.
- 25.2 Each faculty employee who is assigned as an Executive Head shall receive an additional 5 percent of his or her base salary. If in addition to his or her responsibilities as an Executive Head a faculty employee is assigned to Division Assistant duties, he or she shall be paid for those duties, in addition to pay as an Executive Head, according to Section 25.3.
- 25.3 Each faculty employee who is assigned as a Division Assistant shall receive:
- 25.3.1 An additional 10 percent of his or her base salary for service that is equivalent to half of a full-time load or a pro rata share of the additional 10 percent of base salary if the assignment is for less than half of a full-time load; or
- 25.3.2 An amount determined by past practice of the college at which he or she is employed.
- 25.4 The Board shall provide a faculty employee with sufficient reduction in normal duties to perform any special assignment. The amount of reassigned time given to any faculty employee performing a special assignment shall be determined by mutual agreement between the faculty employee and an appropriate dean or administrator.
- 25.5 Each full-time regular faculty employee employed as a counselor on July 1, 1985, shall receive \$50 per month in addition to his or her base salary for the time the employee continues to be assigned as a counselor. Each regular counselor employed on July 1, 1985 who works less than full-time shall receive an appropriate pro rata share of \$50 per month in addition to his or her base salary for the time the employee continues to be assigned as a counselor.
- 25.6 Each regular faculty employee designated by management to conduct the official evaluation of a part-time temporary faculty employee as provided in Article 7, subsection 7.2.1 of the *Agreement*, shall receive compensation in the amount of two hundred dollars per evaluation.
- 25.7 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

Article 26  
**SUMMER SESSIONS**

- 26.1 Except as provided in Section 26.6, summer session faculty shall be selected in a division in the following order of priority:
- 26.1.1 Contract or regular faculty employees who were not employed under this article during the preceding summer session or whose effective date of hire was subsequent to the preceding summer session;
  - 26.1.2 Contract or regular faculty employees who were employed under this article during the preceding summer session;
  - 26.1.3 Part-time temporary faculty employees who were employed for one quarter or more during each of the two preceding academic years but were not employed under this article during the preceding summer session;
  - 26.1.4 Part-time temporary faculty employees were employed during the preceding academic year and who were employed under this article during the preceding summer session;
  - 26.1.5 Faculty employees from other divisions in the District;
  - 26.1.6 Article 19 faculty;
  - 26.1.7 All others.

To the extent that assignments are available, faculty selected in the order of priority above shall be offered a full summer session assignment as defined in 26.3 before an assignment shall be offered to those summer session faculty in the next priority category. In the event of a tie between those in the same priority category, a mutually acceptable tie-breaking process shall be established by the Division Dean and the affected faculty members. Employment under this article in any division in the District constitutes an assignment for purposes of determining a faculty employee's priority in the subsequent summer session.

- 26.2 At the time of scheduling for summer session, a regular or contract faculty who is in active status but who will become a retired faculty employee at the end of the current academic year shall be selected according to the provisions of 26.1.1 and 26.1.2 for the first summer session following the date of such retirement.
- 26.3 Based upon available course offerings, summer session faculty selected in the order of priority above shall be offered courses up to the equivalent of a full-time summer session assignment before an assignment shall be offered to those summer session faculty in the next priority category. A full summer session assignment will differ within and among divisions. A full summer session assignment is proportionate to the average load for a regular academic quarter, with the summer load reduced according to the number of weeks of the summer session. For example, an average load for a quarter will be reduced by half for a six week session, and then rounded up to the nearest whole class. Prior to the preparation of the summer schedule by the Division Dean, a faculty member may

request either a full or partial summer assignment. Normally, a faculty employee shall have no more than one full summer session assignment, regardless of the number of divisions in which he or she is employed under this article.

- 26.4 Each faculty employee employed as an instructor during a summer session shall be compensated on the basis of 70 percent of the regular faculty salary schedule utilizing appropriate course load factors. A course load factor specifies the percent of a full-time load that a particular course represents, and “regular faculty salary schedule” means all columns, 1 through 5, and all steps, 1 through 13 and all Professional Recognition Awards earned before the PRA was eliminated in 1986.
- 26.4.1 Faculty employees teaching concurrent sections shall be compensated on the salary schedule specified above and in accordance with the thresholds and large class stipends (LCS) described in Appendix V – Concurrent Sections.
- 26.5 Each faculty employee employed during the summer session shall be entitled to one day of paid leave of absence for illness or injury and one day of personal leave. Such leaves shall be subject to the terms and conditions set forth in Article 16 (Leaves), except that summer sick leave shall not accumulate from year to year.
- 26.6 Notwithstanding Section 26.1, the Board may select up to ten individuals district-wide with special characteristics or qualifications as summer session faculty without regard to the priorities contained within Section 26.1. The Board may select employees pursuant to this section when it determines that, by doing so, it will be able to diversify and enhance the summer session program.
- 26.7 Each contract or regular librarian who, by mutual agreement of the employee and the Board, performs service during the summer beyond his or her 10-month, 11-month or 12-month contract shall receive 25 percent of monthly pay for each week of additional service required based upon the salary schedule in effect on July 1 of the year during which the service is performed.
- 26.8 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

Article 27  
**CALENDAR**

- 27.1 The parties agree to the Academic Calendars for 2007-08, 2008-09 and 2009-10 academic years contained in Appendix H.
- 27.2 During each of the years specified in Section 27.1, the academic calendar shall consist of 175 days for the academic years 2007-08, 2008-09 and 2009-10. The first day of Fall quarter each academic year, referred to as “District/Senate Flex Day,” and the second day of Fall quarter each academic year, referred to as “College Flex Day,” shall be scheduled for beginning-of-the year meetings including division meetings and other professional development activities. No classes shall be scheduled on these days. When extenuating circumstances exist, the Chancellor, in consultation with the College Presidents and the Academic Senates, may alter the sequence and activities designated for these days. Participation in these flex days is mandatory for contract and regular faculty.
- 27.2.1 Each part time faculty employee who attends the College Flex day shall be compensated at a fixed rate of one hundred dollars. This compensation provision excludes full-time faculty who teach overload under Article 7. Part-time faculty shall not have the College Flex Day included for the purpose of computing the sixty percent (60%) load limitation.
- 27.3 In addition to the two flex days cited in Section 27.2, three additional faculty flex days (one “Faculty Professional Development Day” and two “Faculty Conference Days”) may be used on an elective basis by all regular, contract and part-time faculty. At their own discretion and with the prior approval of the Division Dean or appropriate administrator, faculty employees may schedule a faculty flex day on the school day they designate. A faculty flex day is four to six hours of professional growth activity, planned in accordance with the requirements provided by and outlined in Title 5, in lieu of a day of instructional service during the academic year. Faculty shall provide appropriate notice to the Division Dean or appropriate administrator of their intent to take a faculty flex day pursuant to Appendix H4, “Individual Proposal for Faculty Flex Day.”
- 27.3.1 One “Faculty Professional Development Day” may be utilized at any time of the academic year for the purpose of professional growth activities including conferences and workshops.
- 27.3.2 Two “Faculty Conference Days” may be utilized during the academic year for the purpose of attending a conference or workshop, or planned district-, college-, division-, or department-wide activities determined through mutual agreement of the participating faculty and the appropriate administrator.
- 27.4 In the event that part-time faculty, at the request of the Board, participate in District/Senate Day as described in 27.2 such participation shall be governed by the provisions of Article 7, specifically Section 7.16.3.
- 27.5 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

Article 28  
**NONDISCRIMINATION**

- 28.1 The Board shall not discriminate against any faculty employee with regard to the application and administration of the terms of this *Agreement* on the basis of race, religious creed, color, national origin, ancestry, physical disability, mental disability, medical condition, marital status, sex, age, sexual orientation, gender identity, union activity or any other legally protected status.
- 28.2 The Board shall not discriminate against any faculty employee with regard to the application and administration of the terms of this *Agreement* on the basis of domicile, political affiliation, or the exercise of any constitutionally protected right.
- 28.3 The Board shall not act in an arbitrary or capricious manner with regard to application of the terms of this *Agreement*.

Article 29  
**CONTRACT REVIEW AND CONSULTATION**

- 29.1 The Board and the Association shall establish a Contract Review Committee composed of a mutually agreed upon number of Association officers or negotiation team members and District administrators at the Division Dean level or higher. The committee shall meet once each month at a regularly scheduled time and date to discuss any problems associated with the administration of the *Agreement* and to consult on matters that are topics of consultation under Government Code Section 3543.2. The parties shall not conduct any negotiations at such meetings, and such meetings shall not be the exclusive means by which the parties may consult with each other. Either party may postpone any meeting scheduled pursuant to this section by giving the other party notice of the postponement and an explanation of the reasons therefore. Such notice shall be given at the earliest possible time, preferably at least three working days before the date of the meeting to be postponed. If a meeting is postponed, another date and time shall be established for that month's meeting or the parties may mutually agree to cancel the meeting.
- 29.2 The Board and the Association shall establish procedures for the keeping and approval of minutes of this committee, and for the timely distribution of these minutes to all appropriate managers and other employees.



Article 30  
**RESIGNATION AND RETIREMENT**

- 30.1 A resignation is a written notice bearing the signature of the faculty employee, stating his or her intent to terminate employment with the District.
  - 30.1.1 If the faculty employee is resigning from the District for the purpose of retirement, the written notice shall so specify.
  - 30.1.2 Both resignation from the District and retirement from the applicable retirement system, STRS or PERS, are required to meet the definition of “retired faculty employee” in accordance with Article 1 of this *Agreement*.
- 30.2 A faculty employee may submit his or her written resignation at any time to the Division Dean or appropriate administrator or the college President who shall promptly deliver it to the Vice Chancellor of Human Resources. Once a resignation is received by the Vice Chancellor of Human Resources, it shall be forwarded to the Board itself for review and acceptance.
- 30.3 A faculty employee may withdraw his or her resignation without prejudice until seven calendar days after the resignation was delivered to the Vice Chancellor of Human Resources.
- 30.4 After the Board itself accepts a resignation, the Board itself may at any time consider a written request by the faculty employee to withdraw the resignation.

Article 31  
**REPRIMAND OF FACULTY EMPLOYEES**

- 31.1 A reprimand is any formal written rebuke or reproof by the Board itself placed in a faculty employee's on-campus personnel file. Other managerial rebukes fall under Article 8.4. No reprimand shall be issued more than 50 school days after the Board discovered or reasonably could have discovered the circumstance or action giving rise to the reprimand.
- 31.2 The Board itself shall not issue a reprimand to any faculty employee unless:
- 31.2.1 The faculty employee is informed of the complaints upon which the reprimand is based and is given the opportunity to respond to the complaints at a hearing conducted by the President or his or her designee;
  - 31.2.2 The faculty employee receives written notification of the purpose of the hearing at least three days before the date of the hearing and of his or her right to representation at the hearing;
  - 31.2.3 FA has been notified, in writing, of the intent to conduct such a hearing. To preserve confidentiality, the FA conciliator shall be informed only through the FA office.
- 31.3 The faculty employee or his or her representative may examine the material upon which the reprimand is based. The faculty employee's response may be written or oral and must be submitted to the President or his or her designee. The hearing does not include witnesses or the right to cross-examine. The President shall consider the faculty employee's response and report to the Board itself.
- 31.4 If a faculty employee is not represented by FA at the hearing provided for in Section 31.2.1, FA shall nevertheless have the right to be present at the hearing and to state its views, unless the faculty employee objects in writing to FA's presence.
- 31.5 If a faculty employee is reprimanded, he or she may submit the matter to the grievance procedure set forth in Article 5 by alleging that the procedures contained in this article were not followed or that the action of the Board itself in reprimanding the faculty employee was arbitrary or capricious.
- 31.6 A faculty employee has the right to respond to a reprimand in writing in the manner prescribed in Article 8, Section 8.4, 8.6 and 8.8.
- 31.7 Two years after a faculty employee has been reprimanded, he or she may ask the President to remove the reprimand and the written reply as provided in Section 31.6 from the personnel file in accordance with the provisions of Article 8.6.

Article 32  
**DURATION**

- 32.1 This *Agreement* shall become effective on the date of signing and shall continue in effect through June 30, 2010, provided, however, that in addition to those articles that may be reopened by their own terms, either party may reopen negotiations on Articles 22 (Paid Benefits) and 24 and Appendices A through G (Salaries for Faculty Employees) and on one other article for the 2008-09 and 2009-10 fiscal years by serving the other party a written request to reopen negotiations, not later than May 1, 2008 (for 2008-09) and May 1, 2009 (for 2009-10).
- 32.2 Reopening articles other than those specified in section 32.1 shall require mutual agreement of the Board and FA.

Article 33  
**NON-CREDIT (ADULT) EDUCATION**

- 33.1 This article applies only to Non-Credit (Adult) Education faculty employees who possess the appropriate minimum qualifications as set forth by the Board of Governors and who are employed to teach non-credit adult education classes for which the Board claims state apportionment.
- 33.2 Non-Credit (Adult) Education faculty shall be responsible for meeting their assigned classes on time and regularly. They shall also be responsible for class preparation, all required record keeping, and the preparation of all necessary local and state reports.
- 33.3 A “full-time load” for Non-Credit (Adult) Education faculty shall be twenty-two class hours per week.
- 33.4 Part-time temporary Non-Credit (Adult) Education faculty shall be paid according to the Part-Time Faculty Hourly Salary Schedule for Non-Credit (Adult) Education, Appendix E. All new part-time temporary Non-Credit (Adult) Education faculty members shall be placed on the appropriate column and step of the salary schedule. To become eligible to advance to a subsequent step a part-time Non-Credit (Adult) Education faculty member must perform satisfactorily for one year and accumulate 770 class hours of work. All eligible part-time Non-Credit (Adult) Education faculty members shall be advanced to the next appropriate step at the beginning of the quarter immediately following the completion of the required class hours of work.

Article 34  
**ADJUNCT FACULTY**

(This Article has been intentionally deleted.)

Article 35  
**TRAINING/RE-TRAINING STIPEND**

- 35.1 In addition to the funds set aside under Article 37.2.8, the Board shall annually appropriate \$10,000 per year for the purposes of this article providing the amount carried over from the previous year does not exceed \$25,000. An additional \$10,000 per year from the District's allocation for staff development money under AB 1725 (1988 legislative session) will be appropriated for the purposes of this article as long as the District continues to receive staff development money as a result of AB 1725. In years when this additional \$10,000 is appropriated, the amount carried over may not exceed \$35,000. Any balance remaining in the fund at the end of the academic year shall be carried over into the subsequent year and shall remain available for the purposes of this article.
- 35.2 A faculty employee shall be eligible to apply for a stipend under this article if he or she is:
- 35.2.1 Employed as a full-time regular faculty employee;
  - 35.2.2 Participating in, or has firmly established plans to begin participating in, a program of study, work experience, or training that will expand the number of areas in which he or she is qualified to perform services for the District.
- 35.3 A stipend may be approved for either or both of the following purposes:
- 35.3.1 To defer, in whole or in part, the cost of tuition fees, books, or supplies;
  - 35.3.2 To supplement the faculty employee's income, if necessary and appropriate, while he or she is engaged in a program of study, work experience or training requested by the Board in order to meet the needs of the District and its students. A recommendation from the President is required for this funding.
- 35.4 The Professional Development Leave Committee shall give first priority to applications submitted by faculty employees whose primary teaching or service area is overstaffed or likely to become overstaffed in the near future.
- 35.5 A regular faculty employee who wishes to apply for a stipend shall file a written application with the District Professional Development Leave Committee with a copy to the college President or his or her designee. It is the responsibility of the faculty employee to deliver the completed and signed application in triplicate to the Office of Human Resources by the deadline established annually (normally early in Spring quarter) by the Professional Development Leave Committee. The application shall include or be accompanied by:
- 35.5.1 The details of the faculty employee's program of study, work experience or training;
  - 35.5.2 The manner in which the program will enable the faculty employee to expand the number of areas in which he or she is qualified to perform services for the District;

- 35.5.3 The purpose, as described in Section 35.3 for which the stipend will be used; and
- 35.5.4 The amount of the proposed stipend with a budget of expenses to be covered by the stipend.
- 35.5.5 If the purpose of the stipend is to acquire minimum qualifications for a new discipline, the faculty employee shall also submit the application to the dean or appropriate administrator responsible for the area of study requested for comment before filing the application with the Professional Development Leave Committee.

After reviewing the application, the Professional Development Leave Committee may, if appropriate, consult with the President or his or her designee.

- 35.6 The Board itself shall approve a stipend upon recommendation of the Professional Development Leave Committee that the stipend will assist the faculty employee in meeting minimum qualifications for a new discipline, or in expanding the number of areas in which he or she is qualified and competent to perform services for the District.
- 35.7 A stipend may, but need not, be awarded in conjunction with a Professional Development Leave or a full-time or part-time leave without pay.
- 35.8 The parties agree that should the Staff Development funds available under AB1725 decline for any reason below the 1991-92 amounts actually received by the District, either party may reopen Article 35 for negotiations.

Article 36  
**PROFESSIONAL CONFERENCE FUND**

- 36.1 The Board shall annually appropriate at least \$75,600 per year for a Professional Conference Fund for De Anza College and \$50,400 per year for a Professional Conference Fund for Foothill College. An additional \$24,000 per year from the District's allocation of staff development money under AB 1725 (1988 legislative session) will be appropriated for the purposes of this article as long as the District continues to receive staff development money as a result of AB 1725. In years when this additional \$24,000 is appropriated, an additional \$14,400 will be credited to the professional conference fund at De Anza College and an additional \$9,600 will be appropriated to the Professional Conference Fund at Foothill College.
- 36.2 The Professional Conference Fund at each college shall be used to defray in whole or in part the cost of attendance by faculty employees at professional conferences or seminars, including the cost of fees, travel, lodging, and meals, not to exceed \$1,000 per employee per year. While \$1,000 is the maximum individual funding per employee, actual funding may be lower due to limitation of funds or other criteria established by the committee.
- 36.3 The Professional Conference Fund shall be administered at each college under procedures established by the President with the concurrence of FA and the Academic Senate. If concurrence is not reached, the fund shall be administered by a Professional Conference Committee composed of one regular faculty employee selected by FA, one regular faculty employee selected by the Academic Senate, and two management employees selected by the President.
- 36.3.1 The committee shall select its chair, set its meeting times, and determine its own procedures by majority vote.
- 36.3.2 The committee shall award reimbursements from the Professional Conference Fund on the basis of the professional merit of conferences and seminars attended.
- 36.4 A faculty employee who wishes to receive funding for attendance at a professional conference or seminar shall file a written application with the President or the Professional Conference Committee if one is established. The form of the application shall be determined by the President in consultation with FA or by the committee but shall include at the minimum the nature and purpose of the conference or seminar, the total cost of the conference or seminar to the applicant, and the amount of funding requested.
- 36.4.1 Those eligible for funding shall be regular and contract faculty, and part-time faculty with reemployment preference.
- 36.5 The parties agree that should the Staff Development funds available under AB1725 decline for any reason below the 1991-92 amounts actually received by the District, either party may reopen Article 36 for negotiations.



Article 37  
**CONTRACT EDUCATION**

- 37.1 “Contract Education” shall mean educational services that are either: (1) provided by the District for remuneration under contracts with businesses or other agencies, or (2) received by the District for remuneration under contracts with businesses or other agencies. These educational services may be offered or received in the form of:
- 37.1.1 Credit and noncredit contract education whether fee based or supported in part or entirely by state apportionment; or
  - 37.1.2 Not-for-credit contract education.
- 37.2 Credit and noncredit contract education as referred to in Section 37.1.1 above when provided by the District for remuneration under contracts with businesses or other agencies shall be referred to as “contract instruction” and shall be governed by this section.
- 37.2.1 All credit or noncredit classes offered to District students as contract instruction shall meet all requirements of regular courses offered for District credit or noncredit including the appropriate curriculum approval process.
  - 37.2.2 Faculty employed by the District to teach credit or noncredit classes must possess minimum qualifications and shall be evaluated by the administrator or designee from the appropriate discipline at least once during the first three quarters, and as otherwise required by law.
  - 37.2.3 The contract instruction program is a district-wide program. Faculty are selected in consultation with the appropriate Division Dean from the college in the appropriate service area. The Division Dean shall inform faculty of the availability of contract instruction classes.
  - 37.2.4 All appropriate provisions of the *Agreement* shall apply to “contract instruction.”
    - 37.2.4.1 During the regular academic year faculty shall be paid according to Article 7, Appendix C, or Article 33, Appendix E, as appropriate. During summer session, faculty shall be paid according to Article 26.4.
    - 37.2.4.2 Faculty teaching contract instruction classes offered for credit shall earn service credit toward reemployment preference per Article 7.1.3.
    - 37.2.4.3 Notwithstanding the above, the provisions of Article 7.2.4 regarding the offering of assignments according to reemployment preference shall not apply to faculty teaching contract instruction classes under Article 37.2. In addition, the provisions of Article 26.1 regarding the selection of

faculty for summer assignments shall not apply to faculty teaching contract instruction classes.

- 37.2.5 Faculty employees retained to perform contract instruction shall observe all applicable rules and regulations of the business or other agency receiving the services, shall meet periodically with representatives of the business or other agency to seek to tailor the contract instruction services to the agency's particular needs, and shall comply with the reasonable requests of the business or other agency to the extent compliance is consistent with appropriate standards of professional conduct and maintenance of outstanding quality in the services by the faculty employee.
- 37.2.6 A contract or regular faculty employee shall not be assigned to perform contract instruction as a part of his or her normal load except in unusual circumstances, and then only with the mutual agreement of the faculty employee and the Board after consultation with FA.
- 37.2.7 In consideration of the extra demands associated with contract instruction work (for example, extra preparation and meetings, extra travel, and special performance requirements), each faculty employee who performs such work shall receive additional premium pay of at least five percent of the salary payable for the services rendered based on Appendix C of this *Agreement* (Part-Time Faculty Salary Schedule) and may, upon mutual agreement with the Board, receive additional premium pay up to ten percent of that salary.
- 37.2.8 Ten percent of the net income earned from outgoing contract instruction under this subsection (not to exceed \$15,000 per year) shall be placed in a special fund for the purpose of training/retraining under Article 35. ("Net income earned" from contract instruction is the balance remaining after all direct expenses have been deducted from the gross proceeds of outgoing contract instruction agreements.)
- 37.3 Credit or noncredit contract education as referred to in Section 37.1.1 when received by the District under contract with outside educational services, businesses or agencies shall be referred to as "agency education."
  - 37.3.1 Such contracts to provide educational services to District students may be entered into under the following conditions:
    - 37.3.1.1 The physical facilities, equipment, and support services necessary to provide the services are not available within the District; and
    - 37.3.1.2 There are no qualified faculty, as defined in Article 7.2.4 of this *Agreement*, within the District available to provide the services to students; or
    - 37.3.1.3 The Board and the FA mutually agree in writing to additional criteria or on a case-by-case basis where there are other significant factors which necessitate this type of agency education.

- 37.3.2 For the purpose of implementing this Section, FA shall be given written notice of proposed “agency education” agreements as soon as practical by the District but in no event less than thirty (30) days before such a contract is presented to the Board. The District shall consult with FA regarding the proposed agreement and make available relevant information for the consultation process. (See Appendix M.)
  - 37.3.3 All credit or noncredit classes offered to District students as agency education shall meet all requirements of regular courses offered for District credit or noncredit in the regular academic program, including appropriate curriculum approval process.
  - 37.3.4 When faculty are retained by the outside agency to teach agency education classes as provided for in Sections 37.3.1.1 and 37.3.1.2 or 37.3.1.3, such faculty shall meet the same minimum qualifications as faculty of the appropriate discipline and be evaluated at least once during the first three quarters of teaching. Such faculty are considered employees of both the District and the contracted agency which is responsible for their salary in accordance with Title V 58058 (b) and shall be compensated in a manner consistent with the policies of the contracted agency. Nothing herein is intended to affect the status of independent contractors.
  - 37.3.5 In consideration of the extra administrative demands associated with agency education, the District shall submit to FA an amount which is the equivalent of one percent of the agency education contract, whenever such a contract has been approved by the Board.
- 37.4 Not-for-credit contract education as defined in Subsection 37.1.2 shall be governed by this Section of this article only. No other provisions of this *Agreement* shall apply.
- 37.4.1 Courses offered not-for-credit under Section 37.1.2 are not intended to meet the same objectives and standards as a course in the credit or noncredit curriculum.
    - 37.4.1.1 However, if a “not-for credit” course meets the same objectives and standards as a course in the credit curriculum, the faculty teaching the course shall both meet the minimum qualifications for the discipline and be compensated in the same manner as faculty in the regular non-contract education program (Education Code Section 78022 (d)).
    - 37.4.1.2 The Contract Education Office or an appropriate administrator shall meet with the appropriate subject matter Division Dean and two full-time faculty members from the division (in the subject matter area when possible) to decide whether a proposed not-for-credit offering does or does not meet the same objectives and standards as a course in the credit or noncredit curriculum.
  - 37.4.2 The Board shall have the exclusive right to select those who perform not-for-credit contract education and such individuals shall serve at the

pleasure of the Board or as otherwise agreed by contract with the Board.

- 37.5 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

Article 38  
**PROFESSIONAL ACHIEVEMENT AWARDS**

The Faculty Association and the Board recognize and affirm the goal of creating an environment that fosters and rewards growth, service, and excellence. Thoughtful, reflective engagement of the goal is important to the spirit of the Professional Achievement Awards. To this end, the following procedures are adopted.

- 38.1 The purpose of the Professional Achievement Award (PAA) is to reward excellence in the performance of the faculty employee's principal duties. In addition, the faculty employee shall, in applying for the award, demonstrate continued professional growth and special service to the College or District.

The award shall be granted by the Board itself only after application by the faculty employee, the Board's review of his or her eligibility under the criteria set forth in this article and the recommendation of the President, in consultation with the appropriate Division Dean and Vice President, on the basis of his or her professional judgment.

- 38.2 Each continuing regular, grant-funded, or categorically-funded faculty employee who has served at least one full year at the top step of the appropriate salary schedule and has completed at least four years of service within the District shall be eligible to apply for a Professional Achievement Award.

38.2.1 Application may be made on or before July 1 following the end of the fourth year.

38.2.2 If granted by the Board, the award shall be disbursed as installments in the regular monthly pay period except for the first year of the award, when the payments shall begin with the October paycheck. The payment shall be indicated as a separate line item on the monthly pay stub. The PAA shall be affected by unpaid leave as described in Article 16, Sections 16.29 and 16.31.

38.2.3 Application for subsequent awards may be made during the fourth year of the current award according to the timeline indicated in Subsection 38.2.1.

38.2.4 In the event a Professional Achievement Award is not granted by the Board, the faculty employee may file a new application on or before July 1 of the following calendar year.

- 38.3 To request a Professional Achievement Award a faculty employee shall file with the Division Dean or appropriate administrator a written application on the PAA application form (see Appendix I). The application shall include:

38.3.1 Verification of appropriate professional growth activities, as described in Section 38.4, engaged in during the four years of the report period; and

38.3.2 Special service to the District, as described in Section 38.5, during the four-year report period; and

38.3.3 Current evaluations, including administrative, peer and student, as specified in Article 6 of this *Agreement*, verifying excellence in the performance of principal duties. In addition, a self-evaluation which reflects thoughtful assessment of one's professional growth shall be included.

All professional growth activities shall be recorded with Administrative Services at De Anza or Office of Instruction at Foothill by June 1.

All professional growth activities and all special service that a faculty employee wishes the Board to consider in connection with the granting of a Professional Achievement Award shall be included in the application.

The responsibility for filing a timely and complete application shall be entirely the faculty employee's; however, the Board shall send a reminder by the end of the first week of the Spring quarter.

38.4 The professional growth activity for the Professional Achievement Award shall consist of nine quarter units (or six semester units) or their equivalent within the preceding four years in one or more of the following:

38.4.1 Credit course work at an accredited college or university that contributes to the faculty employee's academic growth and development. Courses shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.

38.4.2 Participation in or attendance at conferences workshops or non-credit courses approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit.

38.4.3 Professional activities and projects approved by the Division Dean or appropriate administrator as having direct relevance to the faculty member's assignment. Faculty are advised to consult with the Dean or appropriate administrator prior to commencing these activities.

Unit equivalents are determined by the PGA Committee at Foothill or De Anza in accordance with past practice on the campus. Normally, the maximum in this subsection for the four-year PAA cycle is six (6) quarter units. However, nine (9) quarter units can be awarded if at least three (3) units are earned through Tenure Review Committee service. See Article 6A.6.7 and Appendix O3 for further information.

No professional growth activities may be repeated without the approval of the Division Dean or appropriate administrator.

38.5 The special service activity for the Professional Achievement Award shall consist of documented service during each of the four years of the report period; meeting basic expectations by competently performing the ordinary duties of one's position is insufficient to earn the award. Special service to the District includes, but is not limited to:

- 38.5.1 The commitment of extra time and effort to department, division, college or District activities; for example, assuming responsibility for special projects, chairing special task groups, making noteworthy contributions to student life and student advising.
- 38.5.2 Institution and development of projects or programs that contribute to the educational excellence, productivity or effectiveness of the college or the District.
- 38.5.3 The assumption of an active leadership role on the campus, district, regional, state, or national level or active participation on major committees including but not limited to the Academic Senate Executive Committee, the FA Executive Council, the District Professional Development Leave Committee, among others.

No special service activity is required during a full academic year of Professional Development Leave.

- 38.6 Professional Achievement Awards shall entitle continuing regular, grant-funded, or categorically-funded faculty employees to additional salary as follows:
  - 38.6.1 A first Professional Achievement Award shall entitle a faculty employee to receive \$2,000. After the first award has been received for four years, the faculty employee shall be eligible to apply for a second award.
  - 38.6.2 The second Professional Achievement Award shall entitle the faculty employee to receive an additional \$3,000 (i.e., a total of \$5,000). After the second award has been received for four years, the faculty employee shall be eligible to apply for a third award.
  - 38.6.3 The third Professional Achievement Award shall entitle the faculty employee to receive an additional \$3,750 per year (i.e., a total with the third award of \$8,750). After the third award has been received for four years, the faculty employee shall be eligible to apply for a fourth award.
  - 38.6.4 The fourth Professional Achievement Award shall entitle the faculty employee to receive an additional \$3,750 per year (i.e., a total with the fourth award of \$12,500). After the fourth award has been received for four years, the faculty employee shall continue to receive the awards earned in the PAA program as long as he or she remains an eligible faculty employee but shall not be eligible for additional awards.
- 38.7 The Board itself may defer for one year an award that is otherwise eligible if a faculty employee has been subject to disciplinary action pursuant to Education Code 87660 and following during any of the four years of the report period. Eligibility for a subsequent award, if any, shall commence in the college year following the deferral.
  - 38.7.1 In cases where disciplinary action is pending and/or where administrative leave has been imposed for the purpose of investigating alleged misconduct that could potentially result in disciplinary action, the granting of the award shall be contingent on the resolution or conclusion of the action. This shall mean that if the action is dismissed or overturned on appeal, the faculty employee shall be made whole

through retroactive granting of the award with accrued interest, if any. If formal disciplinary action is taken, the award shall be deferred for one year from the date of the Board action and commence with the first regular pay period following the deferral. If the disciplinary action results in termination, no award shall be granted.

- 38.7.2 Notwithstanding the above, if, during the deferral year, a faculty employee is again subject to disciplinary action, the award shall be further deferred in accordance with the timelines and provisions established above.



Article 39  
**INTELLECTUAL PROPERTY**

- 39.1 The District encourages the intellectual scholarship and academic creativity of faculty employees as an inherent part of the educational mission of the colleges. To that end, this article seeks to protect and promote the traditional academic freedom of the District's faculty in matters of intellectual property, and to balance the interests of faculty and the District reasonably and fairly in establishing ownership rights to intellectual property that has been created.
- 39.2 The following definitions shall apply to this article:
- 39.2.1 “Intellectual property” includes “Works” and “Inventions.”
- 39.2.2 A “Work” is any material which is eligible for copyright protection, including (but not limited to) books, articles, reviews, dramatic or musical compositions, poetry, instructional materials (e.g., syllabi, lectures, student exercises, workbooks, readers, lab manuals, multimedia programs, tests, etc.), fictional or non-fictional narratives, analyses, (e.g., scientific, logical, opinion or criticism), works of art or design, photographs or films, video or audio recordings, computer software, architectural and engineering drawings, musical compositions. A Work may be recorded in any enduring medium (e.g., print, film, or digital media, etc.), or in any electronically mediated form (e.g., video or audio broadcast, html transmissions, or email attachments), or may exist in any tangible form (e.g., a sculpture, painting, or structure).
- 39.2.3 An “Invention” is any creation, improvement, development, idea, discovery, process, method or product, whether patentable or unpatentable, including (but not limited to) a device, design, model, or composition of matter.
- 39.2.4 A “District-commissioned Work” is an original work or invention prepared by a faculty employee at the explicit request of the District (i.e., a "Work for Hire").
- 39.2.5 A “Copyright” is the ownership and control of the intellectual property in "original works of authorship" that is subject to copyright law. Copyright subsists in original works of authorship that have been fixed in an tangible medium of expression from which they can be perceived, reproduced, or otherwise communicated, either directly or with the aid of a machine or device. Original works include but are not limited to those specified in Section 39.2.2.
- 39.2.6 A “Patent” is the grant of a property right to the inventor that excludes others from making, using, offering for sale, or selling an invention in the United States or importing the invention into the United States.
- 39.2.7 “Ownership” is all legal rights, title and interest in a work or invention and includes royalties or any other form of compensation derived from the Work or Invention.

