

Paternity - birth or adoption of the Unit Member's child.

Personal - personal reasons 50% of "Personal Necessity" Leave.

Business necessity - business which can only be conducted on duty days; 50% of "Personal Necessity" Leave.

*Total semester hour/week x total weeks. Total hours x .09259 = total sick leave hours/semester.

**Immediate family shall mean child, mother, father, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, grandmother, grandfather, grandchild of the employee or employee's spouse, the spouse, son-in-law, daughter-in-law of the employee, or any person living in the immediate household of the employee. Persons other than relatives as noted herein who may have been reared by or with the employee will be considered relatives. Under special circumstances, persons other than those noted may be considered as "immediate family" on approval of appropriate college administrators.

ARTICLE XIII. DOMESTIC PARTNERS

The parties agree that registered domestic partners shall be granted the same rights, benefits and obligations as are granted to spouses under California law. "Registered domestic partner" is defined as a person who is a member of a registered domestic partnership, as defined by California Family Code Section 297.5.

ARTICLE XIV. PROFESSIONAL DEVELOPMENT

Section 14.1. The District shall create a Professional Development Fund in the District budget for Unit Members of \$15,000 per semester. The fund will be allocated to the Colleges based on the number of Unit Members employed at census in the fall semester. Unit Members may apply for a stipend, subject to the limitations of overall funding, of up to \$100.00, at the usual non-instructional rate to attend a District/College-sponsored workshop of two hours or more of two hours or more or to develop and/or analyze student learning outcomes (SLO's) according to (e).

Funds may also be utilized for registration and reasonable approved expenses for travel and lodging for professional meetings and conferences related to the District's education program and the Faculty Member's professional growth. . Approved attendance for such professional development activities will include compensation for any class time missed because of such conference/workshop attendance.

Section 14.2. Applications for Professional Development will be considered on a first-come first-served basis with a limit of two applications per person/per semester not to exceed \$700 per application. With the appropriate Dean's approval, followed by confirmation of unit verification by the Association, applications will be made through the Office of the Vice President of Instruction of the College or his/her designated entity. Review, approval, and processing of all Professional Development applications shall be carried out in accordance with the policies and procedures of each college.

Section 14.3. The Staff Development Office for each College shall disseminate information to all Unit Members of scheduled workshops and conferences and the deadline for such application. A brief written report of conferences attended with these funds will be strongly encouraged by the college for posting on the Association website.

Section 14.4. A report listing unit members receiving funds, the conferences attended and the amount expended shall be provided to the Association by the Vice Presidents of Instruction at each college at the end of the academic semester. Upon reasonable request by the Association, verified funding errors will be adjusted immediately by the District Budget Office.

Section 14.5. Part-time faculty shall write Student Learning Outcomes (SLO²s) and Program Learning Outcomes (PLOs) for their courses, and will be paid their usual non-instructional rate for the number of hours agreed upon by the Dean and the faculty member.

Section 14.6 Part-time faculty shall attend legally required nondiscrimination, sexual harassment, mandated reporter, and related trainings at the direction of the District. Part-time faculty will be paid their usual non-instructional rate for the number of hours set for the training.

ARTICLE XV. SCHEDULING

Section 15.1. Notification

Section 15.1.a. A scheduling calendar, including no less than the information listed below, will be furnished to each Unit Member at the beginning of the scheduling process for each semester.

- (1) Beginning date of scheduling process.
- (2) Schedule requests may be made on a form provided by the District for that purpose
- (3) Dates of periods during which schedule requests may be made.
- (4) Date by which initial scheduling assignments will be completed.

Section 15.1.b. Each Unit Member who is scheduled according to Section 1(a), above, will be notified no later than the date indicated in Section 1(a) (4), above.

Section 15.1.c. If a Unit Member is not scheduled for the succeeding semester to the one currently employed, he or she may submit a written request to the appropriate Vice President or designee requesting the reason. A response in writing will be supplied upon such request, with a copy of said response to the Association. If requested by either the Unit Member or the appropriate Vice President or designee, a conference shall be held between the individuals to discuss such reasons. Upon request, an Association representative may be present.

Section 15.2. Assignment of Classes

Part-time Faculty Members who have been employed for eight (8) consecutive semesters or more at one specific CCCD college (GWC, OCC, or CCC) and whose two most recent evaluations exhibit an overall summary of “meets or exceeds the standard” shall be given first consideration of assignment for the class or classes in their discipline currently taught by them. Because of full-time contractual provisions related to overload, a full-time Faculty Member may assume the class or classes of a part-time Faculty Member provided those are classes which the full-time Faculty Member regularly teaches. Further, because of cancellation or reduction of a full-time Faculty Member’s load, the full-time Faculty Member may assume the class or classes of a part-time Faculty Member provide those are classes for which the full-time Faculty Member is qualified to teach according to his/her FSA. Scheduling decisions shall be made taking into consideration the needs of the college, instructional programs, staff and students.

- (a) “first consideration” means the part-time faculty member’s requests will be considered before considering others in developing the final schedule.
- (b) For purposes of defining a class in this section, a “class (es)” is a section determined by the method of delivery: face-to-face, hybrid, 8-week online, and 16-week online, for example, are different classes of the same course.
- (c) “overload” shall have the same meaning as used in the CFE Collective Bargaining *Agreement*.