

June 13, 2023

18.A. Subject to Article 20.A, and this Article, current written policy, practices, rules and regulations in effect for unit members in regard to Load and Class Size shall remain in force unless mutually agreed otherwise between the parties.

For both credit and noncredit courses, the minimum class size shall be ~~15~~20; provided, however, that the District may provide for exceptions to this requirement for:

1. 3rd or 4th semester courses in transfer or vocational sequences;
2. Classes with approved capacities below 20 students;
3. Classes where considerations of safety require a lower minimum;
4. Courses for which enrolled students have no alternative enrollment option;
5. Courses for which smaller class size is deemed a valid educational requirement, for example, basic skills and classes for the disabled.
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s, faculty load, and the ratio of FTES/FTEF. Therefore, the parties agree to meet promptly following ratification of this Agreement to explore average class size goals and standardization of class capacities.

1. The District may in its sole discretion, at the beginning of any semester, wait until the end of the add/drop period; until after two (2) meetings of an evening class (whichever is later) in the credit program; or wait until the end of two (2) weeks in the noncredit program prior to canceling a class due to low enrollment where exceptional circumstances at the normal time of cancellation (first week) create a reasonable likelihood of maintaining the class due to an increase in enrollment. Any such decision shall be on an individual case by case appraisal by management. Any such decision(s) are non-precedent setting and are non-

credit class that maintains an enrollment of 10 or above.

- ~~5. For noncredit classes, the District will wait until the end of four (4) weeks in the noncredit program prior to canceling a class due to low enrollment under article 18.C.1.~~
 - ~~6. Returning students with incompletes shall be considered "enrolled" students for the~~
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purposes of this provision.

7. If a section is below the class size minimum, but would have over the class size minimum if suspected "ghost" students had not been dropped, it will not be canceled for low enrollment.
8. Nothing in this agreement precludes the ability for the District to combine sections with enrollments under the class size minimums when the combined enrollment is within normal class capacity.
9. Workload reductions achieved due to low enrollment cancellations will be used to open additional classes or sections.

Credit Lecture Instruction	15	1
Labs previously designated as "Conference" (See Exhibit S)	15	1
<u>Clinical Labs (See Exhibit S)</u>	<u>15</u>	<u>1</u>
Credit Laboratory – A (previously "science-related")*	17.65	0.85
Credit Laboratory - B	20	0.75
Credit Composition Instruction	12	1.25
Non-Credit/Adult Education Instruction	25	0.6
Non-Credit Composition Instruction (ESL A 3180)	20	0.75
Counseling & Library Assignments	30	0.5
Instructionally Related Activity	35	0.43

Work Experience

18.GH.1, 2 *No change*

18.GH.3. There will be a joint committee for evaluation of other possible assignments that may be designated as ancillary. The committee will consist of at least four members and will contain equal numbers of Union and Management representatives. Department Chairs and/or administrators may submit a written request to the committee to designate an assignment as ancillary. The committee shall promptly evaluate any requests submitted and may request that the requesting Department Chair and/or administrator appear before the committee to provide additional information. Additionally, the committee may draw on other resources in evaluating the request. The committee will strive to make joint recommendations, but may also make independent recommendations to the appropriate Vice Chancellor; in either case, justifications will be included with the recommendations. The Vice Chancellor shall promptly review any recommendations submitted and determine whether an activity can be designated as ancillary. The Vice Chancellor will then notify the Chancellor's designee and the Union of his/her/their decision in writing. In the event that the Chancellor's designee and/or the Union disagree with the decision of the Vice Chancellor, the decision shall be subject to negotiations.

18.GH.4, 5, 6 *No change*

18.H. *No change*

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1. Full-time faculty are expected to perform services equivalent to fifteen (15) workload units each fall and spring semester. The District maintains records of full-time faculty assignments, faculty leaves, and cumulative load deviations. The District shall provide to each full-time faculty member a summary of their assignments and cumulative load balance at the end of each semester. Faculty shall have one year after the receipt of this report to raise questions about District records. The District will work with the faculty member, their supervising department chair, and their supervising dean to resolve questions within three months of them being raised.
 2. Faculty that end a semester with a negative load balance will be assigned sufficient extra assignments without pay until the negative balance is resolved. Negative load balances will be resolved within three (3) semesters. No faculty shall be assigned more than three (3) workload units of extra assignments in a semester without the faculty member's consent.
 3. Faculty given assignments that would result in a positive load balance at the end of the semester may elect to receive extra pay, or they may take a reduced load in a subsequent semester. Any cumulative load balances above three (3) workload units shall
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be reduced to below three (3) workload units within three (3) semesters, either through reduced loads or through extra pay.

4. Full-time faculty members who are granted a high enrollment multiplier for classes exceeding an enrollment of 60 students may elect to have the additional teaching units credited as regular load or may elect to receive extra pay, so long as the additional
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