- 39.3 Ownership and related rights of faculty employees:
- 39.3.1 Ownership of copyrights or patents for a work or invention developed by a faculty employee outside his or her normal teaching, scholarly or employment activities, when the work or invention is not a District-commissioned work, shall belong exclusively to the faculty employee.
  - 39.3.2 Ownership of copyrights or patents for a work or invention developed by a faculty employee during his or her normal teaching, scholarly or employment activities, including professional development leave, when the work or invention is not a District-commissioned work, shall belong exclusively to the faculty employee.
  - 39.3.3 Ownership of copyrights or patents for a work or invention developed by a faculty employee either outside or during his or her normal teaching, scholarly or employment activities, including professional development leave, when the faculty employee has utilized or relied upon District facilities, equipment or support services to a substantial degree, or has received reassigned time or a stipend for the express purpose of development of the work or invention, and the work or invention is not a District-commissioned work, shall belong to the faculty employee subject to the following condition:
    - 39.3.3.1 The District shall retain the non-exclusive, non-transferable, royalty-free license to use the work or invention. However, a faculty employee who develops electronically mediated course content under this provision shall have exclusive rights to the content.
  - 39.3.4 Upon the death of a faculty employee, ownership as set forth in this section shall be transferred to the faculty employee's heirs or estate.
- 39.4 Ownership and related rights of the District:
- 39.4.1 If the District contracts with a faculty employee for the express purpose of creating a district-commissioned Work (i.e., a "Work for Hire") or an institutional effort, ownership of copyrights or patents shall reside in the District. In such cases, the faculty employee and the District shall enter into a formal agreement setting the terms of the District-commission, and the faculty employee shall be apprised of the District's right to ownership of the copyright or patent.
  - 39.4.2 If the District wishes to record or broadcast any classroom, laboratory, or other instructional activity, it shall first obtain the permission of the faculty employee. Before the District may enter into an agreement for commercial redistribution of recorded or broadcast instructional activity performed by a faculty employee as part of his or her employment with the District, the District shall first obtain the written permission of the faculty employee. Ownership of copyright shall reside in the District.
- 39.5 If the District and a faculty employee enter into a separate agreement for a specific project, the right to claim copyright/patent ownership shall be governed by the terms of the specific agreement.

- 39.6 Ownership rights related to copyrightable or patentable material produced by a faculty employee as a result of a grant shall be governed by the terms of the grant. If ownership rights are not specified otherwise, the copyright/patent shall belong to the faculty employee.
- 39.7 Responsibility for registration of copyright/patent shall lie with the owner of the copyright/patent.
- 39.8 Royalty distribution rights shall parallel ownership of copyright/patent in accordance with Sections 39.3 through 39.6.
- 39.9 Either the Board or FA may reopen negotiations on this article at any time by delivering a written request to reopen to the other party.

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**APPENDIX A**

*Faculty Salary Schedule*

*2007-2008*

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**APPENDIX A  
FACULTY SALARY SCHEDULE  
2007-2008**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
<b>STEP</b>					
A (1)	5214.67	5493.80	5772.92	6052.06	6331.19
B (2)	5493.80	5772.92	6052.06	6331.19	6610.33
C (3)	5772.92	6052.06	6331.19	6610.33	6889.45
D (4)	6052.06	6331.19	6610.33	6889.45	7168.59
E (5)	6331.19	6610.33	6889.45	7168.59	7447.72
F (6)	6610.33	6889.45	7168.59	7447.72	7726.84
G (7)	6889.45	7168.59	7447.72	7726.84	8005.98
H (8)	7168.59	7447.72	7726.84	8005.98	8285.11
I (9)	7447.72	7726.84	8005.98	8285.11	8564.24
J (10)	7726.84	8005.98	8285.11	8564.24	8843.37
K (11)	8005.98	8285.11	8564.24	8843.37	9122.51
L (12)	8285.11	8564.24	8843.37	9122.51	9401.64
*M (13)	8564.24	8843.37	9122.51	9401.64	9680.77

**COLUMN (BRACKET) PLACEMENT**

Column I  
1. Associate Degree and six years of appropriate work experience, or  
2. Bachelor's and two years of appropriate work experience

Column II  
1. Master's, or  
2. Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's

Column III  
1. Master's and 24 semester units subsequent to date of Master's, or  
2. Master's and 60 semester units subsequent to date of Bachelor's, or  
3. Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's

Column IV  
1. Master's and 48 semester units subsequent to date of Master's, or  
2. Master's and 84 semester units subsequent to date of Bachelor's

Column V  
1. Earned Doctorate, or  
2. Master's and 72 semester units subsequent to date of Master's, or  
3. Master's and 108 semester units subsequent to date of Bachelor's

**APPENDIX A**  
**INITIAL PLACEMENT ON THE SALARY SCHEDULE**

**Initial Column Placement Guidelines:**

1. Column placement will be based on minimum qualifications in the discipline (education/work requirements for each discipline).
2. Faculty granted equivalency will be placed according to the minimum qualifications in the discipline in which they are hired.
3. Units used for initial column placement not included in the degree shall be upper division or graduate level course work from an accredited institution.

**Initial Step Placement Guidelines:**

Entering faculty may be placed as high as the ninth step of the salary schedule, although the Board of Trustees has the authority to determine special cases of placement. Credit for previous experience shall be granted as follows:

1. Credit for previous full-time teaching, library, counseling, and/or administrative experience in an accredited public or private school will be on a year for year basis.
2. Credit for additional appropriate work experience, as required on the job announcement but not included in number 1, will be on the basis of one step for each two years of work experience. Graduate teaching assistant experience and fellowships may be considered under number 3 below.
3. A new faculty employee with additional related academic work experience not included under numbers 1 and 2 above may request that additional step(s) be granted. The request shall be submitted to the Vice President with a copy to the Division Dean or appropriate administrator. The Vice President, in consultation with the Vice Chancellor of Human Resources, shall make a recommendation to the President. The President may grant additional step(s) on the basis of one step for each two years of specific work experience.
4. Part-time faculty experience will be equated to a full-time year using the following standards:

High School: One year, full-time is 5 periods of daily assignment for a 36 week academic year OR 175 academic days times 5 hours/day for a total 875 total hours of assignment.

Adult Education: One year, full-time is approximately 1000 total hours of assignment OR 25 to 30 hours of assignment for a 36 week academic year.

College: 45 quarter units OR 30 semester units equals one full-time annual load. For non-teaching faculty a full-time annual load will be equated to the current loads for like positions at Foothill-De Anza Community College District.

**Note: Experience used to meet qualifications for column placement (minimum qualifications) cannot also be used for step placement.**

## **PROFESSIONAL GROWTH ACTIVITIES**

Professional growth activities are acknowledged throughout the faculty member's employment through salary changes including step advancement, column advancement and the Professional Achievement Award.

1. The professional growth activity (PGA) shall consist of nine (9) quarter units (or six semester units) or their equivalent within the preceding four years in one or more of the following:
  - 1.1 Credit course work at an accredited college or university which contributes to the faculty member's academic growth and development. Courses shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.
  - 1.2. Participation in or attendance at conference, workshops or non-credit courses approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit.
  - 1.3. Professional activities and projects approved by the Division Dean or appropriate administrator as having direct relevance to the faculty member's assignment. Faculty are advised to consult with the Dean or appropriate administrator prior to commencing these activities.

Unit equivalents are determined by the PGA Committee at Foothill or De Anza in accordance with past practice on the campus. Normally, the maximum in this category for the four-year PGA/PAA cycle is 6 quarter units. However, 9 quarter units can be awarded if at least 3 units are earned through Tenure Review Committee service. See Article 6A.6.7 and Appendix O3 for further information.

2. No professional growth activities may be repeated without the approval of the appropriate administrator or his or her designee.
3. All professional growth activities shall be reported on the appropriate Recording Form for Professional Growth Activities (Appendix O) and submitted to the campus Personnel office. Faculty may submit the Recording Form at any time but no later than June 1 of the fourth year of the four-year cycle (defined below under Step Advancement).

## **ADVANCEMENT ON THE SALARY SCHEDULE**

### **Step Advancement:**

1. Step advancement for regular and contract faculty operates on a four-year cycle. This means that step advancement begins with the commencement of probationary employment and occurs automatically for the next three years; by the end of the fourth year, in order to continue advancement on the salary schedule, the faculty employee shall have completed nine (9) quarter units of professional growth activity (PGA). At the end of the fourth year, if the faculty employee has not met the nine unit PGA requirement, no additional step advancement shall occur. In order to resume advancement, the faculty employee shall meet the nine unit PGA requirement within the immediately preceding four-

year period. Once this requirement is met, the faculty employee shall be advanced to the next step at the beginning of the subsequent academic year, and a new four-year cycle shall begin; the process shall continue until the faculty employee reaches the top step of the salary schedule. In addition, the criteria listed below shall apply.

2. A faculty member shall be advanced one step on the salary schedule each year on July 1 provided the following criteria have been met:
  - a. At least two full quarters of employment have been completed, and
  - b. Satisfactory professional growth as outlined above has been completed with appropriate signatures and submitted to the campus personnel office no later than June 1, and
  - c. Evaluations completed in accordance with Articles 6 and 6A reflect satisfactory professional performance.
3. Units earned for professional growth activity can also be applied to column (bracket) advancement.

**Column (Bracket) Advancement:**

1. Faculty shall advance to the next column by accumulating the required number of units as listed on the salary schedule for bracket placement. All course work shall be from an accredited institution. Courses under Professional Growth Activities Section 1.1 shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Any and all lower division course work completed after July 1, 1992 shall count toward column change provided it has received such approval. The use of lower division units completed prior to July 1, 1992 shall follow the guidelines in practice at that time. Only twelve semester units (18 quarter units) of Professional Growth Activities described in 1.2 and 1.3 above may be used per column advancement. For professional growth activities filed under Article 38, the same limitation shall apply to 38.4.2 and 38.4.3.
2. No change will be made in column classification unless intention to change is filed with the appropriate administrator prior to June 30th and evidence of completion of the required work for such change is submitted prior to September 15th. Faculty employees covered under Article 10.11 with annual assignments which begin before the regular academic year are eligible for the new column classification at the next pay period following the completion and documentation of the required coursework. In all cases, no changes will be made after September 15. It is the responsibility of the individual faculty member to file for any changes in column classification. If he or she fails to do so prior to the dates indicated above, change of column cannot be made until the following academic year.

**Note: Any education and experience used to meet equivalency cannot also be used for column advancement.**

**Professional Achievement Award:**

See Article 38.



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**APPENDIX B**

*Child Development Faculty  
Salary Schedule*

*2007-2008*

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**APPENDIX B  
CHILD DEVELOPMENT SALARY SCHEDULE  
2007-2008**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
<b>STEP</b>					
A (1)	2760.84	3233.31	3732.92	4259.69	4813.60
B (2)	2880.33	3369.08	3884.98	4428.04	4998.25
C (3)	2999.80	3504.84	4037.03	4596.38	5182.88
D (4)	3119.27	3640.61	4189.09	4764.73	5367.52
E (5)	3238.74	3776.37	4341.15	4933.07	5552.17
F (6)	3358.21	3912.13	4493.20	5101.43	5736.80
G (7)	3477.69	4047.90	4645.26	5269.78	5921.45
H (8)	3597.16	4183.66	4797.31	5438.12	6106.08

**COLUMN (BRACKET) PLACEMENT**

Column I	60 semester units and Child Development Teacher Permit or AA Degree and Child Development Teacher Permit.
Column II	90 semester units and Child Development Teacher Permit or AA Degree plus 24 semester units and Child Development Teacher Permit.
Column III	Bachelor's Degree and Child Development Teacher Permit.
Column IV	Master's Degree and Child Development Teacher Permit; or Bachelor's Degree plus 24 semester units and Child Development Teacher Permit.
Column V	Earned Doctorate and Child Development Teacher Permit; or Master's Degree and 24 semester units subsequent to date of Master's and Child Development Teacher Permit.

**APPENDIX B**  
**INITIAL PLACEMENT ON THE SALARY SCHEDULE**

**Initial Column Placement Guidelines**

Units used for initial column placement not included in the degree may be lower division, upper division, or graduate level course work from an accredited institution.

**Initial Step Placement Guidelines**

Entering faculty may be placed as high as the eighth step of the salary schedule. Credit for previous experience shall be granted as follows:

1. Credit for previous full-time teaching in a licensed Child Development Center or Early Childhood Program or in a licensed and/or an accredited public or private elementary school will be year for year.
2. Credit for additional appropriate work experience, as required on the job announcement but not included in 1, will be on the basis of one step for each two years of work experience. Graduate teaching assistant experience and fellowships may be considered under number 3 below.
3. A new faculty employee with additional related academic work experience not included under numbers 1 and 2 above may request that additional step(s) be granted. The request shall be submitted to the Vice President with a copy to the Division Dean or appropriate administrator. The Vice President, in consultation with the Vice Chancellor of Human Resources, shall make a recommendation to the President. The President may grant additional step(s) on the basis of one step for each two years of specific work experience.
4. Part-time faculty experience will be equated to a full-time year using the following standards:
  - Child Development: One year, full-time is 1050 hours (175 academic days times 6 contact hours per day).
  - K-12: One year, full-time is 5 periods of daily assignment for a 36 week academic year OR 175 academic days times 5 hours/day for a total 875 total hours of assignment.
  - Adult Education: One year, full-time is approximately 1000 total hours of assignment OR 25 to 30 hours of assignment for a 36 week academic year.
  - College: 45 quarter units OR 30 semester units equals one full-time annual load. For non-teaching faculty a full-time annual load will be equated to the current loads for like positions at Foothill-De Anza Community College District.

**Note: Experience used to meet qualifications for column placement (minimum qualifications) cannot also be used for step placement.**

## **PROFESSIONAL GROWTH ACTIVITIES**

Professional growth activities are acknowledged throughout the faculty member's employment through salary changes including step advancement, column advancement and the Professional Achievement Award.

1. The professional growth activity (PGA) shall consist of nine (9) quarter units (or six semester units) or their equivalent within the preceding four years in one or more of the following:
  - 1.1 Credit course work at an accredited college or university which contributes to the faculty member's academic growth and development. Courses shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.
  - 1.2 Participation in or attendance at conference, workshops or non-credit courses approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit.
  - 1.3 Professional activities and projects approved by the Division Dean or appropriate administrator as having direct relevance to the faculty member's assignment. Faculty are advised to consult with the Dean or appropriate administrator prior to commencing these activities.

Unit equivalents are determined by the PGA Committee at Foothill or De Anza in accordance with past practice on the campus. Normally, the maximum in this category for the four-year PGA/PAA cycle is 6 quarter units. However, 9 quarter units can be awarded if at least 3 units are earned through Tenure Review Committee service. See Article 6A.6.7 and Appendix O3 for further information.

2. No professional growth activities may be repeated without the approval of the appropriate administrator or his or her designee.
3. All professional growth activities shall be reported on the appropriate Recording Form for Professional Growth Activities (Appendix O) and submitted to the campus Personnel office. Faculty may submit the Recording Form at any time but no later than June 1 of the fourth year of the four-year cycle (defined below under Step Advancement).

## **ADVANCEMENT ON THE SALARY SCHEDULE:**

### **Step Advancement:**

1. Step advancement for regular and contract faculty-operates on a four-year cycle. This means that step advancement begins with the commencement of probationary employment and occurs automatically for the next three years; by the end of the fourth year, in order to continue advancement on the salary schedule, the faculty employee shall have completed nine (9) quarter units of professional growth activity (PGA). At the end of the fourth year, if the faculty employee has not met the nine unit PGA requirement, no additional step advancement shall occur. In order to resume advancement, the faculty employee shall meet the nine unit PGA

requirement within the immediately preceding four-year period. Once this requirement is met, the faculty employee shall be advanced to the next step at the beginning of the subsequent academic year, and a new four-year cycle shall begin; the process shall continue until the faculty employee reaches the top step of the salary schedule. In addition, the criteria listed below shall apply.

2. A faculty member shall be advanced one step on the salary schedule each year on July 1 provided the following criteria have been met:
  - a. At least two full quarters of employment have been completed, and
  - b. Satisfactory professional growth as outlined above has been completed with appropriate signatures and submitted to the campus personnel office no later than June 1, and
  - c. Evaluations completed in accordance with Articles 6 and 6A reflect satisfactory professional performance.
3. Units earned for professional growth activity can also be applied to column (bracket) advancement.

**Column (Bracket) Advancement:**

1. Faculty shall advance to the next column by accumulating the required number of units as listed on the salary schedule for bracket placement. All course work shall be from an accredited institution. Courses under Professional Growth Activities Section 1.1 shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Any and all lower division course work completed after July 1, 1992 shall count toward column change provided it has received such approval. The use of lower division units completed prior to July 1, 1992 shall follow the guidelines in practice at that time. Only twelve semester units (18 quarter units) of Professional Growth Activities described in 1.2 and 1.3 above may be used per column advancement. For professional growth activities filed under Article 38, the same limitation shall apply to 38.4.2 and 38.4.3.
2. No change will be made in column classification unless intention to change is filed with the appropriate administrator prior to June 30th and evidence of completion of the required work for such change is submitted prior to September 15th. Faculty employees covered under Article 10.11 with annual assignments which begin before the regular academic year are eligible for the new column classification at the next pay period following the completion and documentation of the required coursework. In all cases, no changes will be made after September 15. It is the responsibility of the individual faculty member to file for any changes in column classification. If he or she fails to do so prior to the dates indicated above, change of column cannot be made until the following academic year.

**Note: Any education and experience used to meet equivalency cannot also be used for column advancement.**

**Professional Achievement Award:**

See Article 38.

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# **APPENDIX B.1**

## *Part-time Child Development Faculty Salary Schedule*

*2007-2008*

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**APPENDIX B.1  
PART-TIME CHILD DEVELOPMENT SALARY SCHEDULE  
2007-2008**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	19.72	23.10	26.66	30.43	34.38
B (2)	20.57	24.06	27.75	31.63	35.70
C (3)	21.43	25.03	28.84	32.83	37.02
D (4)	22.28	26.00	29.92	34.03	38.34
E (5)	23.13	26.97	31.01	35.24	39.66
*S (6)	23.99	27.94	32.09	36.44	40.98

**COLUMN (BRACKET) PLACEMENT**

Column I	60 semester units and Child Development Teacher Permit or AA Degree and Child Development Teacher Permit.
Column II	90 semester units and Child Development Teacher Permit or AA Degree plus 24 semester units and Child Development Teacher Permit.
Column III	Bachelor's Degree and Child Development Teacher Permit.
Column IV	Master's Degree and Child Development Teacher Permit; or Bachelor's Degree plus 24 semester units and Child Development Teacher Permit.
Column V	Earned Doctorate and Child Development Teacher Permit; or Master's Degree and 24 semester units subsequent to date of Master's and Child Development Teacher Permit.

\*Step S - Longevity Step

**APPENDIX B.1**  
**INITIAL PLACEMENT ON THE SALARY SCHEDULE**

**Initial Column Placement Guidelines**

1. Units used for initial column placement not included in the degree may be lower division, upper division, or graduate level course work from an accredited institution.

**Initial Step Placement Guidelines**

Entering faculty may be placed as high as the eighth step of the salary schedule. Credit for previous experience shall be granted as follows:

1. Credit for previous full-time teaching in a licensed Child Development Center or Early Childhood Program or in a licensed and/or an accredited public or private elementary school will be year for year.
2. Credit for additional appropriate work experience, as required on the job announcement but not included in 2, will be on the basis of one step for each two years of work experience. Graduate teaching assistant experience and fellowships may be considered under number 3 below.
3. A new faculty employee with additional related academic work experience not included under numbers 1 and 2 above may request that additional step(s) be granted. The request shall be submitted to the Vice President with a copy to the Division Dean or appropriate administrator. The Vice President, in consultation with the Vice Chancellor of Human Resources, shall make a recommendation to the President. The President may grant additional step(s) on the basis of one step for each two years of specific work experience.

4. Part-time faculty experience will be equated to a full-time year using the following standards:

Child Development: One year, full-time is 1050 hours (175 academic days times 6 contact hours per day).

K-12: One year, full-time is 5 periods of daily assignment for a 36 week academic year OR 175 academic days times 5 hours/day for a total 875 total hours of assignment.

Adult Education: One year, full-time is approximately 1000 total hours of assignment OR 25 to 30 hours of assignment for a 36 week academic year.

College: 45 quarter units OR 30 semester units equals one full-time annual load. For non-teaching faculty a full-time annual load will be equated to the current loads for like positions at Foothill-De Anza Community College District.

**Note: Experience used to meet qualifications for column placement (minimum qualifications) cannot also be used for step placement.**



## ADVANCEMENT ON SALARY SCHEDULE

### Step Advancement:

1. A part-time faculty member shall be advanced one step on the salary schedule after completing the equivalent of a full-time annual load (0.99) for one academic year in the service of the District.
2. Advancement on the schedule shall be made at the beginning of the quarter immediately following the completion of the equivalent of a full-time annual load, providing the employee has demonstrated satisfactory professional performance by means of a satisfactory rating through the established evaluation procedures.
3. Each part-time faculty member who has been compensated at the top step (E) of the appropriate salary schedule for twelve (12) quarters of the regular academic year, after earning reemployment preference, shall be advanced to the longevity step (S) of the appropriate salary schedule, Appendices B.1, C, E, G. Step advancement shall be effective at the beginning of the thirteenth quarter of employment.

### Column (Bracket) Advancement:

1. A part-time faculty employee shall advance to the next column by accumulating the required number of units as listed on the salary schedule for column placement. The required units shall come from one of the following:
  - 1.1 Credit course work at an accredited college or university which contributes to the faculty member's academic growth and development. Courses shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.

Any and all lower division course work completed after July 1, 1992 shall count toward column change provided it has received such approval. The use of lower division units completed prior to July 1, 1992 shall follow the guidelines in practice at that time.
  - 1.2 Participation in or attendance at local, state, or national conferences, workshops or non-credit courses directly related to service in the District and approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit. Only twelve semester units (18 quarter units) of conference/workshop/non-credit activity described may be used per column advancement. Faculty are advised to obtain approval prior to the activity.
2. Credit course work (described in section 1.1 above) shall be documented by an official transcript. If the coursework is lower division, the transcript shall be attached to Appendix O1 (Recording Form for Professional Growth Activities-Credit Coursework) and approved by the Division Dean. Conference and workshop participation/attendance (described in section 1.2 above) shall be documented by a brochure or agenda from the activity attached to Appendix O2 (Recording Form for Professional Growth Activities-Conference, Workshops, Non-Credit Courses) and approved by the Division Dean. The faculty employee shall submit all required documents/forms to the campus Personnel office.

3. No change will be made in column classification unless intention to change is filed with the appropriate administrator at least one month before the beginning of an academic quarter; the documented completion of requirements for such a change shall be filed before the beginning date of the academic quarter. It is the responsibility of the individual faculty employee to file for any change in column classification. If he or she fails to do so by the times indicated above, change of column cannot be made until the following quarter.

**Note: Any education and experience used to meet equivalency cannot also be used for column advancement.**

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# **APPENDIX C**

## ***Part-Time Faculty Salary Schedule***

***2007-2008***

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**APPENDIX C  
PART-TIME FACULTY SALARY SCHEDULE  
2007-2008**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
<b>STEP</b>					
A (1)	38588.55	40654.12	42719.63	44785.27	46850.77
B (2)	40654.12	42719.63	44785.27	46850.77	48916.41
C (3)	42719.63	44785.27	46850.77	48916.41	50981.93
D (4)	44785.27	46850.77	48916.41	50981.93	53047.56
E (5)	46850.77	48916.41	50981.93	53047.56	55113.13
*S (6)	48916.41	50981.93	53047.56	55113.13	57178.64

**COLUMN (BRACKET) PLACEMENT**

Column I  
1. Associate Degree and six years of appropriate work experience, or  
2. Bachelor's and two years of appropriate work experience

Column II  
1. Master's, or  
2. Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's

Column III  
1. Master's and 24 semester units subsequent to date of Master's, or  
2. Master's and 60 semester units subsequent to date of Bachelor's, or  
3. Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's

Column IV  
1. Master's and 48 semester units subsequent to date of Master's, or  
2. Master's and 84 semester units subsequent to date of Bachelor's

Column V  
1. Earned Doctorate, or  
2. Master's and 72 semester units subsequent to date of Master's, or  
3. Master's and 108 semester units subsequent to date of Bachelor's

\*Step S - Longevity Step

**APPENDIX C**  
**INITIAL PLACEMENT ON THE SALARY SCHEDULE**

**Initial Column Placement Guidelines:**

1. Column placement will be based on minimum qualifications in the discipline (education/work requirements for each discipline).
2. Faculty grandparented with a credential will be placed according to the highest degree and number of units earned.
3. Faculty granted equivalency will be placed according to the minimum qualifications in the discipline in which they are hired.
4. Units used for initial column placement not included in the degree shall be upper division or graduate level course work from an accredited institution.

**Initial Step Placement Guidelines:**

Entering faculty may be placed as high as the fifth step of the salary schedule. Credit for previous experience shall be granted as follows:

1. Credit for previous full-time teaching, library counseling, and/or administrative experience in an accredited public or private school will be on a year for year basis.
2. Credit for additional appropriate work experience (as described in the most recent job announcements for a full-time instructor in that discipline) will be on the basis of one step for each two years of work experience. The most recent job announcement in a particular discipline will be kept on file in the Office of Human Resources. In the absence of a job announcement, credit for additional work experience will be evaluated by the appropriate administrator using job announcements from similar programs. Graduate teaching assistant experience and fellowships may be considered under number 3 below.
3. A new faculty employee with additional related academic work experience not included under numbers 1 and 2 above may request that additional step(s) be granted. The request shall be submitted to the Vice President with a copy to the Division Dean or appropriate administrator. The Vice President, in consultation with the Vice Chancellor of Human Resources, shall make a recommendation to the President. The President may grant additional step(s) on the basis of one step for each two years of specific work experience.
4. Part-time faculty experience will be equated to a full-time annual load using the following standards:  
  
High School: One year, full-time is 5 periods of daily assignment for a 36 week academic year OR 175 academic days times 5 hours/day for a total 875 total hours of assignment.  
  
Adult Education: One year, full-time is approximately 1000 total hours of assignment OR 25 to 30 hours of assignment for a 36 week academic year.

College: 45 quarter units or 30 semester units equals one full-time annual load. For non-teaching faculty a full-time annual load will be equated to the current loads for like positions at Foothill-De Anza Community College District.

**Note: Experience used to meet qualifications for column placement (minimum qualifications) cannot also be used for step placement.**

### **ADVANCEMENT ON SALARY SCHEDULE**

#### **Step Advancement:**

1. A part-time faculty member shall be advanced one step on the salary schedule after completing the equivalent of a full-time annual load (0.99) for one academic year in the service of the District.
2. Advancement on the schedule shall be made at the beginning of the quarter immediately following the completion of the equivalent of a full-time annual load, providing the employee has demonstrated satisfactory professional performance by means of a satisfactory rating through the established evaluation procedures.
3. Each part-time faculty member who has been compensated at the top step (E) of the appropriate salary schedule for twelve (12) quarters of the regular academic year, after earning reemployment preference, shall be advanced to the longevity step (S) of the appropriate salary schedule, Appendices B.1, C, E, G. Step advancement shall be effective at the beginning of the thirteenth quarter of employment.

#### **Column (Bracket) Advancement:**

1. A part-time faculty employee shall advance to the next column by accumulating the required number of units as listed on the salary schedule for column placement. The required units shall come from one of the following:
  - 1.1 Credit course work at an accredited college or university which contributes to the faculty member's academic growth and development. Courses shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.

Any and all lower division course work completed after July 1, 1992 shall count toward column change provided it has received such approval. The use of lower division units completed prior to July 1, 1992 shall follow the guidelines in practice at that time.
  - 1.2 Participation in or attendance at local, state, or national conferences, workshops or non-credit courses directly related to service in the District and approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit. Only twelve semester units (18 quarter units) of conference/workshop/non-credit activity described may be used per column advancement. Faculty are advised to obtain approval prior to the activity.

2. Credit course work (described in section 1.1 above) shall be documented by an official transcript. If the coursework is lower division, the transcript shall be attached to Appendix O1 (Recording Form for Professional Growth Activities-Credit Coursework) and approved by the Division Dean. Conference and workshop participation/attendance (described in section 1.2 above) shall be documented by a brochure or agenda from the activity attached to Appendix O2 (Recording Form for Professional Growth Activities-Conference, Workshops, Non-Credit Courses) and approved by the Division Dean. The faculty employee shall submit all required documents/forms to the campus Personnel office.
3. No change will be made in column classification unless intention to change is filed with the appropriate administrator at least one month before the beginning of an academic quarter; the documented completion of requirements for such a change shall be filed before the beginning date of the academic quarter. It is the responsibility of the individual faculty employee to file for any change in column classification. If he or she fails to do so by the times indicated above, change of column cannot be made until the following quarter.

**Note: Any education and experience used to meet equivalency cannot also be used for column advancement.**

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**APPENDIX D**

*Substitute  
Salary Schedule*

*2007-2008*

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**APPENDIX D  
SUBSTITUTE SALARY SCHEDULE  
2007-2008**

Foothill-De Anza Community College District

	LECTURE					LECTURE/LAB					LAB				
	1.I	1.II	1.III	1.IV	1.V	2.I	2.II	2.III	2.IV	2.V	3.I	3.II	3.III	3.IV	3.V
STEP A	73.50	77.44	81.37	85.31	89.24	61.25	64.53	67.81	71.09	74.37	52.50	55.31	58.12	60.93	63.74
STEP B	77.44	81.37	85.31	89.24	93.17	64.53	67.81	71.09	74.37	77.65	55.31	58.12	60.93	63.74	66.55
STEP C	81.37	85.31	89.24	93.17	97.11	67.81	71.09	74.37	77.65	80.92	58.12	60.93	63.74	66.55	69.36
STEP D	85.31	89.24	93.17	97.11	101.04	71.09	74.37	77.65	80.92	84.20	60.93	63.74	66.55	69.36	72.17
STEP E	89.24	93.17	97.11	101.04	104.98	74.37	77.65	80.92	84.20	87.48	63.74	66.55	69.36	72.17	74.98
STEP (S)	93.17	97.11	101.04	104.98	108.91	77.65	80.92	84.20	87.48	90.76	66.55	69.36	72.17	74.98	77.79

LEC: Based on 15 hrs/wk, 525 per yr.

LEC/LAB: Based on 18 hrs/wk, 630 per yr.

LAB: Based on 21 hrs/wk, 735 per yr

Formulas:

LEC = [(Appendix A x 10 months)/ 525] x 74%

LEC/LAB = [(Appendix A x 10 months)/ 630] x 74%

LAB = [(Appendix A x 10 months)/ 735] x 74%

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# **APPENDIX D.1**

*Substitute  
Salary Schedule (Summer)*

*2007-2008*

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**APPENDIX D.1  
SUBSTITUTE SALARY SCHEDULE (SUMMER)  
2007-2008**

Foothill-De Anza Community College District

STEP	LECTURE					LECTURE/LAB					LAB				
	1.1	1.2	1.3	1.4	1.5	2.1	2.2	2.3	2.4	2.5	3.1	3.2	3.3	3.4	3.5
STEP A	69.53	73.25	76.97	80.70	84.41	57.95	61.04	64.14	67.24	70.35	49.67	52.32	54.98	57.64	60.30
STEP B	73.25	76.97	80.70	84.41	88.14	61.04	64.14	67.24	70.35	73.44	52.32	54.98	57.64	60.30	62.95
STEP C	76.97	80.70	84.41	88.14	91.86	64.14	67.24	70.35	73.44	76.55	54.98	57.64	60.30	62.95	65.61
STEP D	80.70	84.41	88.14	91.86	95.58	67.24	70.35	73.44	76.55	79.65	57.64	60.30	62.95	65.61	68.28
STEP E	84.41	88.14	91.86	95.58	99.30	70.35	73.44	76.55	79.65	82.75	60.30	62.95	65.61	68.28	70.94
STEP F	88.14	91.86	95.58	99.30	103.03	73.44	76.55	79.65	82.75	85.86	62.95	65.61	68.28	70.94	73.59
STEP G	91.86	95.58	99.30	103.03	106.74	76.55	79.65	82.75	85.86	88.95	65.61	68.28	70.94	73.59	76.25
STEP H	95.58	99.30	103.03	106.74	110.47	79.65	82.75	85.86	88.95	92.05	68.28	70.94	73.59	76.25	78.90
STEP I	99.30	103.03	106.74	110.47	114.19	82.75	85.86	88.95	92.05	95.16	70.94	73.59	76.25	78.90	81.56
STEP J	103.03	106.74	110.47	114.19	117.91	85.86	88.95	92.05	95.16	98.26	73.59	76.25	78.90	81.56	84.21
STEP K	106.74	110.47	114.19	117.91	121.63	88.95	92.05	95.16	98.26	101.35	76.25	78.90	81.56	84.21	86.88
STEP L	110.47	114.19	117.91	121.63	125.36	92.05	95.16	98.26	101.35	104.46	78.90	81.56	84.21	86.88	89.54
STEP M	114.19	117.91	121.63	125.36	129.07	95.16	98.26	101.35	104.46	107.57	81.56	84.21	86.88	89.54	92.20

**COLUMN (BRACKET) PLACEMENT**

LEC: Based on 15 hrs/wk, 525 per yr.

