

Side Letter of Agreement 2021-22.14

Cabrillo Community College District (District) and the

Cabrillo College Federation of Teachers (CCFT)

Article 16 Associate Faculty- Rehire Rights

The District and CCFT agree to extend the 2-year pilot program outlined below for an additional year to include academic year 2022-2023.

The strike/red-line changes set forth below are intended to establish a temporary 2-year Pilot Program for only the sections of Article 16 set forth below for academic years 20/21 and 21/22 only – per agreement of CCFT and the District.

16.3 Scheduling: ~~Associate Adjunct~~ Assignment

16.3.1 The District has right of assignment through the Division Dean or appropriate administrator. Questions or concerns regarding assignments should be brought to the attention of the Division Dean or appropriate administrator.

16.3.2 An ~~associateadjunct~~ unit member shall have the opportunity to state their availability, their desire for increase load, and list their preferred courses and list preferred courses by submitting an "Availability Statement" (Appendix I.1) to the appropriate Dean (or program head when the course falls outside the division) prior to the development of the schedule for each semester or session.

If an ~~associateadjunct~~ unit member requests but does not receive their comparable load-an-assignment for any given semester or session, the appropriate administrator shall notify the unit member in writing and shall specify in this notice one or more of the following reasons for this decision. Reasons for not receiving their comparable load-an-assignment shall include:

- (a) less than satisfactory evaluation
- (b) termination of course offering
- (c) return of a probationary or regular contract member from leave, where the ~~associateadjunct~~ unit member was employed as a temporary replacement
- (d) consolidation of positions toward a contract position
- (e) the need of a regular or contract unit member to complete a normal load
- (f) reduction in force
- (g) maintenance of continuity and quality of educational program
- (h) violation of or refusal to obey laws governing community colleges and/or regulations of the District.
- (i) demonstrated need of the District. In this case, the District need shall be identified.
- (j) not available when course is scheduled.

If an ~~associateadjunct~~ unit member does not receive an assignment for any given semester or session, the unit member may continue to submit

"Availability Statements" to the appropriate administrator for up to four (4) semesters.

(k) lack of availability of teaching units within the program for that semester.

16.3.2.1 If an associateadjunct unit member is also a classified employee of the college, the associateadjunct assignment shall not cause the classified employee's work week to exceed forty (40) hours per week nor the workday to exceed eight (8) hours per day. This restriction applies to all associateadjunct assignments, including for those associateadjunct unit members who have established reemployment preference.

16.3.3 "Availability Statements" (Appendix I.1) shall be used in making decisions pursuant to Section 16.4 below.

16.4 Notification of Assignment

In offering an assignment to an associateadjunct unit member each semester or session, the District/Division Office will make use of the following criteria:

(a) Availability of the individual

~~(a)~~(b) Availability of the teaching units within the program for that semester

~~(b)~~(c) Evaluations

~~(c)~~(d) Length of service as defined below in 16.8.1

~~(d)~~(e) Reemployment preference as defined in 16.8.2

~~(e) Continuing comparable assignment~~

(f) Educational preparation or study, relevancy or recency of related work and teaching experience, in specific course or assignment.

(g) Maintenance of continuity and quality of educational programs.

Taking into consideration of the criteria in (a) – (g) above, the District/Division Office will follow the sequence below in making assignments to associate faculty:

- 1) Associate faculty with reemployment preference, in order of seniority as indicated in the length of service list, shall be offered their comparable load;
- 2) In order of seniority, as indicated in the length of service list, associate faculty with reemployment preference with a load of less than 60-67% shall be offered additional units, when available up to 60-67%, if they have requested them in their availability statement.
- 3) Any remaining units shall be offered to associates without reemployment preference.

If additional unites become available after initial offers are made, they will they be offered as prescribed above.

Date

Angela R.
Hoyt

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R. Hoyt
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For Cabrillo Community College District

Date

Tobin W.
Keller

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For Cabrillo College Federation of Teachers
(CCFT)