LEC/LAB: Based on 18 hrs/wk, 630 per yr.

LAB: Based on 21 hrs/wk, 735 per yr

Formulas:

LEC = [(Appendix A x 10 months)/ 525] x 70%

LEC/LAB = [(Appendix A x 10 months)/ 630] x 70%

LAB = [(Appendix A x 10 months)/ 735] x 70%

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# **APPENDIX E**

*Part-time Faculty Hourly  
Salary Schedule  
(For Non-Credit (Adult) Education)*

*2007-2008*

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**APPENDIX E**  
**PART-TIME FACULTY HOURLY SALARY SCHEDULE**  
**(For Non-Credit (Adult) Education)**  
**2007-2008**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
<b>STEP</b>					
A (1)	40.63	42.81	44.98	47.16	49.33
B (2)	42.81	44.98	47.16	49.33	51.51
C (3)	44.98	47.16	49.33	51.51	53.68
D (4)	47.16	49.33	51.51	53.68	55.86
E (5)	49.33	51.51	53.68	55.86	58.03
*S (6)	51.51	53.68	55.86	58.03	60.21

**COLUMN (BRACKET) PLACEMENT**

Column I	<ol style="list-style-type: none"> <li>1. Associate Degree and six years of appropriate work experience, or</li> <li>2. Bachelor's and two years of appropriate work experience</li> </ol>
Column II	<ol style="list-style-type: none"> <li>1. Master's, or</li> <li>2. Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's</li> </ol>
Column III	<ol style="list-style-type: none"> <li>1. Master's and 24 semester units subsequent to date of Master's, or</li> <li>2. Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>3. Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's</li> </ol>
Column IV	<ol style="list-style-type: none"> <li>1. Master's and 48 semester units subsequent to date of Master's, or</li> <li>2. Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>
Column V	<ol style="list-style-type: none"> <li>1. Earned Doctorate, or</li> <li>2. Master's and 72 semester units subsequent to date of Master's, or</li> <li>3. Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

\*Step S - Longevity Step

**APPENDIX E**  
**INITIAL PLACEMENT ON THE SALARY SCHEDULE**

**Initial Column Placement Guidelines:**

1. Column placement will be based on minimum qualifications in the discipline (education/work requirements for each discipline).
2. Faculty grandparented with a credential will be placed according to the highest degree and number of units earned.
3. Faculty granted equivalency will be placed according to the minimum qualifications in the discipline in which they are hired.
4. Units used for initial column placement not included in the degree shall be upper division or graduate level course work from an accredited institution.

**Initial Step Placement Guidelines:**

Entering faculty may be placed as high as the fifth step of the salary schedule. Credit for previous experience shall be granted as follows:

1. Credit for previous full-time teaching, library counseling, and/or administrative experience in an accredited public or private school will be on a year for year basis.
2. Credit for additional appropriate work experience (as described in the most recent job announcements for a full-time instructor in that discipline) will be on the basis of one step for each two years of work experience. The most recent job announcement in a particular discipline will be kept on file in the Office of Human Resources. In the absence of a job announcement, credit for additional work experience will be evaluated by the appropriate administrator using job announcements from similar programs. Graduate teaching assistant experience and fellowships may be considered under number 3 below.
3. A new faculty employee with additional related academic work experience not included under numbers 1 and 2 above may request that additional step(s) be granted. The request shall be submitted to the Vice President with a copy to the Division Dean or appropriate administrator. The Vice President, in consultation with the Vice Chancellor of Human Resources, shall make a recommendation to the President. The President may grant additional step(s) on the basis of one step for each two years of specific work experience.
4. Part-time faculty experience will be equated to a full-time annual load using the following standards:  
  
High School: One year, full-time is 5 periods of daily assignment for a 36 week academic year OR 175 academic days times 5 hours/day for a total 875 total hours of assignment.  
  
Adult Education: One year, full-time is approximately 1000 total hours of assignment OR 25 to 30 hours of assignment for a 36 week academic year.

College: 45 quarter units or 30 semester units equals one full-time annual load. For non-teaching faculty a full-time annual load will be equated to the current loads for like positions at Foothill-De Anza Community College District.

**Note: Experience used to meet qualifications for column placement (minimum qualifications) cannot also be used for step placement.**

### **ADVANCEMENT ON SALARY SCHEDULE**

#### **Step Advancement:**

1. A Non-Credit (Adult) Education faculty member shall be advanced one step on the salary schedule after completing 770 class hours of work.
2. Advancement on the schedule shall be made at the beginning of the quarter immediately following the completion of the required class hours of work, providing the employee has demonstrated satisfactory professional performance by means of a satisfactory rating through the established evaluation procedures.
3. Each part-time faculty member who has been compensated at the top step (E) of the appropriate salary schedule for twelve (12) quarters of the regular academic year, after earning reemployment preference, shall be advanced to the longevity step (S) of the appropriate salary schedule, Appendices B.1, C, E, G. Step advancement shall be effective at the beginning of the thirteenth quarter of employment.

#### **Column (Bracket) Advancement:**

1. A Non-Credit (Adult) Education faculty employee shall advance to the next column by accumulating the required number of units as listed on the salary schedule for column placement. The required units shall come from one of the following:
  - 1.1 Credit course work at an accredited college or university which contributes to the faculty member's academic growth and development. Courses shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.

Any and all lower division course work completed after July 1, 1992 shall count toward column change provided it has received such approval. The use of lower division units completed prior to July 1, 1992 shall follow the guidelines in practice at that time.
  - 1.2 Participation in or attendance at local, state, or national conferences, workshops or non-credit courses directly related to service in the District and approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit. Only twelve semester units (18 quarter units) of conference/workshop/non-credit activity described may be used per column advancement. Faculty are advised to obtain approval prior to the activity.
2. Credit course work (described in section 1.1 above) shall be documented by an official transcript. If the coursework is lower division, the transcript shall be

attached to Appendix O1 (Recording Form for Professional Growth Activities-Credit Coursework) and approved by the Division Dean. Conference and workshop participation/attendance (described in section 1.2 above) shall be documented by a brochure or agenda from the activity attached to Appendix O2 (Recording Form for Professional Growth Activities-Conference, Workshops, Non-Credit Courses) and approved by the Division Dean. The faculty employee shall submit all required documents/forms to the campus Personnel office.

3. No change will be made in column classification unless intention to change is filed with the appropriate administrator at least one month before the beginning of an academic quarter; the documented completion of requirements for such a change shall be filed before the beginning date of the academic quarter. It is the responsibility of the individual faculty employee to file for any change in column classification. If he or she fails to do so by the times indicated above, change of column cannot be made until the following quarter.

**Note: Any education and experience used to meet equivalency cannot also be used for column advancement.**



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# **APPENDIX F**

## *Hours of Leave to be Deducted for Absences*

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**APPENDIX F**  
**HOURS OF LEAVE TO BE DEDUCTED FOR ABSENCES**  
(Article 16 – Leaves)  
Foothill-De Anza Community College District

HOURS OF SCHEDULED DUTIES PER DAY (INCLUDING OFFICE HOURS)														
		1	2	3	4	5	6	7	8	9	10	11	12	
<b>HOURS ABSENT</b>	1	8.0	4.0	2.75	2.0	1.50	1.25	1.25	1.0	1.0	.75	.75	.75	
	2		8.0	5.25	4.0	3.25	2.75	2.25	2.0	1.75	1.50	1.50	1.25	
	3			8.0	6.0	4.75	4.0	3.50	3.0	2.75	2.50	2.25	2.0	
	4				8.0	6.50	5.25	4.50	4.0	3.50	3.0	3.0	2.75	
	5					8.0	6.75	5.75	5.0	4.50	4.0	3.75	3.25	
	6						8.0	6.75	6.0	5.25	4.75	4.25	4.0	
	7		HOURS OF LEAVE TO BE DEDUCTED						8.0	7.0	6.25	5.50	5.0	4.75
	8												8.0	7.0
	9									8.0	7.25	6.50	6.0	
	10										8.0	7.25	6.75	
	11											8.0	7.25	
	12												8.0	

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# **APPENDIX G**

*Part-time Hourly  
Salary Schedule  
(For Non-Teaching Assignments)*

*2007-2008*

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**APPENDIX G**  
**FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT**  
**(For Non-Teaching Assignments)**  
**2007-2008**

Foothill-De Anza Community College District

Column (Bracket)	I	II	III	IV	V
STEP					
A (1)	41.39	43.60	45.82	48.03	50.25
B (2)	43.60	45.82	48.03	50.25	52.46
C (3)	45.82	48.03	50.25	52.46	54.68
D (4)	48.03	50.25	52.46	54.68	56.89
E (5)	50.25	52.46	54.68	56.89	59.11
*S (6)	52.46	54.68	56.89	59.11	61.32

**COLUMN (BRACKET) PLACEMENT**

Column I	<ol style="list-style-type: none"> <li>1. Associate Degree and six years of appropriate work experience, or</li> <li>2. Bachelor's and two years of appropriate work experience</li> </ol>
Column II	<ol style="list-style-type: none"> <li>1. Master's, or</li> <li>2. Bachelor's, two years of appropriate work experience and 24 semester units subsequent to Bachelor's</li> </ol>
Column III	<ol style="list-style-type: none"> <li>1. Master's and 24 semester units subsequent to date of Master's, or</li> <li>2. Master's and 60 semester units subsequent to date of Bachelor's, or</li> <li>3. Bachelor's, two years of appropriate work experience and 48 semester units subsequent to Bachelor's</li> </ol>
Column IV	<ol style="list-style-type: none"> <li>1. Master's and 48 semester units subsequent to date of Master's, or</li> <li>2. Master's and 84 semester units subsequent to date of Bachelor's</li> </ol>
Column V	<ol style="list-style-type: none"> <li>1. Earned Doctorate, or</li> <li>2. Master's and 72 semester units subsequent to date of Master's, or</li> <li>3. Master's and 108 semester units subsequent to date of Bachelor's</li> </ol>

\*Step S - Longevity Step

**APPENDIX G**  
**INITIAL PLACEMENT ON THE SALARY SCHEDULE**

**Initial Column Placement Guidelines:**

1. Column placement will be based on minimum qualifications in the discipline (education/work requirements for each discipline).
2. Faculty grandparented with a credential will be placed according to the highest degree and number of units earned.
3. Faculty granted equivalency will be placed according to the minimum qualifications in the discipline in which they are hired.
4. Units used for initial column placement not included in the degree shall be upper division or graduate level course work from an accredited institution.

**Initial Step Placement Guidelines:**

Entering faculty may be placed as high as the fifth step of the salary schedule. Credit for previous experience shall be granted as follows:

1. Credit for previous full-time teaching, library, counseling, and/or administrative experience in an accredited public or private school will be on a year for year basis.
2. Credit for additional appropriate work experience (as described in the most recent job announcements for a full-time instructor in that discipline) will be on the basis of one step for each two years of work experience. The most recent job announcement in a particular discipline will be kept on file in the Office of Human Resources. In the absence of a job announcement, credit for additional work experience will be evaluated by the appropriate administrator using job announcements from similar programs. Graduate teaching assistant experience and fellowships may be considered under number 3 below.
3. A new faculty employee with additional related academic work experience not included under numbers 1 and 2 above may request that additional step(s) be granted. The request shall be submitted to the Vice President with a copy to the Division Dean or appropriate administrator. The Vice President, in consultation with the Vice Chancellor of Human Resources, shall make a recommendation to the President. The President may grant additional step(s) on the basis of one step for each two years of specific work experience.
4. Part-time faculty experience will be equated to a full-time annual load using the following standards:

High School: One year, full-time is 5 periods of daily assignment for a 36 week academic year OR 175 academic days times 5 hours/day for a total 875 total hours of assignment.

Adult Education: One year, full-time is approximately 1000 total hours of assignment OR 25 to 30 hours of assignment for a 36 week academic year.

College: 45 quarter units or 30 semester units equals one full-time annual load. For non-teaching faculty a full-time annual load

will be equated to the current loads for like positions at Foothill-De Anza Community College District.

**Note: Experience used to meet qualifications for column placement (minimum qualifications) cannot also be used for step placement.**

### **ADVANCEMENT ON SALARY SCHEDULE**

#### **Step Advancement:**

1. A part-time faculty member shall be advanced one step on the salary schedule after completing the equivalent of a full-time annual load for one academic year in the service of the District.
2. Advancement on the schedule shall be made at the beginning of the quarter immediately following the completion of the equivalent of a full-time annual load, providing the employee has demonstrated satisfactory professional performance by means of a satisfactory rating through the established evaluation procedures.
3. Each part-time faculty member who has been compensated at the top step (E) of the appropriate salary schedule for twelve (12) quarters of the regular academic year, after earning reemployment preference, shall be advanced to the longevity step (S) of the appropriate salary schedule, Appendices B.1, C, E, G. Step advancement shall be effective at the beginning of the thirteenth quarter of employment.

#### **Column (Bracket) Advancement:**

1. A part-time faculty employee shall advance to the next column by accumulating the required number of units as listed on the salary schedule for column placement. The required units shall come from one of the following:
  - 1.1 Credit course work at an accredited college or university which contributes to the faculty member's academic growth and development. Courses shall normally be upper division. Lower division course work must be approved by the Division Dean or appropriate administrator. Faculty are advised to obtain approval before enrolling.

Any and all lower division course work completed after July 1, 1992 shall count toward column change provided it has received such approval. The use of lower division units completed prior to July 1, 1992 shall follow the guidelines in practice at that time.
  - 1.2 Participation in or attendance at local, state, or national conferences, workshops or non-credit courses directly related to service in the District and approved by the Division Dean or appropriate administrator. Eighteen hours of this type of activity shall equal one quarter unit. Only twelve semester units (18 quarter units) of conference/workshop/non-credit activity described may be used per column advancement. Faculty are advised to obtain approval prior to the activity.
2. Credit course work (described in section 1.1 above) shall be documented by an official transcript. If the coursework is lower division, the transcript shall be attached to Appendix O1 (Recording Form for Professional Growth Activities-Credit Coursework) and approved by the Division Dean. Conference and workshop participation/attendance (described in section 1.2 above) shall be

documented by a brochure or agenda from the activity attached to Appendix O2 (Recording Form for Professional Growth Activities-Conference, Workshops, Non-Credit Courses) and approved by the Division Dean. The faculty employee shall submit all required documents/forms to the campus Personnel office.

3. No change will be made in column classification unless intention to change is filed with the appropriate administrator at least one month before the beginning of an academic quarter; the documented completion of requirements for such a change shall be filed before the beginning date of the academic quarter. It is the responsibility of the individual faculty employee to file for any change in column classification. If he or she fails to do so by the times indicated above, change of column cannot be made until the following quarter.

**Note: Any education and experience used to meet equivalency cannot also be used for column advancement.**

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# **APPENDIX H**

## ***Academic Calendar***

**Appendix H1: 2007-2008**

**Appendix H2: 2008-2009**

**Appendix H3: 2009-2010**

**Appendix H4: *Individual Proposal for  
Faculty Flex Day***

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**APPENDIX H1**  
**ACADEMIC YEAR 2007-2008**  
**(Article 27 - Calendar)**  
 Foothill-De Anza Community College District

	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	Days Taught						
1						Labor Day 3	4	5	6	7	10	11	12	13	14	September 17	18	19	20	21	2						
2	*24	25	26	27	28		1	2	3	4	5	8	9	10	11	12	15	16	17	18	19	20					
3											November 29	30	31	1	2	5	6	7	8	9	Veteran's Day 12	13	14	15	16	19	
4						Thanksgiving 19	20	21	22	23	26	27	28	29	30	December 3	4	5	6	7		FINALS 10	(11)	(12)	(13)	(14)	18
5	WINTER RECESS										January																
	17	18	19	20	21	24	25	26	27	28	31	1	2	3	4	*7	8	9	10	11							5
6	14	15	16	17	18	Martin Luther King 21	22	23	24	25	28	29	30	31	1	February 4	5	6	7	8							19
7						Lincoln 11	12	13	14	15	Washington 18	19	20	21	22	25	26	27	28	29	March 3	4	5	6	7		18
8	10	11	12	13	14		17	18	19	20	21	FINALS 24 (25) (26) (27) (28)				SPRING RECESS 31 1 2 3 4										15	
9	April *7	8	9	10	11	14	15	16	17	18	21	22	23	24	25	May 28 29 30 1 2										20	
10	5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	Memorial Day 26	27	28	29	30							19
11	June 2	3	4	5	6	9	10	11	12	13	16	17	18	19	20	FINALS 23 (24) (25) (26) (27)										20	

BLOCKED = Holidays and Recesses; PARENTHESES = Finals; CIRCLED = Flex days (No Classes); \* = Instruction begins.

District/Academic Senate Flex Day: Sept. 20  
 College Flex Day: Sept. 21

SPRING RECESS: Mar. 31 - Apr. 4

FALL QUARTER Instruction: Sept. 24 - Dec. 14  
 Finals: Dec. 11 - Dec. 14  
 Holidays: Nov. 12, 22, 23  
 Flex days: Sept. 20, 21

SPRING QUARTER Instruction: Apr. 7 - June 27  
 Finals: June 24 - June 27  
 Holiday: May 26

ACADEMIC YEAR Begins: Sept. 24  
 Ends: June 27

WINTER RECESS: Dec. 17 - Jan. 4

Total Days Per Quarter:

WINTER QUARTER Instruction: Jan. 7 - Mar. 28  
 Finals: Mar. 25 - Mar. 28  
 Holidays: Jan. 21, Feb. 15, 18

Fall 57 days  
 Winter 57 days  
 Spring 59 days  
 Flex Days 2 days (Fall)  
 175 days

A Faculty Professional Development Day and two Faculty Conference Days may be utilized at any time of the academic year on an elective basis with prior approval (see H4). Saturday/Sunday Classes: No classes held on Nov. 24, 25; Feb. 16, 17 and May 24, 25. Summer session begins June 30. Early Summer Session Classes start no earlier than June 2 and end during the regular summer session (at least 50% of the instructional time occurs during the regular summer session).

**APPENDIX H2**  
**ACADEMIC YEAR 2008-2009**  
**(Article 27 - Calendar)**  
 Foothill-De Anza Community College District

	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	Days Taught					
1						Labor Day 1 2 3 4 5					8	9	10	11	12	September 15 16 17 (18) (19)					
2	*22	23	24	25	26	October 29 30 1 2 3					6	7	8	9	10	13	14	15	16	17	20
3	20	21	22	23	24	November 27 28 29 30 31					3	4	5	6	7	Veteran's Day 10 11 12 13 14		19			
4	17	18	19	20	21	Thanksgiving 24 25 26 27 28					December 1 2 3 4 5					FINALS 8 (9) (10) (11) (12)		18			
5	WINTER RECESS 15 16 17 18 19					January 22 23 24 25 26					29	30	31	1	2	*5	6	7	8	9	5
6	12	13	14	15	16	Martin Luther King 19 20 21 22 23					26	27	28	29	30	February 2 3 4 5 6		19			
7	9	10	11	12	13	Lincoln Washington 16 17 18 19 20					23	24	25	26	27	March 2 3 4 5 6		18			
8	9	10	11	12	13	FINALS 16 17 18 19 20					23	(24)	(25)	(26)	(27)	SPRING RECESS 30 31 1 2 3		15			
9	April *6 7 8 9 10					13 14 15 16 17					20 21 22 23 24					May 27 28 29 30 1		20			
10	4	5	6	7	8	11 12 13 14 15					18 19 20 21 22					Memorial Day 25 26 27 28 29		19			
11	June 1 2 3 4 5					8 9 10 11 12					15 16 17 18 19					FINALS 22 (23) (24) (25) (26)		20			

BLOCKED = Holidays and Recesses; PARENTHESSES = Finals; CIRCLED = Flex days (No Classes); \* = Instruction begins.

District/Academic Senate Flex Day: Sept. 18  
 College Flex Day: Sept. 19

SPRING RECESS: Mar. 30 - Apr. 3

FALL QUARTER Instruction: Sept. 22 - Dec. 12  
 Finals: Dec. 9 - Dec. 12  
 Holidays: Nov. 11, 27, 28  
 Flex days: Sept. 18, 19

SPRING QUARTER Instruction: Apr. 6 - June 26  
 Finals: June 24 - June 26  
 Holiday: May 25

ACADEMIC YEAR Begins: Sept. 22  
 Ends: June 26

WINTER RECESS: Dec. 15 - Jan. 2

Total Days Per Quarter:

WINTER QUARTER Instruction: Jan. 5 - Mar. 27  
 Finals: Mar. 24 - Mar. 27  
 Holidays: Jan. 19, Feb. 13, 16

Fall 57 days  
 Winter 57 days  
 Spring 59 days  
 Flex Days 2 days (Fall)  
 175 days

A Faculty Professional Development Day and two Faculty Conference Days may be utilized at any time of the academic year on an elective basis with prior approval (see H4). Saturday/Sunday Classes: No classes held on Nov. 29, 30; Feb. 14, 15 and May 23, 24. Summer Session begins June 29. Early Summer Session Classes start no earlier than June 1 and end during the regular summer session (at least 50% of the instructional time occurs during the regular summer session).

**APPENDIX H3**  
**ACADEMIC YEAR 2009-2010**  
**(Article 27 - Calendar)**  
 Foothill-De Anza Community College District

	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	M	T	W	T	F	Days Taught	
1											Labor Day 7	8	9	10	11	September 14	15	16	17	18		2
2	*21	22	23	24	25	28	29	30	1	2	October 5	6	7	8	9	12	13	14	15	16		20
3	19	20	21	22	23	26	27	28	29	30	November 2	3	4	5	6	Veteran's Day 9	10	11	12	13		19
4	16	17	18	19	20	23	24	25	26	27	Thanksgiving	December 30	1	2	3	4	7	(8)	(9)	(10)	(11)	18
5	W I N T E R   R E C E S S										January *4	5	6	7	8							5
6	11	12	13	14	15	Martin Luther King 18	19	20	21	22	25	26	27	28	29	February 1	2	3	4	5		19
7	8	9	10	11	12	Lincoln 15	16	17	18	19	Washington 22	23	24	25	26	March 1	2	3	4	5		18
8	8	9	10	11	12	15	16	17	18	19	FINALS 22	(23)	(24)	(25)	(26)	SPRING RECESS 29	30	31	1	2		15
9	April *5	6	7	8	9	12	13	14	15	16	19	20	21	22	23	26	27	28	29	30		20
10	MAY 3	4	5	6	7	10	11	12	13	14	17	18	19	20	21	24	25	26	27	28		20
11	Memorial Day 31	1	2	3	4	June 7	8	9	10	11	14	15	16	17	18	21	(22)	(23)	(24)	(25)		19

BLOCKED = Holidays and Recesses; PARENTHESES = Finals; CIRCLED = Flex days (No Classes); \* = Instruction begins.

District/Academic Senate Flex Day: Sept. 17  
 College Flex Day: Sept. 18

SPRING RECESS: March 29 - April 2

FALL QUARTER Instruction: Sept. 21 - Dec. 11  
 Finals: Dec. 8 - Dec. 11  
 Holidays: Nov. 11, 26, 27  
 Flex days: Sept. 17, 18

SPRING QUARTER Instruction: April 5 - June 25  
 Finals: June 22 - June 25  
 Holiday: May 31

ACADEMIC YEAR Begins: Sept. 17  
 Ends: June 25

WINTER RECESS: Dec. 14 - Jan. 1

Total Days Per Quarter:

WINTER QUARTER Instruction: Jan. 4 - March 26  
 Finals: March 23 - 26  
 Holidays: Jan. 18, Feb. 12, 15

Fall 57 days  
 Winter 57 days  
 Spring 59 days  
 Flex Days 2 days (Fall)  
 175 days

A Faculty Professional Development Day and two Faculty Conference Days may be utilized at any time of the academic year on an elective basis with prior approval (see H4).

Saturday/Sunday Classes: No classes held on Nov. 28, 29; Feb. 13, 14; and May 29, 30.

Summer session: June 28 - Sep. 16, no classes held on July 4, 5. Early Summer Session: Classes start no earlier than June 1 and end during the regular summer session; (at least 50% of the instructional time occurs during the regular summer session.)

**APPENDIX H4  
INDIVIDUAL PROPOSAL FOR FACULTY FLEX DAY  
(Article 27 – Calendar)  
Foothill-De Anza Community College District**

Name: \_\_\_\_\_ Telephone: \_\_\_\_\_  
                Last                                  First

Full-time \_\_\_\_\_ Part-time \_\_\_\_\_ Date(s) of Activity \_\_\_\_\_

Hours of activity to be credited:    On-Campus \_\_\_\_\_    Off-Campus \_\_\_\_\_

**Please note:**

- 1. File this form with the Division Dean or appropriate supervisor 5 working days prior to the designated flex/conference day.**
- 2. Attach list of fellow participants if the flex-day will be used for a collective activity of faculty in the department/division/college/District.**
- 3. Make and retain a copy of this form for your professional records.**

I. **Focus of the activity/project:**

_____ Division/Department	_____ Subject matter/discipline
_____ College	_____ Professional enhancement

II. **Abstract:**

- a) Describe briefly what you will do:
  
- b) Specify the results of your activity/project:
  
- c) Identify at least two ways this activity/project benefits students/division/program:

III. **Approval:**

Faculty signature: \_\_\_\_\_ Date: \_\_\_\_\_

Division/Program  
Administrator signature: \_\_\_\_\_ Date: \_\_\_\_\_

IV. **Activity Completed:**

Division/Program  
Administrator signature: \_\_\_\_\_ Date: \_\_\_\_\_

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# **APPENDIX I**

## *Application for Professional Achievement Award*

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**APPENDIX I**  
**APPLICATION FOR PROFESSIONAL ACHIEVEMENT AWARD**  
**(Article 38 – Professional Achievement Awards)**  
Foothill-De Anza Community College District

Name: \_\_\_\_\_ Subject/Service Area: \_\_\_\_\_ Campus: \_\_\_\_\_

Year of Last Award: \_\_\_\_\_ Academic years being applied toward this award: \_\_\_\_-\_\_\_\_, \_\_\_\_-\_\_\_\_, \_\_\_\_-\_\_\_\_, \_\_\_\_-\_\_\_\_

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Please note: In accordance with Article 38.3, “The responsibility for filing a timely and complete application shall be entirely the faculty employee’s.” All parts of the Application are required. Due Date: July 1.

**Part 1. Four Evaluations**

- Administrative Evaluation** (attach signed copy of Appendix J1);
- Peer Evaluation** (attach signed copy of Appendix J1);
- Student Evaluation** (attach signed copy of appropriate Appendix J3);
- Self-Evaluation** (see page 3 of this Application form).

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**Part 2. Verification of Professional Growth Activity**

- **Nine (9) quarter units of PGA are required during the four-year PAA period.**
- **Use appropriate forms from Appendix O for filing PGA.**
- **File PGA with the Campus Personnel Office by June 1.**
- **The Campus Personnel office will provide a verification receipt to attach below.**

**STAPLE RECEIPT HERE**

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**Part 3. Record of Special Service Activity**

- **List special service activities, organized on an annual basis** (see pages 4-5 of this Application Form).
- **No Special Service is required during a full academic year of Professional Development Leave** (if applicable, please so indicate below and, where appropriate, on page 4 or 5 of the Application Form).

- Academic Year 1:** \_\_\_\_\_ - \_\_\_\_\_
- Academic Year 2:** \_\_\_\_\_ - \_\_\_\_\_
- Academic Year 3:** \_\_\_\_\_ - \_\_\_\_\_
- Academic Year 4:** \_\_\_\_\_ - \_\_\_\_\_

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**Having fulfilled the requirements outlined in Article 38 of the *Agreement* between the Board of Trustees and the Faculty Association, I hereby apply for a Professional Achievement Award.**

**Date:** \_\_\_\_\_ **Signature:** \_\_\_\_\_

**This completed application with required attachments must be submitted to your Division Dean by July 1.**

For additional information regarding the Professional Achievement Award, see Article 38 of the *Agreement* between the Board of Trustees and the Faculty Association. For questions, please contact the Faculty Association office, 650 949-7544.

*For Administrative Use Only*

**Recommendations:**

**Division Dean**

\_\_\_\_ I recommend this application  
\_\_\_\_ I do not recommend this application

Date: \_\_\_\_\_ Signature: \_\_\_\_\_  
Division Dean/Supervisor

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**Vice President**

\_\_\_\_ I recommend this application  
\_\_\_\_ I do not recommend this application

Date: \_\_\_\_\_ Signature: \_\_\_\_\_  
Vice President of Instruction or  
Vice President of Student Services

-----  
**President**

\_\_\_\_ I recommend this application  
\_\_\_\_ I do not recommend this application

Date: \_\_\_\_\_ Signature: \_\_\_\_\_  
President

-----

**Tear Sheet**

This is to confirm that a Professional Achievement Award Application was received from the faculty employee listed below:

Name: \_\_\_\_\_

Campus: \_\_\_\_\_

Department: \_\_\_\_\_

Date Received: \_\_\_\_\_

Received by: \_\_\_\_\_



## **SELF-EVALUATION**

Provide a self-evaluation that reflects thoughtful assessment of your continuing development as an educator, including discussion of relevant accomplishments, professional growth, and future goals. You may also consider identifying challenges/problems related to your principal duties and the way(s) you have addressed them using new pedagogical theories/strategies and/or feedback from administrative, peer, and/or student evaluations. (Suggested length: 250-500 words.)

**SPECIAL SERVICE ACTIVITY REPORT**

- See Article 38.5 for examples of activities that qualify as Special Service.
- Provide information on your special service activities in the format prescribed below.
- Organize special service activities by academic year.
- Attach additional sheets if necessary.

**Please note:**  
**If you have used an activity (such as Tenure Review Committee service) for PGA units under Article 38.4.3, in Part 2 of this Application, you cannot re-use that activity as Special Service.**

**Academic Year 1:** \_\_\_\_\_ - \_\_\_\_\_

Description of Activity

Dates

Nature of Participation

**Academic Year 2:** \_\_\_\_\_ - \_\_\_\_\_

Description of Activity

Dates

Nature of Participation

**SPECIAL SERVICE ACTIVITY REPORT, continued**

**Academic Year 3:** \_\_\_\_\_ - \_\_\_\_\_

Description of Activity

Dates

Nature of Participation

**Academic Year 4:** \_\_\_\_\_ - \_\_\_\_\_

Description of Activity

Dates

Nature of Participation

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# APPENDIX J

## *Faculty Evaluation Forms*

- Appendix J1:**            *Administrative and Peer Evaluation Form*
- Appendix J2:**            *Student Evaluation Form*  
*(for Classroom Instruction)*
- Appendix J2.1:**        *Student Evaluation Form*  
*(for Counseling Sessions)*
- Appendix J2.2:**        *Student Evaluation Form*  
*(for Child Development Teachers)*
- Appendix J2.3:**        *Student Evaluation Form*  
*(for Library Visits/Sessions)*
- Appendix J2W:**        *Student Evaluation Form*  
*(for Online Instruction)*
- Appendix J3:**            *Tabulation of Student Evaluations*  
*(for Classroom Instruction)*
- Appendix J3.1:**        *Tabulation of Student Evaluations*  
*(for Counseling Sessions)*
- Appendix J3.2:**        *Tabulation of Student Evaluations*  
*(for Child Development Teachers)*
- Appendix J3.3:**        *Tabulation of Student Evaluations*  
*(for Librarians)*
- Appendix J3W:**        *Tabulation of Student Evaluations*  
*(for Online Instructional Faculty)*
- 
-

**APPENDIX J1**  
**ADMINISTRATIVE AND PEER EVALUATION FORM FOR FACULTY**  
**(Articles 6 and 6A – Evaluation)**  
 Foothill-De Anza Community College District

QUARTER: \_\_\_\_\_ ACADEMIC YEAR \_\_\_\_\_

NAME: \_\_\_\_\_ POSITION: \_\_\_\_\_

Faculty status: (check one)       Full-time       Part-time  
 If full-time, (check one)       Contract       First Year       Second Year  
     Third Year       Fourth Year       Tenured

If part-time, number of quarters of service credits in Division (per Article 7.2): \_\_\_\_\_

Date of Evaluation: \_\_\_\_\_ Evaluator: \_\_\_\_\_  
*(please print)*

Type of Evaluation: (check one)     Peer       Tenure Committee       Administrative

Please circle the appropriate faculty function(s) being evaluated and the location of the evaluation:

DUTIES:    INSTRUCTOR    COUNSELOR    LIBRARIAN    OTHER (SPECIFY) \_\_\_\_\_

LOCATION:    FOOTHILL      DE ANZA      CENTERS (SPECIFY) \_\_\_\_\_

LENGTH OF VISIT: \_\_\_\_\_ COURSE (if applicable): \_\_\_\_\_

Date: \_\_\_\_\_  
\_\_\_\_\_  
Signature of Evaluator

Date: \_\_\_\_\_  
\_\_\_\_\_  
Signature of Division Dean

Date: \_\_\_\_\_  
\_\_\_\_\_  
Signature of Vice President for Instruction or  
Signature of Vice President for Student Services

I am aware of my rights as provided in the appropriate article of the FA-District *Agreement*, Article 6 or Article 6A. I have read this report, am aware of the opportunity to add my own comments, and recognize that I have the right to discuss it with the President if I so desire.

Date: \_\_\_\_\_  
\_\_\_\_\_  
Signature of Faculty Member

For Office Use Only:  
 Copy to Instructor \_\_\_\_\_      Update HRS \_\_\_\_\_      PAY - Yes \_\_\_\_\_ No \_\_\_\_\_  
 Copy to Division \_\_\_\_\_      Update MAC \_\_\_\_\_ To Payroll \_\_\_\_\_

## ADMINISTRATIVE AND PEER EVALUATION FORM FOR FACULTY

Foothill-De Anza Community College District

*This form may not be modified unless agreed upon by a majority of the contract and regular faculty employees in a division or department with the mutual approval of the Board and the Faculty Association.*

This form uses both objective and narrative data. Please use the numerical rating system for each applicable criterion. Then, write a brief narrative for each section and, finally, a comprehensive summary statement.

Rating system:

- 1. Satisfactory or better
- 2. Satisfactory but needs improvement in specific area(s)
- 3. Unsatisfactory
- N/O Not observed
- N/A Not applicable

### SECTION I. PROFESSIONAL QUALITIES (to be answered for all faculty):

#### A. Professionalism

- |   |   |   |   |     |     |
|---|---|---|---|-----|-----|
| 1. Keeps current in discipline.   | 1 | 2 | 3 | N/O | N/A |
| 2. Demonstrates cooperation and sensitivity in working with colleagues and staff.   | 1 | 2 | 3 | N/O | N/A |
| 3. Accepts criticism.   | 1 | 2 | 3 | N/O | N/A |
| 4. Submits required departmental reports/information, including census, and/or positive attendance, and grade sheets on time. | 1 | 2 | 3 | N/O | N/A |
| 5. Maintains adequate and appropriate records.  | 1 | 2 | 3 | N/O | N/A |
| 6. Observes health and safety regulations.  | 1 | 2 | 3 | N/O | N/A |
| 7. Attends required meetings.   | 1 | 2 | 3 | N/O | N/A |
| 8. Maintains office hours and is accessible to students.  | 1 | 2 | 3 | N/O | N/A |

#### B. Professional Contributions

- |   |   |   |   |     |     |
|---|---|---|---|-----|-----|
| 1. Contributes academically to the discipline/department/district.  | 1 | 2 | 3 | N/O | N/A |
| 2. Participates in special assignments, committees, projects, research and development areas as needed in the discipline/department/district. | 1 | 2 | 3 | N/O | N/A |
| 3. Shares in faculty responsibilities.  | 1 | 2 | 3 | N/O | N/A |

**Section I narrative comments on professional qualities, specifying, where relevant, areas of excellence and areas requiring improvement:**

## SECTION II. JOB PERFORMANCE (to be answered in appropriate assignment area):

### A. Classroom Faculty

1. Uses current materials and theories.	1	2	3	N/O	N/A
2. Employs multiple teaching approaches when applicable.	1	2	3	N/O	N/A
3. Uses materials pertinent to the course outline.	1	2	3	N/O	N/A
4. Teaches at an appropriate level for the course.	1	2	3	N/O	N/A
5. Communicates ideas clearly, concisely, and effectively.	1	2	3	N/O	N/A
6. Paces classes according to the level and material presented.	1	2	3	N/O	N/A
7. Maintains student-faculty relationship conducive to learning.	1	2	3	N/O	N/A
8. Demonstrates sensitivity to differing student learning styles.	1	2	3	N/O	N/A
9. Stimulates student interest in the material presented.	1	2	3	N/O	N/A
10. Tests student performance in fair and valid ways.	1	2	3	N/O	N/A
11. Uses class time efficiently.	1	2	3	N/O	N/A
12. Provides students with a written explanation of the evaluation process, expectations and requirements, assignments, course content, relevant dates, and other information.	1	2	3	N/O	N/A
13. Demonstrates sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities.	1	2	3	N/O	N/A

### B. Counselors

1. Is accessible to students.	1	2	3	N/O	N/A
2. Listens well and provides opportunities for counselees to express their concerns.	1	2	3	N/O	N/A
3. Helps students define and seek solutions to problems.	1	2	3	N/O	N/A
4. Researches questions brought by counselees, or directs counselees to appropriate sources of information/assistance when advisable.	1	2	3	N/O	N/A
5. Keeps current with District classes, programs, and resources for students.	1	2	3	N/O	N/A
6. Keeps current with programs and policies of receiving institutions to which students will transfer.	1	2	3	N/O	N/A
7. Demonstrates knowledge of District policies and procedures affecting students.	1	2	3	N/O	N/A
8. Communicates with the academic community.	1	2	3	N/O	N/A
9. Demonstrates sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities.	1	2	3	N/O	N/A

### C. Librarians

1. Promotes access to and use of library.	1	2	3	N/O	N/A
2. Communicates information clearly, concisely, and effectively.	1	2	3	N/O	N/A
3. Assists students in locating appropriate materials.	1	2	3	N/O	N/A
4. Articulates and communicates with the academic community.	1	2	3	N/O	N/A
5. Assists in building, organizing, or maintaining library collection.	1	2	3	N/O	N/A
6. Creates an environment responsive to the curricular and learning needs of the college.	1	2	3	N/O	N/A
7. Keeps current on changes in the field of library and information science.	1	2	3	N/O	N/A
8. Maintains student-faculty relationship conducive to learning.	1	2	3	N/O	N/A
9. Demonstrates sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities.	1	2	3	N/O	N/A

D. Resource Faculty (e.g., health professionals, E.O.P.S. professionals, etc.)

1. Responds to instructors' resource needs.	1	2	3	N/O	N/A
2. Develops instructional and institutional resources.	1	2	3	N/O	N/A
3. Develops students' resources.	1	2	3	N/O	N/A
4. Demonstrates knowledge of legislation which impacts field of specialization.	1	2	3	N/O	N/A
5. Provides leadership and coordinates programs effectively.	1	2	3	N/O	N/A
6. Provides a positive image of and for students in special programs.	1	2	3	N/O	N/A
7. Communicates information clearly, concisely, and effectively.	1	2	3	N/O	N/A
8. Articulates services with campus and district programs.	1	2	3	N/O	N/A
9. Demonstrates sensitivity in working with faculty/students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities.	1	2	3	N/O	N/A

E. Child Development Center Faculty

1. Uses knowledge of early childhood development as theoretical basis for classroom practice.	1	2	3	N/O	N/A
2. Understands current issues in the field.	1	2	3	N/O	N/A
3. Plans a daily variety of developmentally appropriate activities which are sensitive to individual learning styles.	1	2	3	N/O	N/A
4. Develops a long-range plan which promotes readiness for later learning.	1	2	3	N/O	N/A
5. Uses a variety of positive approaches in guiding children's behavior and assisting children with conflict.	1	2	3	N/O	N/A
6. Recognizes when to give help and how to encourage self-help.	1	2	3	N/O	N/A
7. Structures activities which foster independent learning.	1	2	3	N/O	N/A
8. Maintains awareness of the total group even when dealing with a part of it.	1	2	3	N/O	N/A
9. Balances the needs of the individual child with those of the group.	1	2	3	N/O	N/A
10. Effectively supervises and supports student teachers, student assistants, and parents in a classroom setting.	1	2	3	N/O	N/A
11. Creates a safe and hygienic classroom environment which engages children.	1	2	3	N/O	N/A
12. Maintains professional ethics, including confidentiality and mandated reporting, in all communication with children, parents, students and colleagues.	1	2	3	N/O	N/A
13. Demonstrates sensitivity in working with students of diverse racial, ethnic, and socioeconomic backgrounds, sexual orientations, and physical and mental disabilities.	1	2	3	N/O	N/A

**Section II narrative comments on job performance based on observation or evaluation visit(s) specifying, where relevant, areas of excellence and areas requiring improvement:**



**SECTION III. EVALUATOR'S COMPREHENSIVE SUMMARY STATEMENT:**  
(This section may include, in addition to synthesis, professional activities not previously mentioned, suggestions for further growth, and professional contributions to the District.)

**SECTION IV. FACULTY MEMBER'S COMMENTS:**

**APPENDIX J2**  
**STUDENT EVALUATION FORM: FOR CLASSROOM INSTRUCTION - PART A**  
**(Articles 6 and 6A – Evaluation)**

Foothill-De Anza Community College District

Instructor \_\_\_\_\_

Course (department, number, time) \_\_\_\_\_

One of the major responsibilities of the District is to promote high teaching standards among its faculty. Please take the time to evaluate this course for your instructor.

**PART A**

Evaluate both the course and the instructor by marking the appropriate letter on the scantron form. Please be thoughtful and candid in your responses.

Please mark the answer sheet for each of the following questions:

- a = Strongly Agree
- b = Agree
- c = Disagree
- d = Strongly Disagree
- e = No Opinion/Not Applicable

**About the Course:**

1. The course contributed to my general knowledge and education.
2. Text and other reading material were appropriate and useful.
3. Course objectives and grading policies were distributed and clearly explained.
4. Amount and types of assigned course work were appropriate.
5. Course content was well organized.
6. Class activities were appropriate.
7. Tests were clearly written and related to subject matter.
8. Grading was fair and impartial.

**About the Instructor:**

9. Demonstrated an enthusiasm for the subject.
10. Was knowledgeable and prepared for class.
11. Motivated student interest and intellectual effort.
12. Encouraged students to ask questions and participate in class discussions.
13. Encouraged individual thinking and differences of opinion.
14. Used full class time effectively.
15. Maintained classroom atmosphere conducive to learning.
16. Spoke clearly.
17. Was accessible for individual conferences and office hours.
18. Demonstrated sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities.
19. Convened class regularly and on time.
20. I would recommend this instructor.



**APPENDIX J2.1**  
**STUDENT EVALUATION FORM: COUNSELING SESSIONS – PART A**  
**(Articles 6 and 6A – Evaluation)**  
Foothill-De Anza Community College District

Counselor: \_\_\_\_\_

Purpose of the Counseling Session: \_\_\_\_\_

(For example: academic or career planning, transfer information, academic petition or problem, personal issues)

Type of Counseling Session:       Drop-in       Scheduled Appointment

How many times have you seen this counselor?       One       Two       Three or More

One of the major responsibilities of the District is to promote high professional standards among its faculty. Please take the time to evaluate this counseling session for your counselor.

**PART A**

Evaluate both the session and the counselor by marking the appropriate letter on the scantron form.

Please be thoughtful and candid in your responses.

Please mark the answer sheet for each of the following statements:

a = Strongly Agree

b = Agree

c = Disagree

d = Strongly Disagree

e = No Opinion/Not Applicable

**About the Counseling Session:**

1. The session was helpful in accomplishing my immediate objective(s).
2. I received the information I needed.
3. Printed materials and handouts were appropriate and useful.
4. Information was thoroughly and clearly explained.
5. I was referred to other resources and services on or off-campus (if needed).
6. My questions were answered.
7. There was sufficient time to deal with my concerns.
8. The session will be valuable to me in completing my academic, career and/or personal goals.

**About the Counselor:**

9. Demonstrated a genuine desire to help me.
10. Was knowledgeable and prepared for the session.
11. Made me feel comfortable and welcome.
12. Helped me to consider options and examine my alternatives.
13. Encouraged me to ask questions and participate in the discussion.
14. Listened carefully to me.
15. Used the counseling time effectively.
16. Allowed adequate time to review printed materials.
17. Convened the session on time.
18. Demonstrated respect for individuality and sensitivity to diversity (including racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities).
19. I feel assured that my discussions will kept confidential.
20. I would recommend this counselor.



**APPENDIX J2.2**  
**STUDENT EVALUATION FORM: CHILD DEVELOPMENT TEACHERS – PART A**  
**(Articles 6 and 6A – Evaluation)**  
Foothill-De Anza Community College District

CDC Teacher: \_\_\_\_\_

Child's Class: \_\_\_\_\_

How long has your child been enrolled in the program?

- One quarter       Two quarters       Three or more quarters

One of the major responsibilities of the District is to promote high professional standards among its faculty. Please take the time to evaluate your child's class for his/her teacher.

**PART A**

Evaluate both the program and the educator/teacher by marking the appropriate letter on the scantron form. Please be thoughtful and candid in your responses.

Please mark the answer sheet for each of the following statements:

- a = Strongly Agree
- b = Agree
- c = Disagree
- d = Strongly Disagree
- e = No Opinion/Not Applicable

**About the Classroom and Curriculum:**

1. The classroom is an attractive, comfortable, stimulating environment.
2. The facility and equipment are safe and clean.
3. The classroom atmosphere is warm, relaxed, and welcoming.
4. The curriculum offers interesting and varied experiences for my child.
5. Class activities and materials are appropriate to the age and ability of my child.
6. The daily schedule allows children the opportunity to make choices and decisions.
7. I feel welcome to participate in the classroom.
8. My child has benefited from this program.

**About the CDC Teacher:**

9. Demonstrates an enthusiasm for teaching young children.
10. Is knowledgeable and prepared.
11. Has patience and a positive attitude when teaching and guiding children.
12. Encourages children to participate in classroom activities.
13. Fosters children's self-reliance and self-esteem.
14. Develops a warm relationship with each child.
15. Communicates with me about my child and the program, through verbal comment and written information.
16. Is available to discuss my child.
17. Understands the stages and challenges of a child's development.
18. Demonstrates sensitivity in working with children of diverse racial, ethnic, cultural, and socioeconomic backgrounds.
19. Listens and responds to my concerns in an empathetic and constructive manner.
20. I would recommend this teacher.



**APPENDIX J2.3**  
**STUDENT EVALUATION FORM: FOR LIBRARY VISITS/SESSIONS - PART A**  
**(Articles 6 and 6A – Evaluation)**  
Foothill-De Anza Community College District

Librarian: \_\_\_\_\_

Purpose of the Library Visit/Session: \_\_\_\_\_

(For example, orientation, how to do research on a topic, where/how to find information about a subject.)

Quarter/Year: \_\_\_\_\_ Type of Visit/Session:  Drop-in  Scheduled Class Session

How many times have you consulted a librarian on this campus?

Daily  Weekly  Monthly  Once a quarter  Never

One of the major responsibilities of the District is to promote high professional standards among its faculty. Please take the time to evaluate this library visit/session for your librarian.

**PART A**

Evaluate both the visit/session and the librarian by marking the appropriate letter on the scantron form. Please be thoughtful and candid in your responses.

Please mark the answer sheet for each of the following questions:

- a = Strongly Agree
- b = Agree
- c = Disagree
- d = Strongly Disagree
- e = No Opinion/Not Applicable

**About the Library Visit/Session:**

1. The visit/session helped me in accomplishing my immediate objective/s.
2. I received the information I needed.
3. Printed materials and handouts were appropriate and useful.
4. The information provided was clearly explained.
5. The visit/session helped me understand how to locate and use library resources.
6. My questions were answered.
7. There was sufficient time to address my library needs.
8. I was referred to other resources at other libraries and on the Internet (if needed).

**About the Librarian:**

9. Demonstrated a genuine desire to help me.
10. Was knowledgeable and prepared.
11. Motivated me to use the library and its resources in the future.
12. Encouraged me to ask questions and participate in the visit/session.
13. Encouraged me to think and consider options.
14. Used the time effectively.
15. Maintained a professional attitude conducive to learning.
16. Communicated clearly.
17. Listened carefully to me.
18. Demonstrated sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities.
19. Helped me to narrow or broaden my topic (if necessary).
20. I would seek help from this librarian again.



**APPENDIX J2.3  
STUDENT EVALUATION FORM: FOR LIBRARY VISITS/SESSIONS - PART B  
Foothill-De Anza Community College District**

***YOUR WRITTEN RESPONSES WILL BE FORWARDED TO THE LIBRARIAN  
AFTER THE END OF THE QUARTER***

Librarian: \_\_\_\_\_

Purpose of the Library Visit/Session: \_\_\_\_\_

(For example, orientation, how to do research on a topic, where/how to find information about a subject.)

Quarter/Year \_\_\_\_\_

**PART B**

***Written Evaluation*** (please respond to the following):

1. What did you like about this library visit/session?
  
  
  
  
  
  
  
  
  
2. What did you dislike about this library visit/session?
  
  
  
  
  
  
  
  
  
3. What specific changes could improve this library experience?
  
  
  
  
  
  
  
  
  
4. Please make any additional comments or suggestions about this library visit and/or this librarian.

**APPENDIX J2W (ONLINE)**  
**STUDENT EVALUATION FORM: FOR INSTRUCTIONAL FACULTY - PART A**  
**(Articles 6 and 6A – Evaluation)**  
Foothill-De Anza Community College District

Instructor \_\_\_\_\_

Course (department, number) \_\_\_\_\_

Quarter/Year \_\_\_\_\_

One of the major responsibilities of the District is to promote high teaching standards among its faculty. Please take the time to evaluate this course for your instructor.

**PART A**

Evaluate both the course and the instructor by marking the appropriate letter. Please be thoughtful and candid in your responses.

Please mark the answer sheet for each of the following questions:

- a = Strongly Agree
- b = Agree
- c = Disagree
- d = Strongly Disagree
- e = No Opinion/Not Applicable

**About the Course:**

1. The course contributed to my general knowledge and education.
2. Text/s and other instructional materials were appropriate and useful.
3. Course objectives and grading policies were specifically stated in writing and clearly explained.
4. Amount and types of assigned course work were appropriate.
5. Course content was well organized.
6. Course activities were appropriate.
7. Tests were clearly written and related to subject matter.
8. Grading was fair and impartial.

**About the Instructor:**

9. Demonstrated an enthusiasm for the subject.
10. Was knowledgeable and prepared for online instruction.
11. Motivated student interest and intellectual effort.
12. Encouraged students to ask questions and participate in online learning activities.
13. Encouraged individual thinking and differences of opinion.
14. Provided effective online contributions and sites.
15. Maintained online course environment conducive to learning.
16. Communicated clearly.
17. Was accessible for individual communication.
18. Demonstrated sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities.
19. Provided course materials online regularly and on time.
20. I would recommend this instructor.



**APPENDIX J3**  
**TABULATION OF STUDENT EVALUATIONS**  
**STUDENT EVALUATION FORM FOR CLASSROOM INSTRUCTION- PART A**  
**(Articles 6 and 6A – Evaluation)**  
Foothill-De Anza Community College District

Instructor: \_\_\_\_\_

Course: \_\_\_\_\_

Prepared by: \_\_\_\_\_

Date of Evaluation: \_\_\_\_\_

Signature: \_\_\_\_\_

a=Strongly Agree  
b=Agree  
c=Disagree  
d=Strongly Disagree  
e=No Opinion/Not Applicable

**About the Course:**

1. The course contributed to my general knowledge and education. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
2. Text and other reading material were appropriate and useful. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
3. Course objectives and grading policies were distributed and clearly explained. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
4. Amount and types of assigned course work were appropriate. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
5. Course content was well organized. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
6. Class activities were appropriate. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
7. Tests were clearly written and related to subject matter. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
8. Grading was fair and impartial. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_

**About the Instructor:**

9. Demonstrated an enthusiasm for the subject. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
10. Was knowledgeable and prepared for class. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
11. Motivated student interest and intellectual effort. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
12. Encouraged students to ask questions and participate in discussions. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_

13. Encouraged individual thinking and differences of opinion. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
14. Used full class time effectively. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
15. Maintained classroom atmosphere conducive to learning. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
16. Spoke clearly. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
17. Was accessible for individual conferences and office hours .a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
18. Demonstrated sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
19. Convened class regularly and on time. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
20. I would recommend this instructor. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

**APPENDIX J3.1**  
**TABULATION OF STUDENT EVALUATIONS**  
**STUDENT EVALUATION FORM FOR COUNSELING SESSIONS – PART A**  
**(Articles 6 and 6A – Evaluation)**  
Foothill-De Anza Community College District

Instructor: \_\_\_\_\_

Course: \_\_\_\_\_

Prepared by: \_\_\_\_\_

Date of Evaluation: \_\_\_\_\_

Signature: \_\_\_\_\_

a=Strongly Agree  
b=Agree  
c=Disagree  
d=Strongly Disagree  
e=No Opinion/Not Applicable

***About the Counseling Session:***

1. The session was helpful in accomplishing my immediate objective(s). a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
2. I received the information I needed. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
3. Printed materials and handouts were appropriate and useful. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
4. Information was thoroughly and clearly explained. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
5. I was referred to other resources and services on or off-campus (if needed). a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
6. My questions were answered. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
7. There was sufficient time to deal with my concerns. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
8. The session will be valuable to me in completing my academic, career, and/or personal goals. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

***About the Counselor:***

9. Demonstrated a genuine desire to help me. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
10. Was knowledgeable and prepared for the session. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
11. Made me feel comfortable and welcome. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
12. Helped me to consider options and examine my alternatives. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

13. Encouraged me to ask questions and participate in the discussion. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
14. Listened carefully to me. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
15. Used the counseling time effectively. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
16. Allowed adequate time to review printed materials. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
17. Convened the session on time. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
18. Demonstrated respect for individuality and sensitivity to diversity (including racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities). a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
19. I feel assured that my discussions will be kept confidential. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
20. I would recommend this counselor. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

**APPENDIX J3.2**  
**TABULATION OF STUDENT EVALUATIONS**  
**STUDENT EVALUATION FORM FOR CHILD DEVELOPMENT TEACHERS – PART A**  
**(Articles 6 and 6A – Evaluation)**  
Foothill-De Anza Community College District

Instructor: \_\_\_\_\_

Course: \_\_\_\_\_

Prepared by: \_\_\_\_\_

Date of Evaluation: \_\_\_\_\_

Signature: \_\_\_\_\_

a=Strongly Agree  
b=Agree  
c=Disagree  
d=Strongly Disagree  
e=No Opinion/Not Applicable

**About the Classroom and Curriculum:**

1. The classroom is an attractive, comfortable, stimulating environment. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
2. The facility and equipment are safe and clean. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
3. The classroom atmosphere is warm, relaxed, and welcoming. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
4. The curriculum offers interesting and varied experiences for my child. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
5. Class activities and materials are appropriate to the age and ability of my child. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
6. The daily schedule allows children the opportunity to make choices and decisions. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
7. I feel welcome to participate in the classroom. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
8. My child has benefited from this program. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_

**About the CDC Teacher:**

9. Demonstrates an enthusiasm for teaching young children. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
10. Is knowledgeable and prepared. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
11. Has patience and a positive attitude when teaching and guiding children. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
12. Encourages children to participate in classroom activities. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_



13. Fosters children's self-reliance and self-esteem. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
14. Develops a warm relationship with each child. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
15. Communicates with me about my child and the program,  
through verbal comment or written information. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
16. Is available to discuss my child. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
17. Understands the stages and challenges of a child's development. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
18. Demonstrates sensitivity in working with children of diverse  
racial, ethnic, cultural, and socioeconomic backgrounds. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
19. Listens and responds to my concerns in an empathetic and  
constructive manner. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
20. I would recommend this teacher. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

**APPENDIX J3.3**  
**TABULATION OF STUDENT EVALUATIONS**  
**STUDENT EVALUATION FORM FOR LIBRARIANS – PART A**  
**(Articles 6 and 6A – Evaluation)**  
 Foothill-De Anza Community College District

Instructor: \_\_\_\_\_

Course: \_\_\_\_\_

Prepared by: \_\_\_\_\_

Date of Evaluation: \_\_\_\_\_

Signature: \_\_\_\_\_

a=Strongly Agree  
 b=Agree  
 c=Disagree  
 d=Strongly Disagree  
 e=No Opinion/Not Applicable

**About the Library Visit/Session:**

1. The visit/session helped me in accomplishing my immediate objective/s. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
2. I received the information I needed. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
3. Printed materials and handouts were appropriate and useful. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
4. The information provided was clearly explained. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
5. The visit/session helped me understand how to locate and use library resources. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
6. My questions were answered. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
7. There was sufficient time to address my library needs. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
8. I was referred to other resources at other libraries and on the Internet (if needed). a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_

**About the Librarian:**

9. Demonstrated a genuine desire to help me. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
10. Was knowledgeable and prepared. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
11. Motivated me to use the library and its resources in the future. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_
12. Encouraged me to ask questions and participate in the visit/session. a\_\_\_\_\_ b\_\_\_\_ c\_\_\_\_ d\_\_\_\_ e\_\_\_\_

13. Encouraged me to think and consider options. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
14. Used the time effectively. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
15. Maintained a professional attitude conducive to learning. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
16. Communicated clearly. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
17. Listened carefully to me. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
18. Demonstrated sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
19. Helped me to narrow or broaden my topic (if necessary). a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
20. I would seek help from this librarian again. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

**APPENDIX J3W**  
**TABULATION OF STUDENT EVALUATIONS**  
**STUDENT EVALUATION FORM FOR ONLINE INSTRUCTIONAL FACULTY – PART A**  
**(Articles 6 and 6A – Evaluation)**  
Foothill-De Anza Community College District

Instructor: \_\_\_\_\_

Course: \_\_\_\_\_

Prepared by: \_\_\_\_\_

Date of Evaluation: \_\_\_\_\_

Signature: \_\_\_\_\_

a=Strongly Agree  
b=Agree  
c=Disagree  
d=Strongly Disagree  
e=No Opinion/Not Applicable

**About the Course:**

1. The course contributed to my general knowledge and education. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
2. Text/s and other instructional materials were appropriate and useful. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
3. Course objectives and grading policies were specifically stated in writing and clearly explained. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
4. Amount and types of assigned course work were appropriate. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
5. Course content was well organized. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
6. Course activities were appropriate. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
7. Tests were clearly written and related to subject matter. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
8. Grading was fair and impartial. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

**About the Instructor:**

9. Demonstrated an enthusiasm for the subject. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
10. Was knowledgeable and prepared for online sessions. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
11. Motivated student interest and intellectual effort. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
12. Encouraged students to ask questions and participate in online learning activities. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

13. Encouraged individual thinking and differences of opinion. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
14. Provided effective online contributions and sites. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
15. Maintained online course environment conducive to learning. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
16. Communicated clearly. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
17. Was accessible for individual communication. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
18. Demonstrated sensitivity in working with students of diverse racial and ethnic backgrounds, sexual orientations, and physical and mental disabilities. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
19. Provided course materials online regularly and on time. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_
20. I would recommend this instructor. a\_\_\_\_\_ b\_\_\_\_\_ c\_\_\_\_\_ d\_\_\_\_\_ e\_\_\_\_\_

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# **APPENDIX K**

## ***Paid Benefits for Part-Time Faculty*** ***(SAMPLE AFFIDAVIT)***

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**APPENDIX K**  
**PAID BENEFITS FOR PART-TIME FACULTY**  
**(Article 22A – Paid Benefits for Part-time Faculty)**  
 Foothill-De Anza Community College District

**SAMPLE Affidavit for Enrollment and Authorization for Payroll Deductions**  
 (The document for the current year is available from the Office of Human Resources.)

**I hereby declare under penalty of perjury under the laws of the State of California that I have no other access to medical insurance where all or part of the premium is paid through some other source and that the information I have provided to the District in this Affidavit is true and correct.**

Name of Employee (print)	Social Security Number	Date of Birth	
Street Address	City	State	Zip Code
Home Phone	Work Phone		

Signature of Employee

State of \_\_\_\_\_

County of \_\_\_\_\_

On \_\_\_\_\_ Before me, \_\_\_\_\_

Date

Name and Title of Officer (e.g., "Jane Doe, Notary Public")

Personally appeared \_\_\_\_\_

Name(s) of Signer(s)

- Personally known to me**
  - Proved to me on the basis of satisfactory evidence**
- to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.**

**WITNESS my hand and official seal,**

\_\_\_\_\_

**Signature of Notary Public**

**Authorization and Agreement for Payroll Deductions**

I authorize Foothill-De Anza Community college District to deduct 50% of the monthly premium for the District's Kaiser Medical Plan as checked below:

**Choose One:** (9 monthly contributions for 12 months of coverage)

	Monthly for	PT Faculty
	9 months:	Contribution:
<input type="checkbox"/> Member Only:	TBD	TBD
<input type="checkbox"/> Member + One Dependent	TBD	TBD
<input type="checkbox"/> Member + Family	TBD	TBD

The above premiums are effective from July 1, 200\_\_\_\_ through June 30, 200\_\_\_\_. Your monthly deduction rate will remain constant from October 1 through June 30. In addition, your monthly payment is adjusted each **July 1<sup>st</sup>** as premium is subject to change.

Signature of Employee \_\_\_\_\_ Date \_\_\_\_\_

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# **APPENDIX L**

***Paid Benefits: Domestic Partners***

**Appendix L1: *Information Sheet***

**Appendix L2: *Eligibility Criteria***

**Appendix L3: *Affidavit for Enrollment***

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**APPENDIX L1**  
**DOMESTIC PARTNERS: INFORMATION SHEET**  
**(Articles 22, 22A, and 23 – Paid Benefits)**  
Foothill-De Anza Community College District

Effective July 1, 1993, Domestic Partner Benefits are available to the bona fide domestic partner aged over 18 of an unmarried District employee. Such benefits are available only to domestic partners who are not legally allowed to marry in the state in which they reside.

These benefits consist of medical, prescription drug, dental, and vision. Benefits will not be provided for dependents of the non-employee domestic partner.

Additional information regarding eligibility criteria may be obtained by contacting the Benefits Office.

Both the employee and the domestic partner shall attest to certain facts by:

- a) Completing and signing the Affidavit (a part of this Appendix), which includes 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. If you have questions regarding the potential legal effects of signing the Domestic Partnership Affidavit, you should consult an attorney.

OR,

- b) Providing a copy of the completed, signed, and notarized State document, "Declaration of Domestic Partnership" (SEC/STATE NP/SF DP-1).

Domestic partner benefits are most likely taxable income unless the domestic partner is deemed to be a dependent under Internal Revenue Code section 152. Further, a domestic partner most likely does not have many federal rights involving benefits that spouses possess under ERISA, COBRA and the IRC. Again, an attorney should be consulted if you have any questions.

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.

**APPENDIX L2**  
**ELIGIBILITY CRITERIA FOR DOMESTIC PARTNERS' BENEFITS**  
**(Articles 22, 22A, and 23 – Paid Benefits)**  
Foothill–De Anza Community College District

I. DEFINITIONS

Domestic Partnership. Domestic partners are two persons, each aged 18 or older, who have chosen to live together in a committed relationship, who are not legally allowed to marry in the state in which they reside, and who have agreed to be jointly responsible for living expenses incurred during the domestic partnership.

- Live Together. "Live together" means that two people share the same living quarters. Each partner shall have the legal right, documented in writing, to possess the living quarters.
- Living Expenses. "Responsible for living expenses" means that the partners are jointly responsible for the common welfare and financial obligations of each other, which are incurred during the domestic partnership.

II. ELIGIBILITY AND ENROLLMENT CRITERIA

- A. In order to enroll for coverage of the domestic partner, the employee and his or her domestic partner shall complete, sign under penalty of perjury, and file with the District an affidavit attesting to their meeting eligibility requirements, as provided below.
- B. In order to be eligible for domestic partner coverage, the following criteria must be met:
1. The benefit shall be one for which the employee's spouse would be eligible, if the employee were married.
  2. The employee and the non-employee shall be domestic partners according to the definition in Section I above.
  3. Both members of the domestic partnership shall have reached the age of 18 and be mentally competent to consent to contract.
  4. The employee and non-employee shall be each other's sole domestic partner.
  5. Neither member of the domestic partnership may be married.
  6. Neither member of the domestic partnership may have had another domestic partner within the previous six months, unless that domestic partnership terminated by death.
  7. Neither of the partners is related to the other by blood as would prevent them from marrying under California law (i.e., parent, child, sibling, half-sibling, grandparent, grandchild, niece, nephew, aunt, uncle).

8. The domestic partners shall share the same principal place of residence and intend to do so indefinitely. They shall disclose the address of that residence.
9. The domestic partners shall agree that they both are jointly responsible for the common welfare and financial obligations of each other, which are incurred during the domestic partnership. The partners' practice need not be to contribute equally to the cost of the living expenses as long as they agree that both are responsible for the total cost.
10. The domestic partners shall intend that the circumstances, which render them eligible for enrollment will remain so indefinitely.
11. The domestic partners shall acknowledge that they understand and agree that the employee domestic partner may make health plan and other benefit elections on behalf of the non-employee domestic partners.
12. The domestic partners shall acknowledge that the District may require supportive documentation satisfactory to the District concerning any and all eligibility criteria. Such documentation may include but not be limited to: a deed showing joint ownership of property, a lease stating both partners' names as lessees, a joint bank account, or other similar documentation.
13. The domestic partners shall acknowledge that they understand that in addition to the eligibility requirements of the District for domestic partner coverage, there are terms and conditions and limitations of coverage set forth in the offered benefit plans themselves. The domestic partners must agree that by executing the affidavit, each agrees to be bound by the terms and conditions of coverage of the plans.
14. The employee shall acknowledge that he or she understands that under applicable federal and state tax law, District-provided benefits coverage of the non-employee domestic partner could result in imputed taxable income to the employee, subject to income tax withholding and applicable payroll taxes.
15. The domestic partners shall agree to notify the District within 30 days if there is any change of circumstances attested to in their affidavit. The notice is to be in the form of an amendment of their affidavit. The non-employee domestic partner must agree that the employee domestic partner may terminate the domestic partner benefits unilaterally, at any time, irrespective of the view of the non-employee. If the employee executes such an option, that employee shall notify the non-employee domestic partner as soon as possible that his or her benefits have been terminated and it shall be sole responsibility of that employee to make such notification.
16. The domestic partners shall acknowledge that they understand that, if either has made a false statement regarding his or her qualification as a domestic partner or has failed to comply with the terms of the affidavit, the District shall have the absolute right to

terminate any and all of the domestic partner's benefits in accordance with the eligibility procedures specified in the health benefits plan. Additionally, if the District suffers any loss thereby, the District may bring a civil action against either or both of the domestic partners to recover its losses, including reasonable attorney's fees and court costs.

17. The domestic partners shall acknowledge that the District Administrator of any benefit plan at issue will be the sole and final judge of whether a domestic partner is qualified for benefits.

**APPENDIX L3**  
**AFFIDAVIT FOR ENROLLMENT OF DOMESTIC PARTNERS**  
**(Articles 22, 22A, and 23 – Paid Benefits)**  
Foothill-De Anza Community College District

I, \_\_\_\_\_, AND  
(print name of employee)

I, \_\_\_\_\_, CERTIFY THAT  
(print name of non-employee domestic partner)

1. We are domestic partners of one another within the following definitions:

**DEFINITIONS**

Domestic Partnership. Domestic partners are two persons, each aged 18 or older, who have chosen to live together in a committed relationship, who are not legally allowed to marry in the state in which they reside, and who have agreed to be jointly responsible for living expenses incurred during the domestic partnership.

- Live Together. "Live together" means that two people share the same living quarters. Each partner must have the legal right, documented in writing, to possess the living quarters.
- Living Expenses. "Responsible for living expenses" means that the partners are jointly responsible for the common welfare and financial obligations of each other which are incurred during the domestic partnership.

2. Each of us understands that in addition to meeting the definition of domestic partnership provided in Section I above, we shall satisfy the additional eligibility criteria provided herein.
3. We are both eighteen (18) years of age or older and are mentally competent to consent to contract.
4. We are each other's sole domestic partner.
5. Neither of us is married.
6. Neither of us has been a member of another domestic partnership within the previous six months, unless that domestic partnership terminated by death.
7. Neither of us is related to the other by blood as would prevent us from marrying under California law (i.e., parent, child, sibling, half-sibling, grandparent, grandchild, niece, nephew, aunt, uncle).
8. We share the same principal place of residence and we intend to do so indefinitely. Currently the address of our principal place of residence is:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

9. By signing this Affidavit for enrollment of a Domestic Partner for District benefits, we agree that we both are jointly responsible for the common welfare and financial obligations of each other which are incurred during the domestic partnership. We understand that our practice need not be to contribute equally to the cost of our living expenses but we agree that both of us are responsible for the total cost.
10. Each of us intends that the circumstances which render us eligible for enrollment will remain so indefinitely.
11. Each of us understands and agrees that the employee domestic partner may make health plan and other benefits elections on behalf of the non-employee domestic partner.
12. Each of us understands and agrees that the District may in its discretion, require supportive documentation satisfactory to the District concerning the eligibility criteria and assertions herein. Such documentation may include but not be limited to: a deed showing joint ownership of property, a lease stating both partners' names as lessees, a joint bank account, or other similar documentation.
13. Each of us understands that, in addition to the eligibility requirements of the District for domestic partner coverage, there are terms and conditions and limitations of coverage and eligibility criteria set forth in the offered benefit plans themselves. We understand that we are also bound by the terms of these policies and agreements.
14. Each of us understands that under applicable federal and state tax law, District-provided benefits coverage of the non-employee domestic partner could result in imputed taxable income to the employee, subject to income tax withholding and applicable payroll taxes.
15. Each of us agrees that if there is any change of circumstances attested to in this affidavit, we will, within thirty (30) days of such change of circumstances, file an amendment of this affidavit. The non-employee domestic partner agrees that the employee domestic partner may terminate the domestic partner benefits unilaterally, at any time, irrespective of the view of the non-employee. If the employee-domestic partner executes such an option, the employee shall notify the non-employee domestic partner as soon as possible that his or her benefits have been terminated and it shall be the sole responsibility of that employee to make such notification.
16. Each of us understands that if either of us has made a false statement regarding his or her qualifications as a domestic partner or has failed to comply with the terms of the Affidavit, the District shall have the absolute right to terminate any and all of the domestic partner's benefits in accordance with the eligibility procedures specified in the health benefits plan. Additionally, if the District suffers any loss thereby, the District may bring a civil action against either or both of the domestic partners to recover its losses, including reasonable attorneys' fees and court costs.
17. Each of us understands and agrees that the District Administrator of any benefit plan at issue shall be the sole judge of determining whether we qualify as domestic partners.
18. Each of us declares under penalty of perjury under the laws of the State of California that the assertions in this Affidavit are true and correct.

\_\_\_\_\_  
Signature of Employee

\_\_\_\_\_  
Date of Birth

\_\_\_\_\_  
Signature of Non-Employee  
Domestic Partner

\_\_\_\_\_  
Date of Birth

State of California    )  
                                  ) ss.  
County of Santa Clara)

On this \_\_\_\_\_ day of \_\_\_\_\_,  
in the year \_\_\_\_\_, before me, \_\_\_\_\_,  
a Notary Public, State of California, duly  
commissioned and sworn, personally appeared  
\_\_\_\_\_ personally known to me (or  
proved to me on the basis of satisfactory evidence)  
to be the person(s) whose name(s) \_\_\_\_\_  
subscribed to the within instrument and  
acknowledged to me that \_\_\_\_\_ he \_\_\_\_\_ executed the  
same in his/her/their authorized capacity(ies), and  
that by his/her/their signature(s) on the instrument  
the person(s), or the entity upon behalf of which the  
person(s) acted, executed the instrument.

WITNESS my hand and official seal.

\_\_\_\_\_  
NOTARY PUBLIC, STATE OF CALIFORNIA  
My commission expires: \_\_\_\_\_

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# **APPENDIX M**

## ***Agency Education Form***

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**APPENDIX M**  
**AGENCY EDUCATION FORM**  
**(Article 37 – Contract Education)**  
Foothill-De Anza Community College District

Name of Contracting Agency \_\_\_\_\_

Contract year 20\_\_\_\_/20\_\_\_\_

Agency Contact Person: \_\_\_\_\_ Phone # \_\_\_\_\_

Responsible Administrator: \_\_\_\_\_ Ext. \_\_\_\_\_

Supervising Instructor: \_\_\_\_\_ Ext. \_\_\_\_\_

Program Title: \_\_\_\_\_ Date of Implementation: \_\_\_\_\_

Dollar Amount of Contract: \_\_\_\_\_

Is the Contract Scheduled for Board Approval? Yes \_\_\_\_\_ No \_\_\_\_\_ Proposed Date: \_\_\_\_\_

**Facilities**

Are facilities available on campus to support this program? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, why are they not being used for this program? (i.e., Are facilities available but they are currently being fully utilized?)

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If no, are specialized facilities required? Please describe:

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**Faculty**

Are there full-time faculty or part-time faculty with re-employment preference who are available and qualified to support this contract?

Yes \_\_\_\_\_ No \_\_\_\_\_

Name(s) of Division Dean(s) contacted: \_\_\_\_\_

Explain:

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What are the names of the faculty that are being provided by the agency to support this contract, and does the faculty member meet minimum qualifications for the discipline?

Faculty Name(s) \_\_\_\_\_ Highest Degree Held: \_\_\_\_\_ Min Quals. \_\_\_\_\_ Equiv.

\_\_\_\_\_

Faculty Name(s) \_\_\_\_\_ Highest Degree Held: \_\_\_\_\_ Min Quals. \_\_\_\_\_ Equiv.

\_\_\_\_\_

Faculty Name(s) \_\_\_\_\_ Highest Degree Held: \_\_\_\_\_ Min Quals. \_\_\_\_\_ Equiv.

\_\_\_\_\_

Faculty Name(s) \_\_\_\_\_ Highest Degree Held: \_\_\_\_\_ Min Quals. \_\_\_\_\_ Equiv.

\_\_\_\_\_

Faculty Name(s) \_\_\_\_\_ Highest Degree Held: \_\_\_\_\_ Min Quals. \_\_\_\_\_ Equiv.

\_\_\_\_\_

Comments: \_\_\_\_\_

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**Curriculum**

List the courses being offered under this contract:

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Have these courses been approved by the standard campus approval process?

Yes \_\_\_\_\_ No \_\_\_\_\_ Date: \_\_\_\_\_

Have these courses/programs been reviewed by division/department faculty?

Yes \_\_\_\_\_ No \_\_\_\_\_

How is the course being publicized to allow for open enrollment?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Support Services/Materials**

What support services/materials are required to offer this course/program?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Are these support services/materials available in the District? Explain.

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**Conclusion**

Which of the above criteria or additional criteria support the necessity/advisability of offering this program through Agency Education Contracts?

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Please complete this form and attach a copy of the contract, course syllabus, curriculum sheets and other information that would provide helpful information in any of the above areas.

Signature of Person Completing Form \_\_\_\_\_

Ext. \_\_\_\_\_ Date \_\_\_\_\_

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## **APPENDIX N**

**Appendix N1:** *Notice of Grievance  
(Sample Form)*

**Appendix N2:** *Grievance Flowchart*

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**APPENDIX N1**  
**NOTICE OF GRIEVANCE**  
**(Article 5 – Grievance Procedure)**  
Foothill-De Anza Community College District

Name: \_\_\_\_\_ Phone: Work \_\_\_\_\_

Address: \_\_\_\_\_ Home \_\_\_\_\_  
\_\_\_\_\_

College: \_\_\_\_\_

Full-Time Employee \_\_\_\_\_ Part-Time Employee \_\_\_\_\_

1. Specific provisions of the *Agreement* alleged to have been violated, misinterpreted, or misapplied:

2. Circumstance or action that resulted in the alleged violation, misinterpretation, or misapplication:

3. Date the action or circumstance occurred:

Date of discovery of that action or circumstance:

Campus or satellite center at which the action or circumstance occurred:

4. Remedy/remedies sought:

5. Representative if other than self: \_\_\_\_\_  
\_\_\_\_\_

Address: \_\_\_\_\_ Phone: \_\_\_\_\_

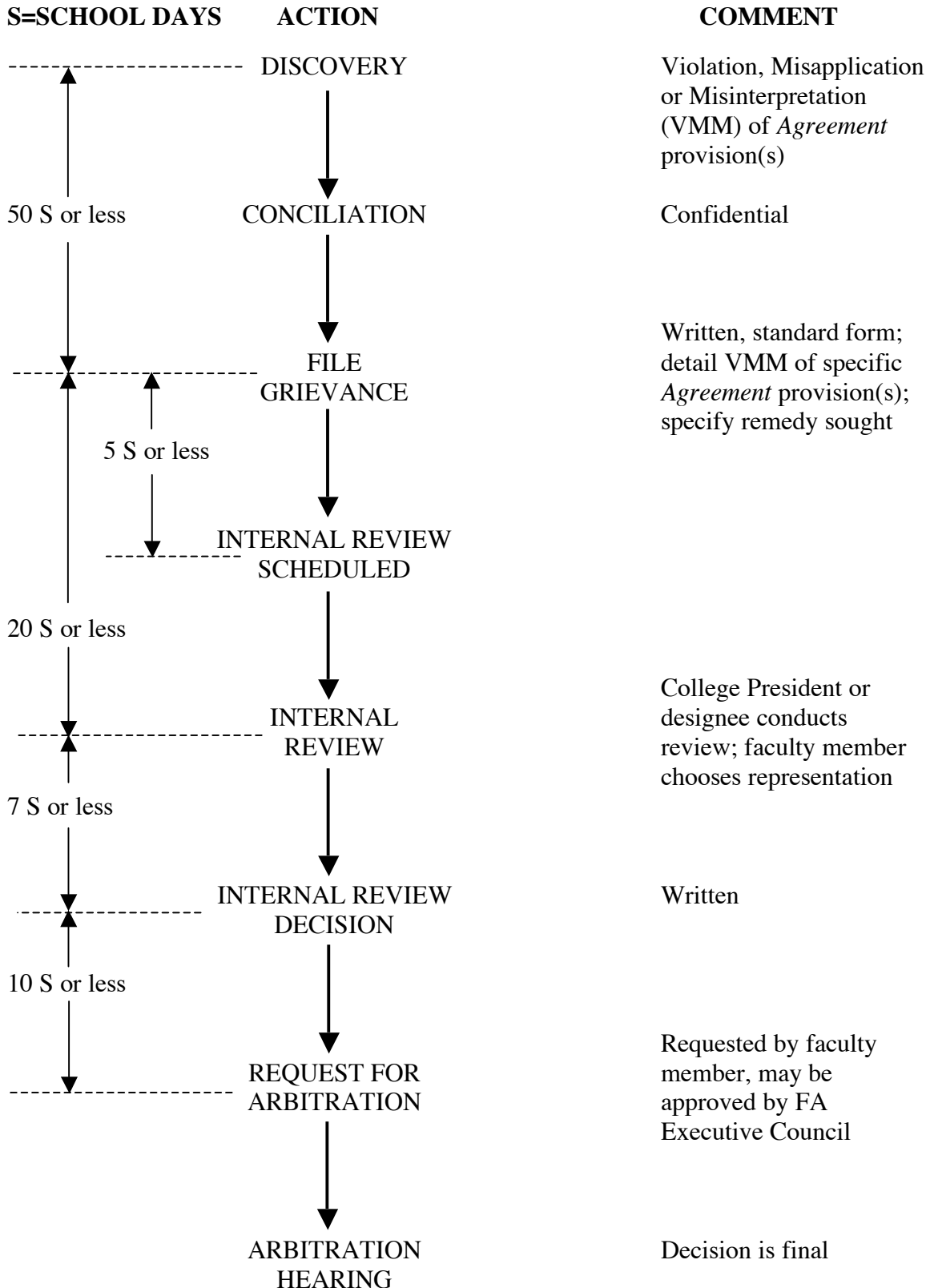
Date: \_\_\_\_\_ Signature: \_\_\_\_\_

Additional information or documents deemed relevant may be attached to this form.

Please note that this form must be received by the Vice Chancellor of Human Resources, with copies to the Faculty Association and your college President, within 50 school days after you discovered or reasonably could have discovered the circumstance or action giving rise to the grievance. If you have any questions about the grievance procedures, you may call the Faculty Association or the Vice Chancellor of Human Resources.

**APPENDIX N2  
GRIEVANCE FLOWCHART  
(Article 5 – Grievance Procedure)**

Foothill-De Anza Community College District



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# **APPENDIX O**

## ***Professional Growth Activities***

### ***Recording Forms***

- Appendix O1:**            ***Credit Coursework***
- Appendix O2:**            ***Conference, Workshop,  
Non-Credit Courses***
- Appendix O3:**            ***Professional Activities and  
Projects***
- 
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**APPENDIX 01**  
**PGA RECORDING FORM: CREDIT COURSEWORK**  
**(Appendices A, B, B.1, C, E, G, Article 38.4.1)**  
 Foothill-De Anza Community College District

**Use this form to file CREDIT COURSE WORK at an accredited college or university.**

**Faculty Member's Name:** \_\_\_\_\_ **Employee ID #:** \_\_\_\_\_

**Academic Year:** 20\_\_\_\_-20\_\_\_\_. Use a separate form for each academic year.

**Please note:**

- Upper division and graduate coursework *does not require* Division Dean approval.
- Lower division course work *requires* Division Dean approval. Prior approval advised.
- Each course must be documented with an *official transcript*. No photocopies or grade reports.

- Regular and contract faculty must file this form with the Campus Personnel Office by**
  - **June 1** for Step Advancement (see Appendix A or B) or for PAA (see Article 38). For coursework in progress, documentation verifying enrollment must be filed by June 1, but transcripts verifying completion can be filed as late as July 1. For continued Step Advancement, nine (9) quarter units of Professional Growth activity is required by the end of the fourth year of every four-year cycle. Annual filing is recommended.
  - **September 15** for Column Change (see Appendix A or B). To apply for a column change, file the official request form (available at the Campus Personnel Office) by June 30. Submit the completed Appendix O form(s) with appropriate documentation by September 15.
- Part-time faculty filing for Column Change (see Appendices B.1, C, E, G) must** 1) file this form with the appropriate administrator at least **one month prior** to the beginning of an academic quarter; and, 2) submit documentation to the Campus Personnel Office **prior to the start of the quarter.**

<u>College/University and Title of Course</u> (attach transcripts in the order of your list)	<u>Course</u> <u>Dates</u>	<u>Units</u>		<u>Transcript</u> <u>Attached</u>
		<u>Qtr.</u>	<u>Sem.</u>	

Total Units: \_\_\_\_\_

Faculty Member's Signature \_\_\_\_\_ Date \_\_\_\_\_

Dean's Signature \_\_\_\_\_ Date \_\_\_\_\_

**FOR OFFICIAL USE ONLY**

Number of units recorded \_\_\_\_\_ Recorded by \_\_\_\_\_ Date \_\_\_\_\_

A copy of this form is available online at <http://hr.fhda.edu/personnel/faculty> OR <http://fa.fhda.edu/agreement.htm>  
 Revised 3/08



**APPENDIX O2**  
**PGA RECORDING FORM: CONFERENCE, WORKSHOP, and NON-CREDIT COURSES**  
**(Appendices A, B, B.1, C, E, G, Article 38.4.1)**  
 Foothill-De Anza Community College District

**Use this form to file participation in or attendance at CONFERENCES, WORKSHOPS, and NON-CREDIT COURSES.**

**Faculty Member's Name:** \_\_\_\_\_ **Employee ID #:** \_\_\_\_\_

**Academic Year: 20** \_\_\_\_ **-20** \_\_\_\_ . Use a separate form for each academic year.

**Please note:**

- Each activity *requires* Division Dean approval. Prior approval is advised.
- Each activity requires documentation (conference brochure, agenda, etc.).
- Eighteen (18) hours of activity equals one quarter unit. Normally, a full conference day is credited as six hours unless otherwise documented. Conference presenters receive additional hours for preparation: at Foothill, 2 hours prep/hour of presentation; at De Anza, in accord with past practice.

**• Regular and contract faculty must file this form with the Campus Personnel Office by**

- **June 1** for **Step Advancement** (see Appendix A or B) or for PAA (see Article 38). For coursework in progress, documentation verifying enrollment must be filed by June 1, but transcripts verifying completion can be filed as late as July 1. For continued Step Advancement, nine (9) quarter units of Professional Growth activity is required by the end of the fourth year of every four-year cycle. Annual filing is recommended.
- **September 15** for **Column Change** (see Appendix A or B). To apply for a column change, file the official request form (available at the Campus Personnel Office) by June 30. Submit the completed Appendix O form(s) with appropriate documentation by September 15.

**• Part-time faculty filing for Column Change (see Appendices B.1, C, E, G) must** 1) file this form with the appropriate administrator at least **one month prior** to the beginning of an academic quarter; and, 2) submit documentation to the Campus Personnel Office **prior to the start of the quarter.**

<u>Title Conference, Workshop, Non-Credit Course</u> <u>(attach documentation in the order of your list)</u>	<u>Activity Dates</u>	<u>Hours</u>	<u>Documentation</u> <u>Attached</u>

Total Hours \_\_\_\_\_

Faculty Member's Signature \_\_\_\_\_ Date \_\_\_\_\_

Dean's Signature \_\_\_\_\_ Date \_\_\_\_\_

A copy of this form is available online at <http://hr.fhda.edu/personnel/faculty> OR <http://fa.fhda.edu/agreement.htm>  
 Revised 3/08

**APPENDIX O3**  
**PGA RECORDING FORM: PROFESSIONAL ACTIVITIES and PROJECTS**  
**(Appendices A/B 1.3 and Article 38.4.3)**  
 Foothill-De Anza Community College District

**Use this form to file PROFESSIONAL ACTIVITIES and PROJECTS including service on TENURE REVIEW COMMITTEES.**

**Faculty Member's Name:** \_\_\_\_\_ **Employee ID #:** \_\_\_\_\_

**Academic Year:** 20\_\_\_\_-20\_\_\_\_. Use a separate form for each academic year.

**Please note:**

- Each activity/project *requires* Division Dean approval. Faculty are advised to obtain approval prior to beginning the activity or project.
- Briefly summarize each professional activity. Hours of activity can be included on this form, but unit equivalents are determined by the PGA Committee at Foothill or the Dean of Academic Services at De Anza in accordance with past practice on the campus.
- **Normally, the maximum in this category for the four-year PGA/PAA cycle is 6 quarter units. However, 9 quarter units can be awarded if at least 3 units are earned through Tenure Review Committee service. If Tenure Review Committee is used for PGA units, it cannot be used as "special service" under Article 38.5.**
- Submit this category of PGA well before the June 1 deadline; faculty estimates of unit values may differ from those actually awarded.

• *The faculty member must file this form with the Campus Personnel Office by*

- **June 1** for Step Advancement (see Appendix A or B) or for PAA (see Article 38).
- **September 15** for Column Change (see Appendix A or B). To apply for a column change, file the official request form (available at the Campus Personnel Office) by June 30. Submit the completed Appendix O form(s) with appropriate documentation by September 15.

• For continued Step Advancement, nine (9) quarter units of Professional Growth activity is required by the end of the fourth year of every four-year cycle. Annual filing is recommended.

<u>Title of Professional Activity/Project</u> <small>(attach documentation/descriptions in the order of your list)</small>	<u>Activity Dates</u>	<u>Hours</u>	<u>Documentation Attached</u>

Faculty Member's Signature \_\_\_\_\_ Date \_\_\_\_\_

Dean's Signature \_\_\_\_\_ Date \_\_\_\_\_

FOR OFFICIAL USE ONLY

Number of units recorded \_\_\_\_\_ Recorded by \_\_\_\_\_ Date \_\_\_\_\_

A copy of this form is available online at <http://hr.fhda.edu/personnel/faculty> OR <http://fa.fhda.edu/agreement.htm>  
 Revised 3/08

### **Additional Information:**

1. *What kinds of activities and projects are applicable to this category (Appendices A/B 1.3 or Article 38.4.3) of professional growth activities? And, how are units assigned in this category?*  
Unit equivalents are determined by the PGA Committee at Foothill or De Anza in accordance with past practice on each campus. Hours expended do not determine the number of units granted. The following is meant as a general indicator of units granted in the past; the list is neither binding nor exhaustive, nor should it be considered as a guarantee of units that will be awarded. Publication of a major article in a professional journal: 1-3 quarter units, depending on the scope of the article. Publication of a textbook: a maximum of 6 quarter units depending on the scope of the work. A major artistic production or performance: 1 unit depending on the scope of the work. Many other activities can be considered, including but not limited to authoring workbooks, revision of textbooks, judging statewide or national competition in a discipline area, etc. Each activity will be weighed in relationship to past practice on the campus in granting units for the kind of activity submitted.
  
2. *How are units awarded for Tenure Review Committee service?*  
A Tenure Review Committee member earns 1 quarter unit for each Phase in the process for a maximum of 3 units per committee. A Tenure Review Committee Chair earns 2 quarter units for each Phase for a maximum of 6 units per committee. Phase III units are awarded at the end of the fourth year.  
  
Tenure Review Committee service used to earn PGA units cannot also be used as “special service” on the PAA application.
  
3. *How can I earn the full 9 quarter units of required PGA in this “activity/project” category?*  
A maximum of 9 quarter units can be awarded IF a minimum of 3 units are earned from service on Tenure Review Committees. See Appendices A/B 1.3 and Article 38.4.3.
  
4. *What is the difference between PGA and “special service”?*  
Professional Growth Activities (PGA) indicate some sort of “growth,” for example, taking a course, attending a conference or workshop, writing a book/manual, giving a performance or show of work, producing a “product” of some sort. Special service includes using skills/expertise in some way that serves the district, the college, the division or the department such as committee participation, department web liaison, serving on an advisory board, conducting a research study, etc. Generally, committee work within the District (other than service on Tenure Review Committee) cannot be credited as Professional Growth Activity.

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# **APPENDIX P**

## ***Professional Development Leave***

- Appendix P1:**    *Application Form*
- Appendix P2:**    *Request for Change*
- Appendix P3:**    *Leave Report*
- Appendix P4:**    *Eligibility and Return of  
Service*
- 
-

**APPENDIX P1**  
**APPLICATION FOR PROFESSIONAL DEVELOPMENT LEAVE**  
**(Article 17 – Professional Development Leaves)**  
Foothill-De Anza Community College District

**It is the faculty member's responsibility to submit this application in triplicate to Human Resource Services, no later than 4:30 p.m. October 15. Applications received on or before October 15 will be forwarded to the Professional Development Leave Committee for review and recommendation to the Board of Trustees. For details see Article 17 of the *Agreement* between the District and the Faculty Association.**

**(Please type or print clearly)**

Name: \_\_\_\_\_ **Extension:** \_\_\_\_\_

Date of first employment as a contract faculty employee: \_\_\_\_\_

Date of most recent Professional Development Leave: \_\_\_\_\_

Discipline or Service Area: \_\_\_\_\_ Campus: \_\_\_\_ FH \_\_\_\_ DA

Length of leave requested: \_\_\_\_\_ one quarter \_\_\_\_\_ two quarters \_\_\_\_\_ three quarters  
(See Section 17.2 of Article 17)

Quarters requested:      \_\_\_\_\_                      \_\_\_\_\_                      \_\_\_\_\_  
                                    Quarter/Year                      Quarter/Year                      Quarter/Year

NOTE:

I agree to render a period of service in the employ of the District following my return from this leave that is equal to at least twice the period of the leave as specified in Section 17.7 of Article 17 of the *Agreement* between the Board of Trustees and the Faculty Association and Education Code Section 87770.

If I decide to materially change my plan of study, research, or travel as described in this leave application, I will submit a Request for Change in Plan form (Appendix P2) to the Professional Development Leave Committee for approval as soon as possible but no later than the end of the second week of the quarter or, where verifiable extenuating circumstances exist, at the earliest date possible. [17.15]

I further agree to submit to the Professional Development Leave Committee within thirty days following my return from this completed leave a Leave Report (Appendix P3) that identifies the manner in which I accomplished the objectives of this leave and planned activities as described in this application or any approved revisions. [17.16]

Date: \_\_\_\_\_ Signature: \_\_\_\_\_

This application must be accompanied by a comment from your Division Dean or supervisor as specified in Section 17.11 of Article 17. See section VI below.

<p><b>NOTE:</b> Questions about completing this application may be directed to members of the Professional Development Leave Committee or faculty to whom leaves have been granted. Sample applications are available to review in the Teaching Resource Centers at both campuses.</p>
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Revised 11/07  
PDL Application

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**TEAR SHEET**

(To be returned to applicant as validation  
that this application was received)

This is to confirm that a Professional Development Leave Application was received from the  
faculty member listed below.

Name \_\_\_\_\_ Campus \_\_\_\_\_

Department \_\_\_\_\_ Date Received \_\_\_\_\_

Received by \_\_\_\_\_

Signature

**I. Objectives of Leave:**

Please list specific objectives that demonstrate that the leave will enhance your job performance and professional growth. [17.10.1]

**II. Details of Plan of Study, Research or Travel for Each Quarter of Leave Requested:**

Please list specific activities that will be completed to meet your stated objectives including specific courses (*specify the number of units and whether they are quarter or semester units*) and institutions, itinerary, outline of publication, etc. Include the anticipated calendar or timetable for carrying out the various activities. Use an additional sheet if necessary. [17.10.2]

**First Quarter of Leave:**

**Second Quarter of Leave**

**Third Quarter of Leave**



**III. Please state the means by which you will report or verify that the objectives of this leave have been achieved. [17.10.3]**

**IV. Specific Benefits of the Leave Plan to the Employee:**

Please state how the objectives and activities of this plan will enhance your job performance and professional growth. How does this plan relate to your profession, assignment or planned assignments? [17.13]

**V. Specific Benefits of Leave Plan to Students and District: [17.13.1]**

**VI. Division Dean's Comments:**

Please advise the Committee how the proposed leave plan will or will not benefit the District and its students. [17.11]

Date: \_\_\_\_\_ Signature: \_\_\_\_\_  
Division Dean

Date: \_\_\_\_\_ Signature: \_\_\_\_\_  
College President (if consulted)

Revised 11/07  
PDL Application

**APPENDIX P2**  
**REQUEST FOR CHANGE IN PROFESSIONAL DEVELOPMENT LEAVE PLAN**  
**(Article 17 – Professional Development Leaves)**  
Foothill-De Anza Community College District

In accordance with Article 17.15 of the *Agreement* between the District and the Faculty Association faculty employees on Professional Development leave who materially change their plan of study, research or travel must inform the Professional Development Leave Committee as soon as possible but no later than the end of the second week of the quarter or, where verifiable extenuating circumstances exist, at the earliest date possible. The Committee shall either approve or disapprove the amended plan. **In all circumstances, changes in the plan must continue to meet the stated objectives of the leave.**

Name \_\_\_\_\_

Department/Program \_\_\_\_\_ Campus: \_\_\_ FH \_\_\_ DA

**Dates of Approved Professional Development Leave:**

Quarter/Year                      Quarter/Year                      Quarter/Year

I request to make the following changes to my approved plan (complete one or both as necessary):

**1. Change Dates**

From: \_\_\_\_\_ To: \_\_\_\_\_  
            Quarter/Year                      Quarter/Year

Reason: \_\_\_\_\_

**2. Change Activities** (Attach additional information as needed)

Approved Activity:

\_\_\_\_\_

\_\_\_\_\_

New Activity:

\_\_\_\_\_

\_\_\_\_\_

How does the proposed activity support the objectives of the leave?

\_\_\_\_\_

\_\_\_\_\_

State the means by which you will report or verify that these activities will achieve the objectives of the leave:

\_\_\_\_\_

\_\_\_\_\_

Faculty Signature \_\_\_\_\_ Date: \_\_\_\_\_

Dean Signature \_\_\_\_\_ Date: \_\_\_\_\_

Committee Action: Approve \_\_\_\_\_ Disapprove \_\_\_\_\_ Date: \_\_\_\_\_

**APPENDIX P3**  
**PROFESSIONAL DEVELOPMENT LEAVE REPORT**  
**(Article 17 – Professional Development Leaves)**  
 Foothill-De Anza Community College District

In accordance with Article 17.16 of the *Agreement* between the District and the Faculty Association, within 30 days following return from the completed professional development leave each faculty employee must submit a report to the Professional Development Leave Committee with a copy to the Division Dean or appropriate administrator that identifies the manner in which the objectives of the leave were accomplished as described in the application and any amendments to the leave.

**This shall be the official form for compliance with Article 17.16.**  
 (Submit this form to Human Resources.)

Name: \_\_\_\_\_

Department/Program \_\_\_\_\_

Campus: \_\_\_ FH \_\_\_ DA

Dates of Professional Development Leave:

\_\_\_\_\_  
 Quarter/Year

\_\_\_\_\_  
 Quarter/Year

\_\_\_\_\_  
 Quarter/Year

Please restate the objectives and activities of the approved Professional Development Leave proposal and indicate how these objectives and activities were met.

**Objective/s**

**Verification/Completed Activity**

-----  
 Attach additional forms as necessary. Provide support materials/documentation to the Committee as needed.

\_\_\_\_\_  
 Faculty Signature

\_\_\_\_\_  
 Date

Committee Action: Approve \_\_\_\_\_ Disapprove \_\_\_\_\_

Date \_\_\_\_\_

**APPENDIX P4  
PROFESSIONAL DEVELOPMENT LEAVE ELIGIBILITY AND RETURN  
SERVICE**

**(Article 17 – Professional Development Leaves)  
Foothill-De Anza Community College District**

The Board and FA agree upon the following interpretation of the appropriate sections of Article 17 as noted.

1. Eligibility for subsequent leaves. Section 17.1.4: ". . . the intervening quarters may be counted toward eligibility for subsequent leaves" shall mean that all quarters of service in active employment status between the first quarter of the year in which the leave is granted and the final quarter of the year in which the leave is completed (17.2) shall be inclusive and fall within "intervening quarters." (Note examples below.)
  
2. Return service. Section 17.7: ". . . return service is credited on the load performed in active employment subsequent to each quarter of leave." This shall mean that when a PDL begins in the Winter or Spring quarter of the first academic year, the quarter(s) preceding the commencement of the leave shall not count as return service. If PDL is taken in Winter and/or Spring quarters, return service cannot be entirely completed during the three academic-year period of the leave, meaning that faculty shall be required to complete their return service in the subsequent academic year. (Note examples below.)

Faculty who reduce their contracts under Article 18 or any other reduced contract under Article 16.28 prior to completion of PDL return service shall be required to remain in active employment in the District for the number of quarters necessary to earn the load required for return service.

Example 1:

	<u>F</u>	<u>W</u>	<u>S</u>	<u>Eligibility</u> (17.1.4)	<u>Return Service</u> (17.7)
year 1	x	o	o	2	2
year 2	x	o	o	2	2
year 3	o	o	x	2	0
			total:	6	total: 4

Example 2:

	<u>F</u>	<u>W</u>	<u>S</u>	<u>Eligibility</u> (17.1.4)	<u>Return Service</u> (17.7)
year 1	o	o	x	2	0
year 2	o	o	x	2	2
year 3	o	o	x	2	2
			total:	6	total: 4

x = Quarter in which PDL is taken  
o = Active Employment

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# **APPENDIX Q**

## ***Grade Submission***



**APPENDIX Q**  
**GRADE SUBMISSION**  
Foothill-De Anza Community College District

**Policy**

The District and Faculty Association agree that grades must be turned in by 9:00 p.m. of the third work day after completion of the final examination period.

**Rationale**

Processing late grades is inefficient and costly because they must be individually scanned and special grade runs must be processed on the computer. But more importantly, the timely collection of grades is necessary for the following reasons:

- Students receive grades promptly.
- Student transcripts can be sent to transfer institutions and employers on a timely basis.
- Disqualified students can be notified prior to the start of a subsequent term.
- Repeats can be checked faster and more thoroughly. This eliminates incorrect dropping of students from courses in which they received substandard grades the first time.
- Admissions and Records personnel can work more efficiently and thus more economically.

**Non-compliance**

The following procedures will be implemented when an instructor's Final Grade Reports and attendance records are not received by the published deadline for any term including summer:

1. The first instance of unexcused failure to meet the deadline for turning in grades will initiate the issuance of a warning letter from the appropriate administrator to the faculty member and to his/her permanent file. This letter will outline the procedures if future grade deadlines are not met.
2. The second instance of unexcused failure within six terms of the first instance will result in the issuance of a letter of reprimand from the Board itself to the instructor and to his/her personnel file.
3. The third instance of unexcused failure within six terms of the second instance will result in a recommendation to the Board of Trustees that they commence proceedings to suspend the instructor without pay for two days. For temporary part-time faculty, a third occurrence will initiate the procedures set forth in Section 7.10 of the *Agreement* leading to the termination of re-employment preference with the College.
4. Any further instance reflects a chronic and severe condition that will result in added and potentially more severe disciplinary action, possibly leading to dismissal.



### **Extenuating Circumstances**

1. If a faculty member has an emergency related to his/her home or immediate family member or is ill, he/she shall notify the Division Dean in a timely fashion and be granted a reasonable extension. This notification shall preclude the implementation of steps 1 through 4 above.
2. If a faculty member is responsible for grades in a program which involves personnel who are not contract or regular faculty employees of the District and said personnel do not provide the contract or regular faculty employee with the information necessary to assign grades within the specified time period, the faculty member shall notify the Division Dean and a mutually agreeable time shall be established for the submission of grades. This notification shall preclude the implementation of steps 1 through 4 above.

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**APPENDIX R**

*Training/Retraining Stipend  
Application Form*

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**APPENDIX R**  
**APPLICATION FOR TRAINING/RETRAINING STIPEND**  
**(Article 35 – Training/Re-Training Stipend)**  
Foothill-De Anza Community College District

**(Please type or print clearly)**

**Note: It is the faculty member's responsibility to submit this application in triplicate to the Office of Human Resources. Applications received on or before the deadline (announced annually) will be forwarded to the Professional Development Leave Committee for review and recommendation to the Board of Trustees.**

For details see Article 35 of the *Agreement* between the District and the Faculty Association.

Name: \_\_\_\_\_

Division/department: \_\_\_\_\_ Campus: FH DA

Present teaching or service area: \_\_\_\_\_

Other teaching or service area(s) for which you are currently qualified by education and experience:  
\_\_\_\_\_

**Requests for funds can be made for the next academic year only. If the plan of study, work experience or training requires more than one year, a separate application must be submitted for each academic year.**

Purpose of stipend (35.5)

- \_\_\_\_\_ Meet minimum qualifications for a new discipline
- \_\_\_\_\_ Expand number of areas in which qualified and competent to perform services
- \_\_\_\_\_ Expand skills in current field

Is your current area of service overstaffed, suffering declining enrollment or other program changes that make retraining to another area advisable? \_\_\_Yes \_\_\_No Please explain.

\_\_\_\_\_  
I am a full-time faculty member of the District. I am participating in or have plans to begin participation in a program of study, work experience or training to expand the number of areas in which I am qualified to perform services for the District.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**Application for Training/Retraining Stipend**

1. Details of program of study, work experience or training.
  
  
  
  
  
  
  
  
  
  
2. How will this plan of study complete the requirements necessary for you to serve in this new or expanded area? Will additional study be required?
  
  
  
  
  
  
  
  
  
  
3. Stipend Request: (Please present detailed budget of expenses that will be covered by the stipend.)

**TOTAL AMOUNT OF STIPEND REQUESTED:\_\_\_\_\_**

4. Dean's Comments: (To be completed by Dean responsible for the area of study requested in this application.)
  - A. Does the application identify an existing and continuing program need? Can the applicant become qualified to meet the need through this proposed program of study? Please explain.
  
  
  
  
  
  
  
  
  
  
  - B. Does the curriculum and/or program currently exist?\_\_\_\_\_
  
  
  
  
  
  
  
  
  
  
  - If no, has the program received the necessary college, district, and state (if needed) authorization?\_\_\_\_\_

\_\_\_\_\_  
Signature of Dean

\_\_\_\_\_  
Date

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# APPENDIX S

## *Article 7 Sample Forms*

**Appendix S1:**    *Notification and Acceptance  
Letter (for Teaching Assignment)*

**Appendix S2:**    *Intent to Participate  
(Part-time Faculty Paid Office Hours  
Program)*

**Appendix S2.1:** *Intent to Participate  
(Apprenticeship Paid Office Hours  
Program)*

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**APPENDIX S1**  
**FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT**  
**NOTIFICATION AND ACCEPTANCE OF TEACHING ASSIGNMENT**  
**FOOTHILL/DE ANZA COLLEGE**

12345 El Monte Road, Los Altos Hills, CA 94022

NAME: \_\_\_\_\_

DATE: \_\_\_\_\_

In accordance with Education Code Section 87482.5 and Article 7 of the *Agreement* between the Foothill-De Anza Community College District and the Foothill-De Anza Faculty Association you have been assigned to teach the following during the Fall Quarter 20\_\_ – 20\_\_.

Course	Course Amount	Site	Days	Times	Start	End	Load Factor	Salary Sched.

Two copies of this contract are enclosed. Sign the original and return it to Part-time Payroll at Foothill or Budget and Personnel at De Anza as soon as possible but no later than (date). Keep the second copy for your records. Please note that:

- 1) ***Failure to return this contract shall result in the termination of re-employment preference (Article 7.8);***
- 2) If you are unable to accept the assignment or have a question regarding the terms and conditions of employment, contact the Division Dean immediately; and
- 3) The following terms and conditions of employment apply:
  - a. Employment is contingent upon the class being offered and upon adequate enrollment.
  - b. Adequate and detailed student attendance and grade records must be kept by the instructor. A roll sheet is provided for this purpose. The roll sheet is a permanent legal record to be filed with the Office of Admissions and Records no later than 5 days following the last day of the class.
  - c. This assignment ends on the last scheduled class day of the quarter.
  - d. You must provide verification of academic (official transcripts) and work experience as required to justify salary schedule placement. The District is not responsible for any expenses incurred by the instructor in providing this information or related information to verify minimum qualification or equivalency.
  - e. You are required to be finger printed per Board policy 4510.

***This employment contract is made subject to the laws of California and to the lawful rules of the Board of Trustees of the Foothill-De Anza Community College District. Said laws and rules are hereby made a part of the terms and conditions of this offer of employment, the same as though they had been expressly set forth herein.***

Acceptance/Acknowledgment

I have read and agreed to the employment conditions stated above. If the class is scheduled and if enrollment is sufficient for it to continue, I agree to teach the course(s) listed on this agreement.

***I understand that if I am overpaid for any reason, such as cancelled class(es) or unpaid leaves, the District Payroll Services Office will notify me of the overpayment and I hereby authorize the District to withhold from my pay check, amounts previously paid in error. If there are no wages in the two pay periods following the overpayment, I will return the overpayment, with a personal check within 60 days of the overpayment.***

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

**APPENDIX S2**  
**PAID OFFICE HOURS PROGRAM**  
**(Article 7 – Part-Time Faculty)**  
**Foothill-De Anza Community College District**  
**INTENT TO PARTICIPATE**

Please read in full the description of the Paid Office Hours program on the reverse of this sheet. If you are interested in participating in this voluntary program, follow the enrollment procedure described below. This form is the official document that sets forth the timelines and documentation necessary for enrollment in the office hours program. Please note the respective due dates. See reverse side for instructions.

Name (please print) \_\_\_\_\_ Quarter \_\_\_\_\_  
 Employee ID Number \_\_\_\_\_ Division \_\_\_\_\_  
 Department \_\_\_\_\_

**Step 1: Intention to Participate & Enrollment in the Program**

I hereby certify that I understand the terms and conditions of the Paid Office Hours Program as described in Article 7.15 of the Agreement between the District and the Faculty Association and elect to participate.

Faculty with on-campus assignments: I will maintain office hours at the time/place specified below.

Office Hour Location \_\_\_\_\_ Day (s) \_\_\_\_\_ Time \_\_\_\_\_

Distance learning/online faculty: I will provide student consultation through the method(s) specified below.

Physical presence office hours \_\_\_\_\_ Office Hour Location \_\_\_\_\_ Date(s) \_\_\_\_\_ Time \_\_\_\_\_

Online synchronous office hour(s) Day(s) \_\_\_\_\_ Time \_\_\_\_\_

Instant messaging or equivalent means

Instructor-student communication forums (bulletins, chat rooms etc.) built into course shell

Telephone contact.

Other assignments this quarter:

Foothill  Division/Dept. \_\_\_\_\_ De Anza  Division/Dept. \_\_\_\_\_

**Procedures and Timelines:**

1. Complete and return this form to the Division Dean by the first week of the quarter to ensure mutual agreement and prompt payroll processing. See reverse side, Step 1.
2. Make a copy of the completed form for your records.
3. If necessary, the Dean will contact you to discuss your office hour/student consultation plan.
4. Note that if your class cancels, you may not be eligible for the program.

Employee's Signature \_\_\_\_\_ Date \_\_\_\_\_

**Step 2: Verification of Eligibility and Authorization for Payment**

I hereby certify that the above part-time instructor qualifies for the Paid Office Hours Program and authorize payment.

Dean's Signature \_\_\_\_\_ Date \_\_\_\_\_

Comments: \_\_\_\_\_

Deans will complete this section and forward to the campus personnel office for processing. If the employee does not qualify for the program the Dean will notify the employee.

**Processing Payment**

**Campus Personnel Office/Assignments**

14- \_\_\_\_\_ -1445 Column: \_\_\_\_\_ Earnings Code: 023 Entered by: \_\_\_\_\_  
 Budget Code Step: \_\_\_\_\_ Hours: 12 Date: \_\_\_\_\_

## PAID OFFICE HOURS PROGRAM INFORMATION

The Foothill-De Anza Community College District has a Paid Office Hours Program for part-time faculty employees. You are eligible to participate **if** you are a part-time faculty employee **and** meet the criteria described below. If you have questions about your eligibility, please consult with your Division Dean or call the Faculty Association.

### DESCRIPTION OF THE PROGRAM (Article 7.15)

1. Part-time faculty employees teaching in the classroom or through distance learning with a quarterly load of at least one assignment are eligible to participate in the Paid Office Hours Program. An assignment is generally defined as “one course or the equivalent of 4 lecture hours, whichever is greater.” For further clarification, please refer to the *Agreement*, Article 7.6. Participation in the program is voluntary. Full-time faculty teaching overloads, non-teaching faculty, faculty teaching non-credit adult education and faculty teaching contract instruction are not eligible to participate.
2. Part-time faculty employees with on-campus assignments participating in this program shall establish and maintain a regular schedule of office hours. Appropriate locations may include, but are not limited to, division office, division lab, classroom, library, student council chambers, campus center, and, at the discretion of the individual regular or contract faculty, shared faculty offices.
3. Distance learning/online faculty and faculty teaching hybrid courses participating in this program shall provide for student consultation in one or more of the following ways: “physical presence” office hours (as described above), online synchronous office hours, instant messaging or equivalent means, email correspondence, telephone contact or instructor-student communication forums such as bulletin boards or chat rooms built into the course shell (for example, Etudes or Web CT). Faculty shall use professional discretion in determining the appropriate methods of consultation.
4. Faculty shall specify their office hours/methods of student consultation in the course description (greensheet).
5. Payment shall consist of one hour per week for each week of assignment during the quarter, paid in three equal payments, included in each regular pay period the faculty employee participates in the program. The appropriate column and step of Appendix G shall determine compensation.
6. This program is in effect during the regular academic year only. It excludes summer session.
7. *Participating faculty shall submit the “Intent to Participate” form to the Division Dean during the first week of the quarter in order to ensure mutual agreement and prompt payroll processing. See Step 1 below.*

### APPROVAL AND DOCUMENTATION PROCESS

#### Step 1: Electing Participation & Enrollment in the Program

*The Paid Office Hours Information and Intent to Participate Form* is mailed to part-time faculty along with the Notification and Acceptance of Teaching Assignment Form. Part-time employees who are eligible to participate and elect participation complete *Step 1* of the Intent to Participate Form including day(s), time(s) and location of office hour and submit it to the Dean during the first week of the quarter in order to ensure mutual agreement and prompt payroll processing. A form submitted in the second week of the quarter may result in a delay in compensation until the second regular pay period. The end of the second week of the quarter shall be the deadline for faculty to elect participation in the program. In cases where an assignment is made after the beginning of the quarter, this deadline shall be two weeks from the start of the assignment.

#### Step 2: Verifying Faculty Eligibility

The Dean shall: 1) verify the faculty employee’s eligibility; 2) complete Step 2 of the form and fill in the budget information; 3) forward the original form to the Campus Payroll Office no later than the 15<sup>th</sup> of the month for processing; and 4) retain a copy of the form in the Division Office. If the employee does not qualify, the Dean will notify the employee.

#### Step 3: Processing Payment

The Administrative Assistant on campus enters an assignment in HRS.



**APPENDIX S2.1**  
**PAID OFFICE HOURS PROGRAM**  
**(Article 7 - Part-time Faculty)**  
 Foothill-De Anza Community College District  
**APPRENTICESHIP PAID OFFICE HOUR PROGRAM**

**INTENT TO PARTICIPATE**

Please read in full the description of the Paid Office Hours program on the attached sheet. If you are interested in participating in this voluntary program, follow the enrollment procedure described below. This form is the official document that sets forth the timelines and documentation necessary for enrollment in the office hours program. Please note the respective due dates. See attached page for instructions.

**Step 1: Intention to Participate & Enrollment in the Program**

I hereby certify that I understand the terms and conditions of the Paid Office Hours Program as described in Article 7.15 of the Agreement between the District and the Faculty Association and elect to participate. I will maintain office hours at the time and place specified below. (Faculty are responsible for securing appropriate locations.)

\_\_\_\_\_  
 Name (please print)

\_\_\_\_\_  
 Employee ID Number

\_\_\_\_\_  
 Office Hour Location

\_\_\_\_\_  
 Day (s)

\_\_\_\_\_  
 Time

\_\_\_\_\_  
 Employee's Signature

\_\_\_\_\_  
 Date

**Due Date:** Faculty must complete this section and return the entire form to the Site Office the first week of instruction. See Program Information, Step 1. Before submitting this completed form, faculty should make a copy and retain it for their records. Please note that if your class cancels, you may not be eligible for the program.

Please list all Apprenticeship classes you are teaching this semester:

ex: APPR 131.01 \_\_\_\_\_

You are eligible for one paid office hour for each week that you teach. Please use the calendar below to mark each week of instruction in which you are in the classroom. For the purpose of this program, an office hour is defined as a "physical presence" office hour. The total number of office hours will be divided into two equal payments.

**AUGUST 2007**

S	M	T	W	R	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

**SEPTEMBER 2007**

S	M	T	W	R	F	S
N/A						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
N/A	30					

**OCTOBER 2007**

S	M	T	W	R	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30	31			

**NOVEMBER 2007**

S	M	T	W	R	F	S
N/A				1	2	3
4	5	6	7	8	9	10
11	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29	30	

**DECEMBER 2007**

S	M	T	W	R	F	S
N/A						1
2	3	4	5	6	7	8
9	10	11	12	13	14	15
16	17	18	19	20	21	22
23	24	25	26	27	28	29
30	31					

**JANUARY 2008**

S	M	T	W	R	F	S
N/A		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

**APPENDIX S2.1  
PAID OFFICE HOURS PROGRAM  
(Article 7 - Part-time Faculty)  
Foothill-De Anza Community College District  
APPRENTICESHIP PAID OFFICE HOUR PROGRAM**

**Step 2: Verification of Eligibility and Authorization for Payment**

I hereby certify that the above part-time instructor qualifies for the Paid Office Hours Program and authorize payment.

\_\_\_\_\_  
Site Supervisor's Signature

\_\_\_\_\_  
Date

Comments: \_\_\_\_\_  
\_\_\_\_\_

**Due Date:** Site Supervisor will complete this section and forward to the Campus Apprenticeship Office for processing no later than the 10<sup>th</sup> of the month. If the employee does not qualify for the program the Site Supervisor will notify the employee.

**Step 3: Campus Verification and Processing**

Campus Apprenticeship			Campus Payroll		
_____ Budget Code	_____ Load	_____ Hours	_____ Column/Step	_____ Earnings Code	_____ Initial/Date

## **PAID OFFICE HOURS PROGRAM INFORMATION APPRENTICESHIP INSTRUCTION**

The Foothill-De Anza Community College District has a Paid Office Hours Program for part-time faculty employees. You are eligible to participate **if** you are a part-time faculty employee **and** meet the criteria described below. If you have questions about your eligibility, please consult with your site supervisor or Campus Apprenticeship Office.

### **DESCRIPTION OF THE PROGRAM**

1. Part-time faculty employees who are Apprenticeship instructors with a load of at least one assignment are eligible to participate in the Paid Office Hours Program. An assignment for Apprenticeship faculty is generally defined as one course or the equivalent of 5 lecture-lab hours, whichever is greater. Participation in the program is voluntary.
2. Apprenticeship faculty participating in this program shall establish and maintain a regular schedule of office hours. For program purposes, an office hour is defined as a “physical presence” office hour.
3. Payment shall consist of one hour per week for each week of a faculty employee’s teaching assignment, paid in equal monthly payments for the duration of the assignment.
4. The appropriate column and step of Appendix G shall determine compensation.
5. This program is in effect during the regular academic year only. It excludes summer session.

The program is dependent upon the continuation of funding for AB301 whereby the state pays up to half of the District’s total cost so long as the amount claimed by all districts in the state does not exceed the funding provided in the state budget. If a change occurs in the State funding to the District for this program, either party may reopen negotiations on this program at any time by delivering a written request to reopen to the other party.

Apprenticeship faculty participating in the program shall establish a regular and appropriate location to hold office hours, which may include, but is not limited to, site offices and classrooms. Participating faculty shall submit to the Site Office the “Intent to Participate” form *during the first week of instruction in order to ensure mutual agreement and prompt payroll processing. See Step 1 below.*

### **APPROVAL AND DOCUMENTATION PROCESS**

#### **Step 1: Electing Participation & Enrollment in the Program**

*The Paid Office Hours Information and Intent to Participate Form* is mailed to part-time faculty along with the Notification and Acceptance of Teaching Assignment Form. Part-time employees who are eligible to participate and elect participation, complete *Step 1* of the Intent to Participate Form including day(s), time(s) and location of office hour and submit it to the Site Office during the first week of instruction. A form submitted in the second week may result in a delay in compensation until the second regular pay period. The end of the second week of instruction shall be the deadline for faculty to elect participation in the program. In cases of a late assignment, this deadline shall be two weeks from the start of the assignment.

#### **Step 2: Site Office Verification and Process**

The Site Office shall: 1) verify the faculty employee’s assignment(s) eligibility; 2) complete *Step 2* of the form; 3) forward the original form to the Campus Apprenticeship Office no later than the 10<sup>th</sup> of the month for processing; and 4) retain a copy of the form in the Site Office. If the employee does not qualify, the Site Supervisor will notify the employee.

Step 3: Campus Apprenticeship Office Verification and Process

The Campus Apprenticeship Office shall: 1) verify the faculty employee's eligibility; 2) calculate the number of office hours to be paid; 3) fill in the budget information; 4) forward the original form to Campus Payroll no later than the 15<sup>th</sup> of the month for processing. If the employee does not qualify, the Campus Apprenticeship Office will notify the Site Supervisor, who will then notify the employee.

Revised 3/08

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# **APPENDIX T**

## ***Family Medical Leave***

**Appendix T1:** ***Family Medical Leave Act  
California Family Rights Act***

**Appendix T2:** ***Application Form***

**Appendix T3:** ***Medical Certification Form***

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**APPENDIX T1  
FAMILY MEDICAL LEAVE ACT  
CALIFORNIA FAMILY RIGHTS ACT**

FOOTHILL-DE ANZA COMMUNITY COLLEGE DISTRICT  
Board of Trustees, Policy 4205, Approved September, 1995, Revised April, 2002

**POLICY:**

In compliance with the Family Medical Leave Act (FMLA) and the California Family Rights Act, eligible District employees may take unpaid leave of up to 12 weeks for qualified medical and family reasons. The purpose of the Family Medical Leave Act is to provide employees reasonable leave to care for an eligible family member, or the employee himself or herself, in the event of a serious medical condition, or to enable the employee to care for a child within one year of the child's adoption or receipt into foster care. While on leave, employees are entitled to District paid benefits.

**NOTE:**

Family Medical Leave runs concurrently with other applicable leaves. This means that the leave is granted only to ensure a total of 12 weeks of leave with benefits for certain qualifying events (see below). For example, if an employee has paid personal necessity leave of one week available, the Family Medical Leave will be for an additional 11 weeks, making a total of 12 weeks of leave in any 12 month period.

**ELIGIBILITY:**

*Full-time or part-time employees are eligible for this leave who have been employed for more than 12 months with the District and have worked at least 1,250 hours in the 12-month period prior to the date the leave begins.*

**QUALIFYING EVENTS FOR PURPOSE OF FAMILY MEDICAL LEAVE:**

The conditions for which Family Medical Leave may be taken are:

1. birth or adoption of a child, or the receipt of a child into foster care, within one year of such birth or placement, or
2. the employee's own serious health condition that makes the employee unable to work at all or unable to perform essential job functions, or
3. a serious health condition of an employee's child, spouse, parent or member of the immediate household, which requires the employee to care for the family member.

A serious health condition means an illness, injury, impairment, or physical or mental condition which involves either inpatient care or continuing treatment or supervision by a health care provider.

**ELIGIBLE CHILD:**

An eligible child is defined as:

1. a biological, adopted or foster child under the age of 18, or
2. an adult dependent child over the age of 18 who is incapable of self-help due to a mental or physical disability, or

3. a child under 18 who is treated as the employee's child or for whom the employee has been "in loco parentis."

**APPLICATION FOR LEAVE:**

A request for Family Medical Leave must be made in writing by completing the Family Medical Leave application form. The application must be submitted to the employee's administrator and then forwarded to the Office of Human Resources at least thirty days before the requested start of the leave unless the reason for the leave is due to an emergency, in which case the request must be made immediately. The completed application must state the reason for the leave and the beginning and ending dates of the leave.

**CONDITIONS OF LEAVE:**

1. An employee who requests medical leave for his or her own serious health condition is required to use all accrued paid leave, including vacation time, sick leave and extended sick leave if applicable concurrently with the Family Medical Leave Act leave. Because Family Medical Leave is limited to twelve work weeks, it is unlikely that an employee will run out of extended sick leave within the duration of this leave.
2. An employee who requests Family Medical Leave to care for his or her spouse, child, parent or member of the immediate household with a serious medical condition must first use all available paid leave, including vacation time and personal necessity and then sick leave to the extent allowed in the employee's relevant bargaining unit agreement for care of family members. At the exhaustion of all paid leaves, the remainder of the leave - up to a maximum of twelve weeks - will be unpaid.
3. Leave taken because of the serious health condition of an employee, spouse, child, parent or member of the immediate household may be taken intermittently or on a reduced medical schedule when medically necessary. Leave may be counted in full or partial days or full or partial weeks. Such intermittent or reduced time schedule leave may require the employee to transfer temporarily to another position. Leave taken because of the birth or placement of a child may not be taken intermittently or on a reduced schedule leave unless expressly approved by the Director of Human Resources.
4. While in unpaid status under Family Medical Leave, an employee will not accrue additional benefits such as sick leave, vacation, or seniority. However, Family Medical Leave is counted as active work status for the purposes of pension vesting or eligibility in pension plans.
5. If both a husband and wife work for the District, their leave is limited to a combination of twelve weeks for the qualifying event of a birth, adoption, or foster care placement.

**MEDICAL CERTIFICATION STATEMENT:**

An application for leave based on the serious health condition of the employee or the employee's spouse, child, parent or member of the immediate household must be accompanied by a Medical Certification Statement completed by a health care provider. The certification must state the date on which the health condition commenced, the probable duration of the condition, and the appropriate medical facts regarding the condition. If leave is for the care of a family member, it should also estimate the amount of time that the employee will be needed to care for the patient. If leave is for the

employees own health condition, certification should also state that the employee is unable to perform the functions of his or her own position. The District may require the employee to obtain a second medical opinion at District expense. If the two medical opinions conflict, the opinion of a third medical provider, approved jointly by the employee and the District, may be required at District expense, and the third opinion will be final and binding. If additional leave is requested beyond the period stated in the certification, the District may require re-certification in accordance with these procedures.

**RETURN FROM OR FAILURE TO RETURN FROM LEAVE:**

The employee is expected to return to work on the date stated in the application for leave. If the employee wishes to return earlier, both the employee's administrator and the office of Human Resources should be notified at least 5 days before the employee's planned return. Failure to return from leave without notification may be construed as an abandonment of the employee's position. The District will require a certification that the employee is physically able to return to work upon return from leave due to the employee's own serious health condition. However, if an employee returning from Family Medical Leave due to his or her own serious medical condition is unable to perform the essential functions of his or her job because of a physical or mental condition, the American's with Disabilities Act may govern.

**REINSTATEMENT RIGHTS:**

Unless considered a "key" employee, an employee on Family Medical Leave is entitled to be returned to the same position held prior to the leave, if still available, or to a comparable position with equivalent pay, benefits, if applicable, and other terms and conditions of employment, subject to provisions of the contract with the relevant bargaining unit. A "key" employee is one who is among the highest paid 10% of the district's employees whose reinstatement would cause substantial economic injury to the district's operations. An employee on Family Medical Leave will not suffer the loss of any other employment benefit that the employee earned or was entitled to before using the leave.

**HEALTHCARE BENEFITS (if applicable):**

District paid benefits will continue during the period of Family Medical Leave. If the employee does not return from leave for a reason other than continuation or recurrence of the serious health condition that entitled the employee to leave in the first place and employment is terminated, the District can recover the cost of the health care premiums from the employee.

**COORDINATION WITH PREGNANCY DISABILITY LEAVE:**

Family Medical Leave is separate and distinct from disability leave for pregnant employees. Pregnant employees may be entitled to a disability leave in addition to the Family Medical Leave. An eligible employee may be entitled to take a pregnancy disability leave of up to four months and a Family Medical Leave of up to twelve weeks for a combination of approximately seven months.

**REFERENCE:**

The Family Medical Leave Act became effective on August 5, 1993. The California Family Rights Act was amended by AB 1460 to conform the state law to the federal Family Medical Leave Act. These amendments were effective on October 5, 1993.



**APPENDIX T2**  
**APPLICATION FOR FAMILY MEDICAL LEAVE**  
Foothill-De Anza Community College District

NAME: \_\_\_\_\_ DIVISION: \_\_\_\_\_

EMPLOYEE ID#: \_\_\_\_\_ CAMPUS: \_\_\_\_\_

Beginning Date of Leave: \_\_\_\_\_ Ending Date of Leave: \_\_\_\_\_

Reason for Leave (check one):

- \_\_\_\_\_ a) birth or adoption of a child, or the receipt of a child into foster care, within one year of such birth or placement, or
- \_\_\_\_\_ b) the employee's own serious health condition that makes it impossible to perform essential job functions, or
- \_\_\_\_\_ c) a serious health condition of an employee's eligible child, spouse, parent or member of the immediate household, which requires the employee to care for the family member.

Explanation (if necessary): \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

A leave request based on an employee's serious health condition or the serious health condition of an employee's spouse, child, parent or member of the immediate household must be accompanied by a verifying medical certification from a physician.

I hereby authorize the Foothill-De Anza Community College District, Office of Human Resources to contact my physician to verify the reason for my requested leave or for any other information concerning my requested Family Medical Leave.

I concur with the terms and conditions of the leave and understand that it will be my obligation to return to District employment on the working day following the ending date of the leave. I am aware that failure to return from leave may be construed as abandonment of my position.

\_\_\_\_\_  
Signature of Employee Date

APPROVED BY:

\_\_\_\_\_  
Administrator Director of Human Resources

\_\_\_\_\_  
Date Date

**APPENDIX T3**  
**MEDICAL CERTIFICATION STATEMENT**  
Foothill-De Anza Community College District

Name of Employee: \_\_\_\_\_

Is this Certification for the Employee \_\_\_\_\_ or for ill family member \_\_\_\_\_

Name of ill Family Member (patient): \_\_\_\_\_

Date Condition Began: \_\_\_\_\_

Date Condition Ended (or is expected to end): \_\_\_\_\_

Medical facts regarding the condition: \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Explanation of extent to which employee is needed to care for ill family member: (if applicable)

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Explanation of extent to which employee is unable to perform the functions of his or her job:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Health Care Provider Signature: \_\_\_\_\_

Print Name: \_\_\_\_\_

Date: \_\_\_\_\_ Office Phone Number: \_\_\_\_\_

.....

**Medical Release:**  
I authorize the release of any medical information  
necessary to process the above request.

Patient's Signature: \_\_\_\_\_ Date: \_\_\_\_\_

Print Name \_\_\_\_\_

**Please return this form to Foothill-De Anza Community College District, Office of Human  
Resources, 12345 El Monte Road, Los Altos Hills, CA 94022.**

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# **APPENDIX U**

## ***Article 19 Retirement Incentive Program***

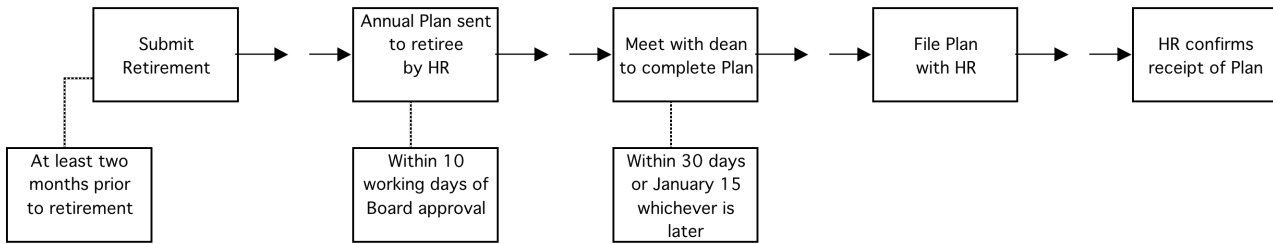
### ***Flowchart***

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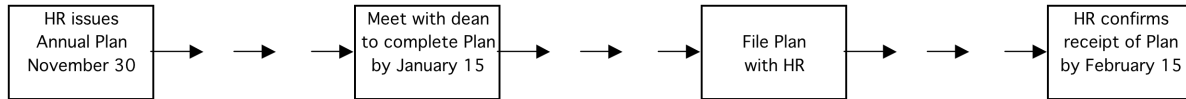
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**APPENDIX U**  
**RETIREMENT INCENTIVE FLOWCHART**  
 (ARTICLE 19 – RETIREMENT INCENTIVE PROGRAM)  
 Foothill-De Anza Community College

PRIOR TO INITIAL YEAR OF PARTICIPATION



SUBSEQUENT YEARS OF PARTICIPATION



**APPENDIX U**  
**ARTICLE 19 FLOWCHART**  
**(Article 19 - Retirement Incentive Program)**  
 Foothill-De Anza Community College District

Prior to Initial Year of Participation		Second and Subsequent Years of Participation
<ul style="list-style-type: none"> <li>• At least two months prior to retirement, submit a written request to the College President with a copy to the Dean</li> </ul>		
<ul style="list-style-type: none"> <li>• Within 10 working days of Board approval, the faculty employee is sent an Article 19 Annual Plan</li> </ul>		<ul style="list-style-type: none"> <li>• On or before November 30 the Human Resources Office shall issue a copy of the Annual Plan to each continuing participant</li> </ul>
<ul style="list-style-type: none"> <li>• Within 30 days of receipt of the Plan from Human Resources or January 15, whichever is later, the faculty employee shall meet with Division Dean or appropriate administrator to complete the Plan. The faculty employee is responsible for filing the completed plan with the Human Resources Office</li> </ul>		<ul style="list-style-type: none"> <li>• On or before January 15 preceding the academic year in which the services will be rendered, the faculty employee shall consult with his or her dean or appropriate administrator to complete and sign the Article 19 Annual Plan. The faculty member shall be responsible for forwarding the Plan to the appropriate Vice President for signature and for filing the Plan with Human Resources</li> </ul>
		<ul style="list-style-type: none"> <li>• On or before February 15, the Human Resources Office shall confirm receipt of the Article 19 Plan</li> </ul>

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# **APPENDIX V**

## *Concurrent Sections*

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**APPENDIX V**  
**CONCURRENT SECTIONS**  
**(Article 7 – Part-Time Faculty, Article 9 – Load, Article 26 – Summer Sessions)**  
Foothill-De Anza Community College District

**PURPOSE**

This Appendix shall serve to regularize and codify assignment, load credit, and compensation for classes variously known as “double/triple load,” “double/triple load credit,” and “large/oversize class,” terms that do not appear in the *Agreement*. The term “concurrent sections” shall be used to describe these classes.

Concurrent sections are designed to maximize program productivity and efficient use of campus facilities and instructional staff by “bundling” assignments offered at a particular time (traditional delivery) and/or by a particular faculty member.

Effective Fall quarter 2008, this Appendix shall apply to courses previously offered as “double/triple load,” “double/triple load credit,” and “large/oversize classes,” and listed on Attachment A. A request for any addition to Attachment A shall require the department faculty and dean of the division to provide written rationale verifying the pedagogical soundness of such an offering to the Vice President of Instruction for approval. The Vice President shall forward any such approval to the chief negotiators for the Faculty Association and the District for inclusion on the list.

The District, the Faculty Association and faculty employees who request and/or accept assignment to concurrent sections acknowledge that concurrent sections operate on a *risk/return basis*. This means that faculty employees who accept assignment to a concurrent section *risk* the possibility that they may teach additional students without additional compensation in *return* for a reduced number of student contact hours (since the multiple assignments in a concurrent section meet simultaneously).

**DEFINITIONS AND MAXIMUM CLASS SIZE**

A concurrent section is either a double section or a triple section scheduled and assigned as an aggregate.

A double section is defined as two assignments: an initial assignment and a second assignment. The maximum class size for a double section shall be established at twice the maximum class size for the course.

A triple section is defined as three assignments: an initial assignment and two additional assignments. The maximum class size for a triple section shall be established at triple the maximum class size for the course.

Assignment to a concurrent section shall be made in “whole” assignments; i.e., no “half” assignments shall be made.

The appropriate seat counts for concurrent sections, shall be used during the registration period either as specified above or, if offered through distance learning delivery, in accordance with the Memorandum of Understanding dated February 2008.

## **ANNUAL LOAD ASSIGNMENTS**

For regular and contract faculty employees, scheduling shall follow the provisions of Article 10.4 when the concurrent sections are assigned entirely as annual load. For purposes of crediting concurrent sections toward annual load, faculty employees shall comply with the provisions of Article 9.4.2 and then the official enrollment shall be determined either after the second meeting of the class or at 11:59 PM of the fifth instructional day of the quarter, whichever occurs later. The threshold for a double or a triple section shall be at 90% of the maximum class size defined above.

## **ARTICLE 7 ASSIGNMENTS**

### **Scheduling:**

When the first assignment of a concurrent section is made as part of full annual load and the second/third assignment is made under Article 7, the Board may employ a regular or contract faculty member with reemployment preference without regard to his or her seniority on the reemployment preference list.

When concurrent sections are assigned entirely under Article 7, seniority on the reemployment preference list shall apply and the concurrent sections in their entirety shall be distributed on the first pass through the list; i.e., the second/third assignment shall not be subject to the distribution procedures for assignments specified in Article 7.6. However, each section shall be considered as an "assignment" for the purpose of further passes through the reemployment preference list. This means that a faculty employee assigned a double section shall be ineligible for an additional assignment on the second pass through the reemployment preference list; a faculty employee assigned a triple section shall be ineligible for an additional assignment on the second and third passes through the reemployment preference list. Each section of a concurrent section shall be counted as an assignment and offered consistent with 60% load limitations and Article 7.12.

A concurrent section shall not be assigned to a part-time temporary faculty member without reemployment preference unless no faculty member with reemployment preference who is qualified for the assignment is able to accept the assignment.

### **Census Date:**

Official enrollment for Article 7 concurrent sections shall be determined by the number of students enrolled on the third Monday of the quarter at 12:01 AM.

### **Load Credit and Compensation:**

Load credit and, if appropriate, additional compensation for Article 7 concurrent sections shall be determined in accordance with the following:

If the official enrollment is at least 90 percent of twice the maximum class size, the faculty employee shall be compensated/credited for two assignments as scheduled. In cases where the official enrollment fails to meet this threshold but is at least 1.5 times the maximum class size, the faculty employee shall be paid for one assignment plus a large class stipend (LCS) equal to 50% of the compensation for one assignment. The LCS shall not be applicable to the 60 percent load limitation for part-time faculty employees.

If the official enrollment is at least 90 percent of triple the maximum class size, the faculty employee shall be credited with three assignments as scheduled. In cases where the official enrollment fails to meet this threshold but is at least 2.5 times the maximum class size, the faculty employee shall be paid for two assignments plus a large class



stipend (LCS) equal to 50% of the compensation for one assignment. The LCS shall not be applicable to the 60 percent load limitation for part-time faculty employees.

#### **ARTICLE 26 ASSIGNMENTS**

Scheduling of concurrent sections during summer session shall follow the normal process specified in Article 26. Official enrollment for Article 26 concurrent sections shall be determined by the number of students enrolled on the second Tuesday at 12:01 A.M. Concurrent sections assigned during summer session shall be paid in accordance with Article 26.4 (70 percent of the regular faculty salary schedule, Appendix A) and the thresholds and LCS formulas specified directly above.

#### **ATTACHMENT A**

(Current list on file at Human Resources and the Faculty Association.)

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**MEMORANDA  
OF  
UNDERSTANDING**

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## MEMORANDUM OF UNDERSTANDING

### **Article 1-General Provisions**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The "District" and "FA" agree that the assignment of teaching duties to Academic Administrators is subject to the terms of collective bargaining and the conditions stated herein:

1. The Academic Administrators listed on Attachment A may teach up to fifty percent (50%) of an annual full-time teaching load per academic year in their division/program or in a discipline/program in which they previously taught in the District, as part of their management assignment. Changes in title to the positions on this list do not affect the terms of this Memorandum of Understanding;
2. The Academic Administrators listed on Attachment B may teach one assignment per academic year as part of their management assignment. Changes in title to the positions on this list do not affect the terms of this Memorandum of Understanding;
3. An Academic Administrator listed on Attachment A or B may teach one assignment per academic quarter for extra compensation under the following provisions:
  - a) All part-time faculty employees with reemployment preference have been offered the number of assignments for which they were eligible;
  - b) The hours of the assignment are scheduled outside the administrator's regularly scheduled work-day unless extenuating circumstances exist. Such circumstances include lack of available personnel to staff the assignment and/or last-minute scheduling changes or other emergency staffing situations;
  - c) The administrator shall be paid an amount equivalent to what their placement would otherwise be as a temporary part-time employee under the guidelines of Appendices C or E, as appropriate;
  - d) With the exception of administrators who have taught in the District in the past three years, administrators who wish to teach for extra compensation must apply and be hired through the hiring process for part-time faculty; and,
  - e) In any one quarter of the regular academic year, the total number of assignments within the District taught by administrators for extra compensation shall not exceed three.
4. During the summer session, Academic Administrators listed on Attachment A may be eligible for a teaching assignment if (a) all faculty eligible under Article 26.1 have received summer session assignments, and (b) no faculty member is available for the assignment. Such an assignment may not be taught as part of the administrator's annual load. The total number of summer assignments taught for extra compensation within the District taught by administrators during summer session shall not exceed three.

5. Academic Administrators who receive teaching assignments under the provisions of this Memorandum of Understanding shall undergo evaluation procedures equivalent to those set forth in Article 6, sections 6.2, 6.3, and 6.4, and 6.5, as appropriate to a "temporary" faculty employee;
6. Administrators are not members of the FA bargaining unit, and as such, have none of the rights or privileges under Article 7, including reemployment preference, as do members of the bargaining unit;
7. The District agrees to forward to the FA, during the fourth week of each quarter, a list of all administrators who have received a teaching assignment for that quarter and specifying whether or not the assignment is part of the management duties. In addition, during the second week of summer session, the District agrees to forward a list of all administrators who have received a teaching assignment for extra compensation during the summer session.
8. This Memorandum of Understanding shall remain in force until June 30, 2004 and may be extended by mutual agreement.

Dated: February 14, 2002

ATTACHMENT "A"

*Foothill College*

Dean, Physical Sciences, Math & Engineering  
Dean, Language Arts  
Dean, Fine Arts and Communication  
Dean, Business and Social Sciences  
Dean, Computers, Technology, Information Systems  
Dean, Physical Education and Human Performance  
Dean, Biological and Health Sciences  
Dean, Counseling and Student Services  
Dean, Adaptive Learning and Disabled Services  
Dean, Foothill Global Access  
Dean, Student Affairs and Activities  
Dean, Faculty and Staff

*De Anza College*

Dean, Physical Sciences, Math & Engineering  
Dean, Language Arts  
Dean, Creative Arts  
Dean, Business/Computer Systems  
Dean, Social Sciences and Humanities  
Dean, Physical Education & Athletics  
Dean, Biological, Health, and Environmental Sciences  
Dean, Counseling and Matriculation  
Dean, Special Education and Applied Technology  
Dean, Academic Services  
Dean, Intercultural/International Studies  
Dean, Child Development and Education  
Dean, Community Education and Older Adult Studies  
Dean, Library Services  
Dean, Student Development/EOPS

ATTACHMENT "B"

Foothill College

Vice President, Educational Resources and Instruction

Vice President, Institutional Research and Instruction

Vice President, Student Development and Instruction

Vice President, Technology and Instruction

President

De Anza College

Vice President, Student Services

Vice President, Instruction

President

District

Vice Chancellor, Human Resources and Equal Opportunity

Chancellor

## MEMORANDUM OF UNDERSTANDING

### **Article 7-Part-Time Faculty**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

This MOU serves to amend the COOP Faculty MOU dated June 30, 1999. The parties agree to implement reemployment preference in the COOP programs at Foothill and De Anza in the following way:

1. One assignment shall consist of a section of 20 students.
2. Part-time faculty may receive more than one assignment if sufficient numbers of students are available, per Article 7.6.
3. In order to receive an assignment, the part-time faculty member must be "qualified" for the assignment, per the definition in the final section of Article 7.2.
4. A part-time faculty employee may refuse an assignment due to extenuating circumstances (such as, for example, distant geographical location or duty times scheduled outside of the normal work day or work week). If a faculty employee declines an assignment due to these circumstances, the decline shall not result in the termination of reemployment preference per Article 7.8.2.2.
5. Faculty-recruited students shall be assigned to the faculty employee who recruited them for the quarter of their initial enrollment in the program, provided that the faculty employee's number of assignments shall not exceed the 60 percent load limitation.
6. Unless they request otherwise, "returning students" shall be reassigned to their instructor from the prior quarter. These "returning students" shall be counted as part of the instructor's load for the quarter.
7. "New students"—students who are entering the program for the first time and have been recruited by the program director--shall be allocated according to the following provisions:
  - a) The scheduler shall start at the top of the reemployment preference list. If the part-time faculty employee does not have a sufficient number of returning students to constitute a section (20), that faculty employee shall be assigned sufficient new students to provide him or her with one full assignment (20 students). If the faculty employee already has the equivalent of one assignment (20 students), the scheduler will not assign additional students on this pass.
  - b) The scheduler shall move through the reemployment preference list, from the most senior to the least senior, assigning students in the same fashion as described above.

- c) If sufficient numbers of students exist, the scheduler will make a second pass through the reemployment preference list, offering a second assignment (20 students) to each faculty member who does not already have 40 students.
  - d) This process shall continue until all of the students have been assigned, or until all of the faculty have reached their 60 percent load limit.
  - e) Faculty with returning students shall not receive new students until they are eligible to do so in accord with their position on the reemployment preference list.
  - f) A part-time faculty member with reemployment preference shall be offered assignments before any part-time faculty member without reemployment preference is offered assignments, provided the part-time faculty member is qualified for the assignments.
8. Because of the “faculty-recruited students” provision (#5 above) and the “returning students” provision (#6 above), in some situations, faculty with less reemployment preference may have more assignments (more students) than faculty with greater reemployment preference.
  9. Should there be a severe decline in available assignments (defined as fewer students enrolled in the program than is necessary to provide one assignment to each COOP faculty member with reemployment preference), after notification to FA, the “returning students” provision shall be modified, and each faculty member, in order of his or her position on the reemployment preference list, shall be offered at least one assignment, drawn from the pool of students available through program-recruitment and returning status. However, should a faculty member recruit new students, those students shall be assigned to him or her during the quarter of their initial enrollment in the program.
  10. The implementation of reemployment preference described above is particular to the COOP program only and shall not be precedent-setting.

All of the other terms and conditions of the MOU dated June 30, 1999 in regards to compensation, assignment, adding/dropping students, partial assignments, the 60% rule, load monitoring, eighteen week classes, and summer assignments shall remain unchanged.

Both the District and the Faculty Association agree to monitor the effect of this change in interpretation of reemployment preference for COOP faculty and reserve the right to reopen renegotiations on any and all of the COOP issues by the end of the 1999-2000 academic year.

Dated: November 17, 1999



## MEMORANDUM OF UNDERSTANDING

### **Article 7-Part-Time Faculty**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The parties agree that effective September 16, 1999, the following terms and conditions of employment shall apply for Cooperative Education Faculty (COOP Faculty) in the Foothill-De Anza Community College District:

**Compensation:** COOP Faculty shall be compensated in accordance with *Appendix G, Part-Time Hourly Salary Schedule (For Non-Teaching Assignments)*.

**Assignments:** An assignment for a COOP faculty employee shall be composed of one section of COOP Education. Each section shall have 20 students and the COOP faculty employee shall meet with each student for 2 hours. Thus, one section (20 students) shall constitute a total of 40 hours of paid employment for the quarter (or 3.43 hours/week for a 11.67 week quarter), regardless of added/dropped students.

**Adding/Dropping Students:** Notwithstanding Article 9.4, COOP faculty shall add students (up to the maximum class size of 20) to their sections to replace "no-show" students and/or dropped students until the end of the third week of the quarter. After that date, COOP faculty shall have sole discretion in adding students to their classes.

**Partial Assignments:** Nevertheless, if there are fewer than 20 students available after all the sections have been assigned, those remaining students shall constitute a section and compensation shall be adjusted in proportion to the actual enrollment.

In addition, a COOP faculty employee may request a partial assignment of no fewer than 5 students. If a partial assignment is granted, compensation shall be adjusted proportionally.

In partial assignments (sections with less than 20 students enrolled on the official roster at the beginning of the quarter), faculty shall be paid for the number of students actually enrolled in the class by the end of the third week of the quarter. If, after that date, the faculty member agrees to add new students (up to a maximum class size of 20), he or she shall receive additional compensation at the usual rate of 2 hours per additionally enrolled student.

**Reemployment Preference:** Reemployment preference shall be awarded in accordance with Article 7. Each COOP faculty employee with reemployment preference shall be offered one assignment (one section) of returning students and/or program/director recruited students. This pattern shall continue until all sections are assigned. Faculty-recruited students shall be assigned to the faculty employee who recruited them for the quarter of their initial enrollment in the program. After the initial quarter, and to the extent practicable without violating reemployment preference and the 60 percent load limitation, returning students normally shall be assigned to the COOP faculty member who worked with them in prior quarters. Nevertheless, load and program needs may require that returning students be assigned to another faculty employee in the program. In no case shall the maximum number of assignments

exceed 60 percent of the scheduled duties for a full-time regular COOP faculty member in accord with the provisions of Article 7.6.

60% Rule: A full-time annual load in COOP Education is 525 students @ 2 hours per student, or a full-time annual load of 1050 hours per year. Therefore the parties agree that 60% of a full-time annual load would be a maximum of 315 students (15.75 sections per year) and 630 hours of employment. The parties also agree that nothing in this MOU shall require the District to offer a COOP faculty employee any assignment in excess of 55% (288 students or 14.4 sections per year for 576 hours of employment) of a full-time annual load.

Load monitoring: A load factor of .038 (per section of 20 students) shall be used to monitor the 60% load limit. The load factor for sections with less than 20 students shall be adjusted proportionally. For COOP faculty, the load factor shall be used only for monitoring load; it shall not constitute a basis for compensation.

Eighteen (18) week classes: COOP classes offered on an 18 week basis shall be governed in the same manner as described above.

Summer Assignments: Teaching assignments for COOP faculty during the summer session shall be made in accord with the provisions of Article 26.1 and 26.3. Faculty shall be compensated in accord with Appendix G. Employment in summer assignments is service beyond the academic year and thus not subject to the 60% rule.

Dated: June 30, 1999

## MEMORANDUM OF UNDERSTANDING

### **Article 7-Part-Time Faculty** **Article 9-Load and Class Size** **Article 10-Hours and Scheduling**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The District and FA wish to resolve the matters related to load for Teachers at the Child Development Center at De Anza. This Memorandum of Understanding shall supersede the prior agreements on this matter as contained in the MOUs of August 6, 1996, August 2, 2001, and June 11, 2003.

#### **Load**

The District and FA hereby agree that the full-time annual load for Child Development Teachers shall consist of a 40-hour workweek, which shall include 31.5 hours of "contact time" (assigned class time), 2 hours of required staff meeting (normally on Friday afternoons), 4 hours of "professional time," and 2.5 hours of lunchtime.

"Contact time" is defined as the supervision of children and other related duties including responsibilities with student teachers (such as contact meetings and mid- and end-quarter conferences), student assistants, parent volunteers, and other authorized observers in the classroom. When necessary, contact time may be used for special parent conferences scheduled at the convenience of the parent and for professional responsibilities and contributions (such as conferences and committee participation) that cannot be scheduled outside the contact time. Should this occur, classroom coverage shall be provided.

"Professional time" is defined as those activities that take place outside the contact time and may include, but are not limited to, documentation and other paper work, preparation for class including acquisition of materials, small group and/or individual curriculum planning, parent-teacher conferences, student teacher evaluation, participation on committees and in shared governance, staff meetings that may be scheduled in addition to the regular Friday staff meeting, other related program responsibilities, and professional contributions as described in Article 10.7. Professional time will constitute 10 percent of the workweek.

#### **Hours and Scheduling**

For regular full-time teachers who work Monday through Friday, the workweek shall consist of 40 hours and shall normally adhere to the following pattern: 6.5 hours of contact time and 0.5 hour of lunch Monday through Thursday, 5.5 hours of contact time, 0.5 of lunch, and 2 hours of required staff meeting on Friday; the remaining 4 hours of the workweek will be used for professional time. The schedules for Teachers with a workweek shorter than five days shall maintain the same proportions as described above, although the 40-hour workweek shall be shortened by 0.5 for each day on which no service is performed. Regardless of the configuration of the weekly schedule, the contact time shall remain fixed at 31.5 hours.

For regular teachers with 75 percent contracts, the workweek shall consist of 30 hours, which shall normally adhere to the following pattern: 22.5 hours of contact time, 2 hours of required staff meeting, 3 hours of professional time, and 2.5 hours of lunch. The schedules for Teachers with a workweek shorter than five days shall maintain the same

proportions as described above, although the 30-hour workweek shall be shortened by 0.5 for each day on which no service is performed. Regardless of the configuration of the weekly schedule, the contact time shall remain fixed at 22.5 hours.

For part-time teachers, the workweek shall consist of up to 20 hours, which shall include contact time, 2 hours of required staff meeting, and a proportionate amount of professional time (10 percent of the workweek). Break time shall be provided as legally required.

After the contact hours are scheduled, teachers will use professional discretion in scheduling the time and place of their professional time.

Teachers may also be asked in emergency situations to extend or otherwise adjust their contact time in order to provide adequate supervision of children when another Teacher is absent.

### Staffing

The current Child Development Center Staffing Plan includes the following:

1. The Dean of Child Development and Education shall provide liaison services to the Child Development Center. Twenty-five (25) percent of the Dean's salary shall be charged to Fund 26 in 2004-05. In subsequent years, no more than ten (10) percent of the Dean's salary shall be charged to Fund 26.
2. A CDC Director, an Educational Administrator below the level of a dean, shall provide daily on-site supervision of the CDC. The Director shall report to the De Anza Vice President of Finance and College Services.
3. A Site Supervisor, a 75 percent faculty position, shall provide scheduling and coordination for the CDC. The Site Supervisor shall be selected by the CDC Director (or, if no Director is in place for 2004-05, by the Vice President of Business and College Services) after consultation with the Teachers. The assignment of a Teacher as a site supervisor shall be subject to mutual agreement between the Teacher and the appropriate administrator as identified above.
4. Teachers: 7 Teachers at 100 percent; 3 Teachers at 75 percent; and at least 8 part-time teachers employed in accordance with Article 7.2.4 and Article 7.3. Additional Part-time Teachers may be hired contingent on the growth and needs of the CDC program.
5. Student Assistants shall be employed at the CDC to assist with routine support activities such as classroom maintenance, setting up activity records, meal and snack preparation, food ordering, record keeping including attendance reports, and performing observations for child assessment as per state requirements. Teachers will participate in the selection, orientation, and training of the Student Assistants and assist in their direction. The Student Assistants are intended to relieve CDC Teachers of some routine duties and shall be scheduled, assigned, and supervised by the Site Supervisor and the Director (or, in 2004-05, if no Director is in place, the Vice President).

The District and FA further agree to the following:

1. The staffing levels for the Child Development Center shall be in compliance with Title 5, Chapter 13, Sections 18290, 18291, and 18292.

2. Classified employees and/or Student Assistants shall not perform duties that are appropriate only to Teachers as defined by the terms of the Agreement, the Education Code, and Title 5.
3. Should classified employees with Child Development Teacher Permits be hired at the CDC, the parties shall mutually agree on the distinctions between the job responsibilities of CDC Teachers and those classified employees.
4. Assignments shall be made in accordance with Article 10.
5. In the event that the District plans to reopen on the Foothill Campus, a Child Development Center or a Child Care Center, or any other Foothill College child care facility, the staffing shall be negotiated with the Faculty Association, with the intent of preserving the employment of current CDC Teachers and allowing those who were originally hired at Foothill to return to that campus.
6. Student-teacher evaluations performed by Teachers shall be revised to coordinate with those performed by the Child Development Faculty thereby reducing duplication and time demands.

Dated: June 16, 2004

## MEMORANDUM OF UNDERSTANDING

### **Article 7-Part-Time Faculty**

### **Article 9-Load and Class Size**

### **Article 10-Hours and Scheduling**

### **Article 26-Summer Sessions**

### **Article 38-Professional Achievement Awards**

### **Appendices A and C-Salary Schedules**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The parties agree that Distance Learning courses offer faculty and the District new and creative ways in which to deliver approved curriculum through electronically mediated instruction. Therefore the parties agree to the following provisions regarding courses that are delivered through electronic media. The terms of this MOU exclude telecourses and hybrid courses.

1. Distance learning assignments shall be made in accordance with the normal scheduling process as specified in Article 7 for part-time faculty, Article 10 for regular and contract faculty, and Article 26 for summer session faculty. Nevertheless, because distance learning assignments require special expertise only faculty employees who possess the appropriate campus training, preparation and skills shall be assigned a distance learning course. Further, distance learning assignments shall be made through mutual agreement between the faculty employee and the appropriate administrator with the exception of assignment under Article 10.5. When Article 10.5 is invoked for the purpose of assigning distance learning courses, no faculty employee shall be required to teach an online class for a period exceeding six quarters.
2. A distance learning course shall be assigned a load factor and maximum class size on the same basis as a traditional course in accordance with Article 9.3. However, and notwithstanding Article 9.4, in order to facilitate enrollment and/or to offset attrition, a faculty employee teaching online may elect to authorize the District to add students to his or her course during the registration period, i.e., prior to the start of instruction. In such cases, the faculty employee shall consider retention data and use his or her professional judgment in determining the number of students to be added to the established maximum class size. In addition, the faculty employee shall consult with the division dean or appropriate administrator who shall be responsible for reporting the provisional increase to the scheduling office. Any such increase shall not be precedent setting, and the course shall return to the established maximum class size at the conclusion of the assignment.
3. When a faculty employee is required to complete a college-mandated training course prior to engaging in online instruction, the District shall waive the fees, if any, for such training. Academic unit(s) or workshop hours earned through this mandated training shall be creditable toward advancement on the salary schedule and/or the Professional Achievement Award under Article 38.4.2.
4. A faculty employee may apply for a maximum of three (3) quarter units of professional growth activity (PGA) applicable to column change and step

advancement or the Professional Achievement Award under Article 38.4.2 when he or she:

- a) Develops an online course and is subsequently scheduled to teach it; or,
- b) Converts an existing online course to a new platform or course management system when required to do so as a consequence of a college decision to change its designated platform.

The college shall determine the requirements for earning the unit credits.

5. The District shall provide technical support for the college-designated course management system(s) only. A faculty employee who chooses to employ an online platform other than the one(s) designated by the college shall be responsible for all support functions including student orientation and training.
6. A faculty employee teaching exclusively online in one or more academic quarters shall fulfill all of his or her assigned duties in accordance with Article 10.7, 10.8, and 10.9.
7. Normally, all contract and regular faculty shall teach part of load on campus. Assignment to full annual load online shall be determined on a case-by-case basis. When a request for full annual load online is made, the division dean or appropriate administrator shall forward the request, and make a recommendation, to the Vice President of Instruction who, in consultation with the Vice Chancellor of Human Resources, shall approve or deny the request. Except when extenuating circumstances exist and are approved by the college President and the Vice Chancellor of Human Resources, no contract or regular faculty shall teach full annual load online in consecutive academic years.

This Memorandum of Understanding shall be effective through June 30, 2009, at which time the parties shall review the terms stipulated herein.

Dated: March 24, 2008

## MEMORANDUM OF UNDERSTANDING

### **Article 7-Part-Time Faculty** **Article 22A-Paid Benefits for Part-Time Faculty** **Appendices B.1, C, D, E, G-Salary Schedules**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The District and FA wish to reaffirm the Tentative Agreement signed by the parties in March 2007 on the local definition of parity for part-time faculty. The four components of the District's parity definition, and the associated costs of that goal, are described herein.

#### **PART 1. COMPARABLE DUTIES COMPENSATION EQUITY**

The parties agree that part-time and full-time classroom faculty shall be paid equally for comparable duties: classroom contact, preparation and assessment, student communication and correspondence. These duties constitute 77.5% of the duties of a full-time faculty member, and thus part-time faculty shall be paid at 77.5% of the full-time faculty Schedule A.

The 77.5% goal shall be attained over a four-year phased-in modification of Schedule C (originally 70% of Schedule A) to a revised Schedule C (77.5% of Schedule A) in accordance with the Memorandum of Understanding signed by the parties on January 6, 2006. The staged increase will be Year 1 (2006-07), 72%; Year 2 (2007-08), 74%; Year 3 (2008-09), 76%; and Year 4 (2009-2010), 77.5%.

This improvement shall be funded with the current State Equity Funds provided to the District, in the amount of \$1,475,772; the District shall provide additional funding in Year 4.

#### **Estimated Cost of Part 1: \$250,000**

Budget Assumptions: The Equity Funding for the District is \$1,475,772. Gradually applying state part-time equity funding to the salary schedules over the next four years is estimated to cost \$1,725,715.

This parity definition component shall apply to classroom faculty paid on Schedule C only.

#### **PART 2. SALARY SCHEDULE EQUITY**

The parties agree to expand Schedules C, D, E, and G from the current six (6) to thirteen (13) steps, commensurate with the full-time Schedule A. Schedule B1 (Part-Time Child Development Faculty) shall be expanded from six (6) to eight (8) steps commensurate with the full-time Schedule B.

This improvement shall be dependent upon, and the first priority for, increased augmentation to the State Equity Funds as agreed by the parties on May 3, 2006.

#### **Estimated Cost of Part 2: \$3,000,000.**

Budget Assumptions: The part-time cost of instruction (1320 budget) is \$24,572,568, (*FHDACCD Approved Budget, 2006-07*). An increase from Step 6 to 13 on Schedule A will increase costs by approximately 25%. Currently, 50% of the part-time classroom faculty are placed on the top step or the longevity step of Schedule C and will move to the



new Steps 7-13. Currently, 100% of the part-time child development faculty are placed on the top step or the longevity step of Schedule B1 and will move to the new Steps 7 and 8.

### PART 3. OFFICE HOURS EQUITY

In addition to the comparable duties described in Part 1, the parties agree to expand the current Paid Office Hours Program (one paid office hour per week) to provide one paid office hour per week/per assignment, to a maximum of 4 hours per week, to approximate the office hour obligation for full-time faculty. The program shall remain an elective option for part-time faculty.

This improvement shall be dependent upon an increase in the funding described in Education Code Section 87885 and/or State Equity Funds remaining after expansion of the salary schedules (or equivalent dedicated funding).

Estimated Cost of Part 3: \$1,569,522.

Budget Assumptions: The actual cost in 2005-06 of the current Paid Office Program providing one office hour/assignment was \$924,414. The program expansion is expected to double the cost to \$1,848,828 (2 x \$924,414), less the current State reimbursement of \$279,306.

### PART 4. PAID BENEFITS EQUITY

The parties agree that health benefits shall be provided to eligible part-time faculty in accordance Education Code Sections 87860 through 87868. Part-time faculty employees and their dependents have access to the same Kaiser Foundation Health Plan as full-time faculty. The District pays the full cost of the annual premium for faculty providing 50% annual load or one-half the premium cost for part-time faculty providing annual load between 40 and 49%. The program became effective in August 1998.

Estimated Cost of Part 4: \$1,000,000

Budget Assumptions: The projected cost of health benefits for part-time faculty in 2006-07 is \$1,062,504. The projected State reimbursement is \$68,356.

### OTHER EQUITY ISSUES

In addition to the four components described above, the parties agree to continue discussion on additional issues related to part-time parity, including the following:

(a) Professional Participation Equity

Expansion of compensated in-service, professional development opportunities for part-time faculty and compensated participation in department/division or programmatic responsibilities.

(b) The appropriate pro-rata compensation for comparable duties for part-time librarians, counselors, and resource faculty paid on Schedule G (currently equivalent to 83-104% of the full-time faculty Schedule A, depending upon the number of hours assigned per week).

(c) The appropriate pro-rata compensation for comparable duties for part-time child development faculty paid on Schedule B1 (currently equivalent to 87.5% of the full-time faculty Schedule B, based on a 35-hour assigned-time week).

Dated: February 27, 2008

## MEMORANDUM OF UNDERSTANDING

### **Article 9-Load and Class Size**

On September 20, 1983, the negotiating teams representing FA and the Board reached tentative agreement on Article 9, Load and Class size. As a portion of the agreement, there was an understanding that in Section 9.5 the term “preparation” means in part a single class in which are combined more than one level of the same subject, for example, French 4,5,6 or Art 37A, 37B, 37C. In addition, there was an understanding that Section 9.5 prescribes a standard number of preparations that does not necessarily include any preparation that may result from implementation of Sections 11.1 and 11.2 of Article 11, Class Cancellation, on which the teams reached tentative agreement on May 13, 1983.

Dated: September 20, 1983

## MEMORANDUM OF UNDERSTANDING

### **Article 10-Commencement Exercises**

FA and the Board agree that it is desirable to have approximately one half of the contract and regular faculty staff attend commencement exercises each year. While attendance is mainly a professional obligation and is not explicitly mandated by the *Agreement* FA and the Board agree to work cooperatively with each other and the Academic Senates to ensure appropriate faculty attendance.

## MEMORANDUM OF UNDERSTANDING

### **Article 13-Transfer of Child Development Center Faculty**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

In order to facilitate the assignment of faculty affected by the closure of the Foothill College Child Development Center, effective June 29, 2001, the District and FA agree to the following procedures for the transfer of Foothill regular and contract CDC faculty to the De Anza College Child Development Center and for employment of Foothill part-time CDC faculty at the De Anza Child Development Center.

By entering into this agreement, neither party concedes its position regarding the negotiability of other matters related to this transfer/relocation of faculty, including but not limited to, any and all provisions of the Memorandum of Understanding dated August 6, 1996, the work week and working conditions for regular and contract CDC faculty the distinction between "assigned class time" and "related professional responsibilities," the location (on-site or off-site) where the related professional responsibilities may be performed, the wages, workload, and working conditions at the Foothill College Child Development Center to sponsor, utilize, subsidize, or endorse any other child care agency or facility whose services would duplicate those offered by the Foothill College Child Development Center.

Effective Fall quarter, 2001, the parties agree to the following:

1. Foothill regular and contract Child Development Center faculty shall have the option of transferring to the De Anza College Child Development Center in accordance with Article 13 unless a reassignment is made in accordance with Article 12. In addition, should a Foothill CDC faculty employee have been eligible for Professional Development Leave during the 2001-02 academic year, and now with the closure of the foothill College Child Development Center elects to train or retrain to expand his or her potential areas of service for the District, the timelines for Article 17 shall be waived.
2. Foothill part-time CDC faculty with reemployment preference shall be given assignments at the De Anza College Child Development Center, to the extent that assignments are available. The procedure to be followed in making assignments of the combined De Anza and Foothill faculty shall be: 1) regular and contract faculty in accordance with Article 10; then, 2) De Anza part-time faculty with reemployment preference in accordance with Article 7; then, 3) De Anza and Foothill part-time faculty without reemployment preference, shall carry forward any and all current service credit to the De Anza College Child Development and Education division for the purpose of earning reemployment preference, provided that, for any reason whatsoever, the faculty employee has not had a break in service for six or more consecutive quarters commencing Fall quarter 2001.
3. Faculty preference for assignments and working hours shall be considered, and each faculty employee shall be assigned a schedule of duties in accordance with the provisions of Article 10.

4. Site supervisor assignments shall be worked out through mutual agreement.
5. If Foothill CDC regular and contract faculty are required to acquire new or additional skills for their full participation in the De Anza College Child Development Center faculty duties and programs, the division dean and the faculty employee shall mutually agree on an appropriate pro rata reduction in work hours to accomplish this training.
6. In the event that the District plans to reopen the Foothill Child Development Center or any other Foothill College childcare facility, the Foothill CDC faculty transferred to De Anza and the Faculty Association shall be notified as soon as such plans are approved by the Board. Faculty shall be informed on the planned nature of the services and the qualifications necessary to teach the population of the children to be served, in order that they may elect to pursue, in accordance with Article 17 and Article 35, any additional training that may be required for the new positions. At their request, Foothill CDC faculty transferred to De Anza shall be transferred to the Foothill College Child Development Center, or any other Foothill College childcare facility, based on seniority and relevant qualifications before any other faculty shall be hire or assigned to the new center.

Dated: August 2, 2001

## MEMORANDUM OF UNDERSTANDING

**Article 17-Professional Development Leave**  
**Article 22A-Paid Benefits for Part-Time Faculty**  
**Article 24-Salaries for Faculty Employees**  
**Article 26-Summer Sessions**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

This memorandum serves to clarify the terms and conditions of the verbal agreement for the 2004-05 salary settlement made at the November 17, 2004 negotiations meeting between the District and FA.

The parties agree that the following provisions shall constitute the basis of a tentative agreement on Article 24, salary, and on the costs associated with the other articles identified herein. The provisions of this MOU shall be implemented immediately subsequent to ratification by the faculty and approval by the Board.

The 2004-05 compensation settlement includes the following:

1. Salary adjustment of 2.41 % (the State-provided COLA) on all salary schedules, Appendices A, B, B.1, C, E, G;

*Terms:* The salary adjustment shall be retroactive to July 1, 2004. The adjustment shall commence with the December 2004 pay period which shall also include the retroactive pay.

*Contract language: Article 24.6*

"Effective July 1, 2004, all faculty salary schedules shall be adjusted for 2004-05 by increasing each step of the schedules by 2.41 percent as shown in Appendices A, B, B.1, C, E and G. No salary adjustment was made in 2003-04."

*Conditions:* The parties agree that this salary adjustment may negatively impact the 2005-06 budget given the following circumstances: 1) the State budget outlook is unstable, 2) enrollment in the Foothill-De Anza Community College District is down approximately 8% at De Anza and 3% at Foothill; 3) the District's \$1.2 million growth allocation, included in the 2004-05 budget and projected for the 2005-06 budget, will be lost if enrollment is not recaptured and does not grow by an additional 1.2 percent; 4), the District's base allocation will be reduced if enrollment remains down.

Therefore, the parties commit to working collaboratively, and with all employee groups, to meet this District challenge. In recognition of the Board's good faith effort to provide a salary adjustment given the financial uncertainty described above, FA will apprise faculty of the gravity of the situation and encourage their support of, and participation in, strategies to increase enrollment and WSCH. The parties agree that the following actions, among others, have proven successful in the past: taking additional students into classes when pedagogically sound; participating in student recruitment; encouraging students to take additional classes when appropriate; and working to retain students and encourage their persistence from quarter to quarter.

2. Establishment of a Health Benefits Reserve of \$500,000.  
*Terms:* The Health Benefits Reserve, funded from productivity savings appearing in the 2003-04 ending balance, shall be used to offset projected health benefits cost increases in 2005-06.
  
3. Addition of a Hold Harmless Provision to Article 22A - Paid Medical Benefits for Part-Time Faculty.  
*Terms:* This provision shall apply to the 2004-05 academic year for purposes of benefit coverage for July 1, 2005 to June 30, 2006 and shall not be precedent setting. Under this provision, should the 2004-05 annual load of a part-time faculty employee (teaching under Article 7) fall below his or her "usual load" through no fault of his or her own, the employee shall remain eligible in 2005-06 for the medical benefits consistent with his or her "usual load." For the purposes of this provision only, "usual load" shall mean the load normally taught by the faculty employee, based on his or her prior three years of service in the District. This provision is intended to provide stability in health coverage for part-time faculty during the District's current decline in enrollment and therefore shall apply solely and exclusively to faculty currently enrolled in the Paid Medical Benefits for Part-Time Faculty program during the 2004-05 year.
  
4. Restoration of Professional Conference Fund of \$126,000.  
*Terms:* The District shall allocate the funds in accordance with Article 36, that is \$75,600 for De Anza and \$50,400 at Foothill. At the September 15, 2004 negotiation session, the parties agreed to make this restoration effective at the beginning of the 2004-05 academic year.
  
5. Restoration of five (5) quarters of Professional Development Leave in 2004-05.  
*Terms:* This provision shall apply to faculty who converted their original PDL plans into distributed quarters as part of the budget reduction strategies implemented for 2004-05 and described in the MOU of April 12, 2004 between the District and FA. Faculty shall use professional discretion in rescheduling additional quarters of PDL in 2004-05 and shall notify the District through a written letter to the Division Dean or appropriate administrator no later than November 24, 2004 if they intend to exercise this option.

Dated: November 17, 2004

## MEMORANDUM OF UNDERSTANDING

### **Article 17-Professional Development Leave**

### **Article 36-Professional Conference Fund**

This memorandum of understanding is entered into by and between the Foothill-De Anza Community College District (“District”) and the Foothill-De Anza Faculty Association (“FA”).

Whereas the parties are discussing compensation interests for 2004-05 and are considering ways to meet certain budget goals, and

Whereas state funding for community colleges during the 2004-05 year remains in a state of flux, and

Whereas the current budget deficit impacts the funding available for the Professional Development Leave Program and the Professional Conference Fund,

The District and FA hereby agree to alter Article 17 and Article 36 in the ways specified below during the 2004-05 fiscal year only:

#### **•Article 17 – Professional Development Leave**

The terms of Article 17-Professional Development Leave shall be modified in the following way: eligible faculty employees may elect to take one quarter of Professional Development Leave during the 2004-05 academic year or defer their full year’s leave until the 2005-06 academic year. This modification shall be interpreted to mean:

- 1) Faculty employees who have applied and been approved for a Professional Development Leave for 2004-05 that specifies distributed quarters (i.e., one quarter of leave in 2004-05, a second quarter in 2005-06, and a third quarter in 2006-07) shall proceed with their initial plan for the leave; and,
- 2) Faculty employees who have applied and been approved for a Professional Development Leave for 2004-05 that specifies a full year’s leave in 2004-05 shall have the option either to a) delay their leave to the 2005-06 academic year; or b) convert their leave to one quarter in 2004-05 and the remaining quarters in one or two subsequent years (2005-06 and 2006-07). The Professional Development Leave Committee shall work with these faculty to modify their proposed plans as appropriate, and the faculty shall not be required to submit an entirely new proposal for the modified PDL.

In addition, the parties agree to the following provisions governing the temporary modification of the Professional Development Leave:

- a) The regular terms and provisions of Article 17 shall apply in years subsequent to 2004-05 unless otherwise negotiated by the parties.
- b) Faculty employees who are affected by the modification described in this Memorandum, as described in Section 2 above, shall be held harmless by the modification. This shall mean that any quarters of service provided before the inception of first quarter of the leave shall be included in the 18 quarters of eligibility required for their next Professional Development Leave. In addition, faculty who modify or delay the full year’s leave and who had planned to retire upon completion of return service in June 2007 (two years after the 2004-05



leave year) shall have one year of return service waived if they wish to retire at the end of the 2006-07 year.

• Article 36 - Professional Conference Fund

Funding (\$75,600 for De Anza and \$50,400 for Foothill) for the Professional Conference fund shall be suspended for the 2004-05 academic year only.

The District and FA agree that this Memorandum shall apply to Professional Development Leaves and to the Professional Conference Fund for the 2004-05 academic year only and shall not establish a precedent for future years.

The District and FA further agree that should increased revenue to the District make funding available for these programs, the District shall restore them to the fullest extent possible. To that end, after providing for encumbrances, carryovers, targeted reserves, and funding to close the operating deficit (comparing current revenue to current expenses in the adopted budget for funds 14 and 22), the District agrees to establish a budgeting mechanism that would allocate the 2003-04 year-end balance, if any, in the following way: one-third to the Health Benefits Reserve to offset expected increases in the 05-06 fiscal year, one-third to "Unit Restoration," and one-third to "Campus/Central Service Restoration."

A unit's share of the Unit Restoration fund shall be determined by the proportion of the actual unit contribution to the total contribution of all units. This percentage shall be applied to the Unit Restoration funds to determine the dollar amount to be returned to each unit. Any funds in excess of the total savings produced by all units shall fall to the bottom line.

Should funding emerge through this mechanism, the share of the one-third "Unit Restoration" funds that recur to faculty shall be used first to restore the Professional Conference Fund in part or in its entirety. If additional monies remain in the faculty share, they shall be subject to reallocation to the Professional Development Leave if the affected faculty elect, and are able, to pursue the additional quarters of their planned PDL in the 2004-5 academic year.

In addition, if, after the restoration of the Professional Conference Fund and the Professional Development Leave program described above, funds remain in the "Unit Restoration" for faculty, they shall become subject to the negotiation process.

Dated: April 12, 2004

## MEMORANDUM OF UNDERSTANDING

### **Articles 22 and 23-Paid Benefits**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Community College District Faculty Association ("FA").

Due to changes in the United HealthCare provider network, the District wishes to grant relief to employees and retirees enrolled in the District's Self-Insured Medical Plans and therefore the parties agree to the following modifications for Plan Year 2006-07:

1. Effective January 1, 2007, the premium paid by employees and retirees for dependent coverage under the PPO+ Medical Plan shall be rolled back to a "Reduced Premium," equivalent to the 2005-06 annual rate:

Employee + 1 Dependent:	Current Premium: \$150.00 month/\$1,800 year Reduced Premium: \$77.12 month/\$925.44 year
Employee + 2+ Dependents	Current Premium: \$200.00 month/\$2,400 year Reduced Premium: \$101.74 month/\$1,220.88 year.

The District will pay the difference in cost between the current annual premium and the "Reduced Premium" for dependent coverage for employees and retirees enrolled in the PPO+ Combined Coverage Plan during the 2006-07 Plan Year.

2. In order to implement the rollback of annual premium described above, employees and retirees currently enrolled in the PPO+ Combined Coverage Plan shall have no further obligation for monthly contributions during the second half of the 2006-07 Plan Year.

Effective January 1, 2007, the District will cease deducting contributions for dependent coverage, and retirees will no longer be required to submit payment for dependent coverage, for the period of January 1, 2007 through June 30, 2007. Employees who terminate employment prior to the next plan year shall not be entitled to contribution refunds.

3. A limited Open Enrollment for employees and retirees who are currently insured under the PPO Network-Only Plan for the express purpose of their election of the PPO+ Combined Coverage Plan will be held from November 8 to November 22, 2006. No other plan transfers will be allowed; that is, no change from PPO Network-Only to Kaiser, and no change from PPO+ Combined Coverage to PPO Network-Only. Changes will be effective January 1, 2007.

In accordance with the terms of a limited open enrollment, members shall not be able to a) add dependents unless a qualifying event such as Marriage, Divorce, Death, Birth, Adoption, etc., has occurred; or, b) make changes to their Flexible Spending Accounts (FSAs). Members may, however, drop dependents from coverage.

4. Employees and retirees electing to transfer from the PPO Network-Only Plan to the PPO+ Combined Coverage Plan during the limited open enrollment described above shall pay a premium for the remaining six months (January

through June 2007) of the Plan Year 2006-07 in six monthly installments at the "Reduced Premium" rate described in #1 above, that is:

Employee + One Dependent: \$77.12/month  
Employee + Two or more Dependents: \$101.74/month.

Effective January 1, 2007, the District will begin deducting contributions for dependent coverage, and retirees will be required to submit payment for dependent coverage, for the six month period, January 1, 2007 to June 30, 2007.

5. The "Reduced Premium" rate for the PPO+ Combined Coverage Plan will be in effect for the 2006-07 year only.

To prevent any future misunderstanding about this one-time reduction in PPO+ Combined Coverage annual premium and prepare members for 2007-08 contribution rates, the parties also agree that:

- 1) In the 2007-08 Plan Year, effective July 1, 2007, the dependent coverage premium will return to the normal rate, i.e., the difference in the conventional rates between the PPO Network-Only Plan and the PPO+ Combined Coverage Plan. The parties acknowledge that Lockton Insurance Brokers, Inc., the District benefits consultant, anticipates that rates will approximate the 2006-07 level (\$150/one dependent and \$200/two+ dependents).
- 2) Employees shall be advised of the 2007-08 Plan Year impending increase in the PPO+ Combined Coverage annual premium as a relevant factor for consideration when exercising their option to transfer from the PPO Network-Only Plan to the PPO+ Combined Coverage Plan during the limited open enrollment described above.
- 3) The 2007-08 employee contributions for dependent coverage will be announced prior to the start of the April 2007 open enrollment period.

The parties further agree that consideration of a network change will be referred to the District Health Benefits Committee discussion.

Finally, the parties agree that the modifications described in this Memorandum shall not be precedent setting.

Dated: November 7, 2006

## MEMORANDUM OF UNDERSTANDING

### **Articles 22 and 23-Paid Benefits**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The parties agree that the following provisions shall constitute the basis of a tentative agreement on Articles 22 and 23, Paid Benefits. The provisions of this MOU shall be implemented upon ratification by the faculty and approval by the Board itself.

Adjustments in paid medical benefits effective July 1, 2004 to include the following:

1. District Self-Funded Medical Plan (PPO +)

The current District Plan (now called PPO+) coverage remains the same except for increased cost sharing (described directly below) and changes to the Prescription Plan (described in #2 below). There is no deductible in the PPO+ Plan.

- For employee-only, the PPO+ Plan will be fully funded by the District.  
District contributes       \$505.87/month, \$6,070.44/year (est.).
- For employees with dependent(s), the PPO+ Plan will require monthly contributions.  
Employee + One:  
District contributes       \$934.62/month, \$11,215.44/year (est.)  
Employee contributes     \$77.12/month, \$925.44/year (est.).  
Employee + Family:  
District contributes       \$1,262.24/month, \$15,146.88/year (est.)  
Employee contributes     \$90.18/month, \$1,082.16/year (est.).

2. District Self-Funded Prescription Drug Plan (for PPO + and PPO Network Only Plan)

Change Co-payment: (30 day supply)

From: \$5 for Generic	To: \$5 for Generic (no change)
\$10 for Brand	\$15 for Brand

Mail Order Co-payment: (90 day supply)

From: \$0 for Generic	To: \$10 for Generic
\$0 for Brand	\$30 for Brand

\$500 per person annual cap on mail order co-pays.

Mandatory Mail order after third fill of prescription

Add: Step Therapy Program

Two classes of Drugs: Proton Pump Inhibitors and Cox 2 Inhibitors  
Physician may override.

3. Addition of PPO Network-Only Plan as third medical plan option:

Plan Type

Network Only PPO

Network Only: While the current District Plan covers 80% of the usual and customary (UCR) charge for out of network providers, the Network Only plan pays 100% for Network providers only. Employees who go out of the Network pay full cost except in emergencies, when there is no Network Provider within a 30-mile radius, and when there is no specialized provider in the Network.

Deductible (Calendar Year) \$150/person/\$400/family

Deductibles are waived for adult routine physicals and well woman care (routine physical, pap smear, mammogram and associated lab work obtained outside of an office visit) which are paid at 100% of UCR for network providers up to an annual maximum benefit of \$300. Deductibles are waived for well baby care, which is paid at 100% of UCR for network providers.

Medical

Office Visits	\$20 Copay
Hospitalization	\$50 Copay, Deductible Applies
Outpatient Services	Deductible Applies
Preventative Care	\$20 Copay
Chiropractic Care	\$20 Copay
Chiropractic Maximum	10 visits per year
Lifetime Maximum	\$2,000,000 (carryover from District Plan)
Urgent Care	\$20 Copay
Emergency Room	\$50 Copay (if admitted, waived) Deductible Applies 80% if emergency criteria not met

Mental Health

Inpatient	\$50 Copay, Deductible Applies
Inpatient Maximum	30 Days
Outpatient	\$20 Copay
Outpatient Maximum	25 Visits

Substance Abuse

Inpatient	\$50 Copay, Deductible Applies
Inpatient Maximum	30 Days
Outpatient	Plan Pays 50% of UCR
Outpatient Maximum	\$2,000 Per Year, \$50 Per Visit

Non-traditional Providers

Up to 10 visits/year @ 80% of UCR  
For example, Acupuncture and  
Acupressure, Naturopathy, etc.

4. Kaiser Plan

No change to Plan. Plan remains fully funded by the District for employees and dependents.

5. Healthcare Waiver Allowance

Two Year Trial Basis- The District will pay an allowance of \$150 per month (taxable income- separate from base salary) to any employee who waives medical coverage for themselves and dependents. The employee must show proof of coverage in another group medical plan. The employee may not re-enroll except during Open Enrollment or if the employee loses coverage in the group plan. Employees who receive the allowance are eligible for vision and dental coverage.

6. Medical Benefits Reserve

The District shall establish a Medical Benefits Reserve fund that shall be used to offset the cost of future increases in medical benefits.

Dated: April 12, 2004

Revised: April 21, 2004

## MEMORANDUM OF UNDERSTANDING

### **Articles 22 and 23-Paid Benefits**

#### **Article 24-Salary for Faculty Employees**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

This memorandum serves to clarify the terms and conditions of the compensation settlement between the Board, represented by Jane Enright, Vice Chancellor of Human Resources, and FA, represented by Richard Hansen, Chief Negotiator for the Faculty Association.

The parties agree that the following provisions shall constitute the basis of a tentative agreement on Article 22, Paid Benefits, and Article 24, Salary. The provisions of this MOU shall be implemented immediately subsequent to ratification by the faculty and approval by the Board itself.

The 2002-03 compensation settlement includes the following:

1. a salary adjustment of 2 percent (State COLA) on all salary schedules, Appendices A, B, B.1, C, E, G effective July 1, 2002;
2. an adjustment in paid medical benefits to include the following:
  - For the District Plan:
    - \$20 per office visit
    - Change Prescription Co-pay:           \$5 generic  
  \$10 brand
    - Add Emergency Room Co-pay       \$50/no admittance with  
maximum co-payment for employee of \$100/per plan year and for  
employee and dependents of \$300/per plan year.
  - For the Kaiser Plan:
    - Add Co-pay:                               \$10 per office visit  
  \$50 Emergency Room/no admittance
    - Change Prescription Co-pay:       \$5 generic  
  \$10 brand
3. FA and the District acknowledge that 1) the rising cost of medical benefits poses a significant financial challenge for the District and 2) the funding of medical benefits constitutes one among many competing demands on district resources. Therefore, the parties agree to undertake a study and determine appropriate action to address the challenge of balancing the high cost of benefits and maintaining a quality medical benefit plan in the future. Beginning in July, the parties agree to meet collaboratively to gather and analyze data on benefit costs and the impact on district resources. If necessary, these meetings will continue in Fall quarter with the mutual goal of formulating a medical benefits restructuring plan that will be forwarded to the negotiation table and can be put into effect as early as possible in 2003-04. The parties agree that all employee groups will be invited and encouraged to appoint representatives to participate in these discussions.

Dated: May 27, 2003

## MEMORANDUM OF UNDERSTANDING

### **Articles 22 and 23-Paid Benefits**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The parties agree that as part of the agreement for the 2000-01 salary and benefits settlement, the District will include hearing aid coverage comparable to that offered by the District's medical plan in the District Kaiser Health Plan. Coverage will be effective January 1, 2001.

Dated: October 25, 2000

## MEMORANDUM OF UNDERSTANDING

### **Articles 22 and 23–Paid Benefits**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The District and FA agree, as part of the 1998-99 negotiations on the new 1999-2001 *Agreement*, the District Health and Welfare programs will be modified as follows:

The District Medical Plan will be modified to include the costs of an annual physical examination. A routine physical examination, for employees and dependents age 6 and over, will include a developmental assessment, history, sensory screening, appropriate immunizations, laboratory tests and x-rays. This procedure will be covered as a regular medical expense with a \$10 co-pay for office visits for both network and non-network expenses. PPO benefit percentage is 100%; non-network benefit percentage is 80% of reasonable and customary fee.

The District Medical plan hearing aid reimbursement will be increased from 80% up to \$250 to 80% up to \$1,000.

Kaiser HMO Plan – Add Chiropractic Care. This coverage will have a \$10.00 co-pay per office visit with a limitation of 30 visits per year.

Kaiser HMO Plan – Add Durable Medical Equipment to coverage.

The District KWRAP program will be eliminated since chiropractic treatment will be covered under the new Kaiser HMO coverage. There will be a 30 day open enrollment period for employees presently covered by the Kaiser HMO and the KWRAP program to enroll in the District Medical Plan if their treating chiropractor is not on the Kaiser list.

The District Dental Program yearly limit of \$1,500 will be increased to \$2,000.

The District Long Term Disability Program will have the maximum benefit increased to 66 2/3% of the employee's salary up to a maximum of \$4,300.

Dated: November 25, 1998



## MEMORANDUM OF UNDERSTANDING

### **Articles 22 and 23-Paid Benefits**

This memorandum of understanding is entered into by and between the Foothill-De Anza Community College District (“District”) and the Foothill-De Anza Faculty Association (“FA”).

Effective July 1, 1993, the District and FA agree that the District’s Self-Insured Medical Plan shall be modified as follows:

1. The District shall provide mammogram benefits for qualified faculty employees and dependents.
2. The District shall provide Prostate Specific Antigen test (PSA) for qualified faculty employees and dependents.

Further, effective July 1, 1993, the District will offer faculty employees the opportunity to set up spending accounts for dependent care and for health care contributions in accordance with IRS regulations.

Dated: March 25, 1993

## MEMORANDUM OF UNDERSTANDING

### **Article 24-Salary for Faculty Employees**

### **Appendices A, B, B.1, C, D, D.1, E, G-Salary Schedules**

### **Article 16-Leaves**

### **Article 22-Paid Benefits**

### **Article 23A-Paid Benefits for Retired Employees Hired After July 1, 1997**

### **Article 25-Special Assignments**

### **Article 38-Professional Achievement Awards**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

This memorandum serves to clarify the terms and conditions of the verbal agreement between the Board represented by District Chief Negotiator Jane Enright and the Faculty Association represented by FA Chief Negotiator Anne Paye for the 2007-08 compensation settlement.

The parties agree that the following provisions shall constitute the basis of a tentative agreement on Article 24, salary, and on the costs associated with the other articles identified herein. The provisions of this MOU shall be implemented as noted subsequent to ratification by the faculty and approval by the Board.

The **2007-2008** compensation settlement includes the following:

1. Salary adjustment of 5.53% (equivalent to the State-provided 4.53% COLA plus 1%) on all salary schedules, Appendices A, B, B.1, C, D, D.1, E, G.

*Terms:* The salary adjustment shall be retroactive to July 1, 2007. The adjustment shall commence with the December 2007 pay period, which shall also include the retroactive pay.

2. An additional salary adjustment of 1% on all salary schedules, Appendices A, B, B.1, C, D, D.1, E, G.

*Terms:* The additional salary adjustment shall be contingent upon the District's ability to sustain the 2% growth indicated in the Fall quarter through the academic year.

If funded growth is below the threshold stated above, the salary adjustment shall be one-half of the funded growth percentage.

The additional salary adjustment shall be retroactive to July 1, 2007 and shall be paid in a lump sum in the June 2008 pay period.

3. The parties acknowledge that, in order to provide the 5.53% adjustment, the District is subsidizing the projected increase in 2007-08 health benefits from the Health Benefits Reserve and using the undesignated ending balance identified in the 2007-08 Approved Budget to support approximately 2.5% of the salary adjustment. The parties further acknowledge that the District must, over the next three-year period, identify funding to sustain the ongoing cost of this adjustment. Potential sources of revenue for this purpose may include

undesigned year-end balances and on-going funds such as growth funding, state allocated COLA, and any new revenue sources.

4. Effective January 1, 2008, the District shall increase the maximum earnings for Extended Sick Leave (Article 16) and for Long Term Disability Insurance (Article 22) from 66.66% of salary up to a maximum of \$4300 per month to 66.66% of salary up to a maximum of \$6000 per month.
5. Effective September 24, 2007, the compensation for conducting an official evaluation under Article 25.6 shall be increased to two hundred dollars per evaluation. The increase shall commence in December 2007 and retroactive compensation, if any, shall be included in the December pay period.
6. The District shall set aside \$250,000 from the Health Benefits Reserve as a Post-1997 Faculty Account to demonstrate a commitment to developing retiree medical savings options for faculty hired on or after July 1, 1997. The parties agree that any such options shall not increase the District's unfunded retiree benefits liability. The parties agree that funding for the Account shall not be precedent setting and shall be limited to 2007-08 only unless otherwise agreed by the parties. The District and FA shall commence discussion of potential plans in February 2008.
7. District and FA shall conduct a review of the Professional Achievement Award and longevity pay during the 2008-09 academic year to determine whether the PAA should be changed to a longevity pay system, remain as an award system subject to COLA adjustments, or remain unchanged.

Dated: November 28, 2007

## MEMORANDUM OF UNDERSTANDING

### **Article 24-Salary for Faculty Employees** **Appendix D-Substitute Salary Schedule**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The "District" and "FA" wish to amend the 2006-07 compensation settlement described in the January 6, 2006 Memorandum of Understanding signed by the parties concerning the tentative agreement on Articles 24 and 26 for the years 2005-06 and 2006-07.

The parties acknowledge that Appendix D (Substitute Salary Schedule) is calculated in the same fashion as Appendix C and then expressed as an hourly rate. The parties further acknowledge that Appendix D was intended to be included in the parity compensation component of the 2006-07 compensation settlement. Therefore, the parties agree that Appendix D shall be increased at the same time and at the same rate as Appendix C within the four-year period described below:

In Year one (06-07) the calculation of Appendix D shall increase from 70 percent of Appendix A to 72 percent of Appendix A.

In Year two (07-08) the calculation of Appendix D shall increase from 72 percent of Appendix A to 74 percent of Appendix A.

In Year three (08-09) the calculation of Appendix D shall increase from 74 percent of Appendix A to 76 percent of Appendix A.

In Year four (09-10) the calculation of Appendix D shall increase from 76 percent of Appendix A to 77.5 percent of Appendix A.

Finally, the parties agree that faculty employees paid on Appendix D during the 2006-07 academic year shall receive the appropriate retroactive pay adjustment in the June paycheck.

Dated: May 23, 2007

## MEMORANDUM OF UNDERSTANDING

### **Articles 24/26–STRS Service/FT Equivalency**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District (“District”) and the Foothill-De Anza Faculty Association (“FA”).

The District and FA agree that in accordance with Education Code Section 22138.5 for purposes of reporting STRS creditable service, the full-time equivalent (FTE) is defined as the number of days or hours of creditable service a person employed on a part-time basis would be required to perform in a school year if employed full time in the part-time position as outlined below. The parties agree to the following full time equivalencies:

#### **1. “D”, “G”, “Z” SALARY SCHEDULES:**

(Load factor 1.0 makes up an FTE for Salary Schedule D, G and Z.)

“D” = Quarter Instructor (**Appendix C**)                      Annual FTE = D - Salary Schedule \* 3;  
“G” = Summer Instructor                                      Annual FTE = G - Salary Schedule \* 3;  
“Z” = Adult Education (**Appendix E**)                      Annual FTE = Z - Salary Schedule \* 3.

#### **2. “F” SALARY SCHEDULE:**

(Hours indicated below make up the 1.0 FTE for each division.)

“F” = Quarterly Non-Instructor (**Appendix G**) (Description of division code attached)  
If division code is “CE”, “ST”, “GU”                      Annual FTE = (hourly) pay rate \* 1050 hours;  
If division code is “LB”                                      Annual FTE = (hourly) pay rate \* 1312 hours;  
If division code is “NA”, “ND”, “SE”                      Annual FTE = (hourly) pay rate \* 1225 hours;  
For Office Hours,    Annual FTE = (hourly) pay rate \* 1050 hours.

#### **3. “H” and “K” SALARY SCHEDULE:**

(Hours indicated below make up the 1.0 FTE for each type of service.)

“H” = Academic Quarter Substitute Hourly Pay (**Appendix D**);  
“K” = Summer Substitute Pay  
If salary schedule is for lecture pay (H01x, K01x),      Annual FTE = (hourly) pay rate \* 525 hours;  
If salary schedule is for lec/lab pay (H02x, K02x),      Annual FTE = (hourly) pay rate \* 630 hours;  
If salary schedule is for lab pay (H03x, K03x),          Annual FTE = (hourly) pay rate \* 735 hours.

#### **4. “R” SALARY SCHEDULE:**

(Hours indicated below makes up the 1.0 FTE.)

“R” = Child Development Part-Time (**Appendix B.1**)  
Division code is “CD”,                                      Annual FTE = (hourly) pay rate \* 1400 hours.

Dated: June 11, 2003

## MEMORANDUM OF UNDERSTANDING

### **Article 25-Special Assignments**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District ("District") and the Foothill-De Anza Faculty Association ("FA").

The parties agree to amend the Memorandum of Understanding on release time for Academic Senate leadership, signed by the parties on August 6, 1992, in accord with the following:

1. Release time for the Academic Senate shall remain as established in the August 6, 1992 Memorandum of Understanding, which states:

"Faculty [Academic] Senate released time shall be established by the President of each college following the normal budgetary process for the affected campus. In no event shall this be less than 100 percent of a full-time faculty assignment for each college Faculty Senate. The final amount of released time shall be decided only after consultation with each respective Faculty Senate, and once agreed to for that college year, shall not be changed within that year without mutual agreement."
2. Effective Fall quarter 2007, release time, or an equivalent stipend, shall be established for the District Academic Senate President by the Chancellor of the District following the normal budgetary process. The final amount of released time/stipend shall be decided only after consultation with the Academic Senate Presidents and the District Senate President, and once agreed to for that college year, shall not be changed within that year without mutual agreement.
3. Normally, the participation of Academic Senate leadership in District and college processes is limited to the regular academic year only. Should unusual and/or extenuating circumstances arise that require participation by a member of the Academic Senate leadership, the President of the college or the Chancellor of the District, as appropriate, shall provide reasonable compensation for the required activities.

Dated: October 3, 2007

## MEMORANDUM OF UNDERSTANDING

### **Article 26-Summer Sessions**

### **Article 27-Calendar**

This Memorandum of Understanding is entered into by and between the Foothill-De Anza Community College District (“District”) and the Foothill-De Anza Faculty Association (“FA”).

The parties agree to extend the provisions of the Memorandum of Understanding on Early Summer Session, signed by the parties on October 25, 2000, through the period covered by the *2007-2010 Agreement*. The terms and conditions of Early Summer Session shall remain as originally established and specified below.

The District may offer an “Early Summer Session” that begins prior to the first day of summer session (as defined in Article 1 and as scheduled in Appendices H1, H2, and H3) and ends during the regular summer session. In order to be defined as an “Early Summer Session” class, at least 50% of the teaching days must fall within the regular summer session.

The parties agree that all “Early Summer Session” classes shall be governed by Article 26 including selection, assignment (load), compensation, and leaves.

Part-time faculty employees who are assigned an “Early Summer Session” class shall not have those hours included for purposes of computing the sixty percent (60%) load limitation.

Prior to the finalization of the Summer Session assignments all faculty shall be informed about the opportunity of employment in the “Early Summer Session” and they may elect to participate consistent with the selection process described in Article 26.1. If a faculty employee declines an “Early Summer Session” assignment, he or she shall nonetheless retain his or her priority under Article 26.1 for purposes of the regular summer session.

Dated: April 17, 2008

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