

The Faculty Association and the District have negotiated a Memorandum of Understanding altering several provisions of the current *Academic Employee Master Agreement* (aka the faculty contract, collective bargaining agreement, or the CBA). The following is a brief(ish) description of the changes. Please review the language of the MOU (available [here](#)) for specific details.

Part-time faculty and full-time faculty on overload teaching practicum courses (Article 15)

For full-time faculty members, practicum courses are loaded at 1.2 student contact hours (i.e., class time) and 0.8 prep hours for each LHE of assignment teaching. However, for part-time faculty members and full-time faculty members on overload, practicum courses are loaded at 1 contact hour and 1 prep hour for each LHE.

These different loading rates have created on-going complications. In some cases, those complications have resulted in part-time faculty being loaded higher than the state's legal limit of 67% of a full-time load, or ten LHE. To avoid such overloading, deans were directed to load part-time faculty members teaching practicum courses at no more than 8.3 LHE per semester.

We have agreed to add a new column to the table describing load assignments called "LHE for Pay" in addition to the existing column entitled "LHE for Load." This change to the contract will once again allow part-time faculty members to be loaded to a maximum of 10 LHE and paid for 12 LHE.

Full-time faculty members teaching practicum courses on overload can be loaded up to 10 LHE and paid for up to 12 LHE of overload.

The load and pay rate are proportional to the relative assignment of lecture/lab and practicum courses. Full- and part-time faculty members teaching only lecture or lab courses will not be affected.

In an emergency, a part-time faculty member may exceed 10 LHE in a given semester (but no more than two semesters in a three-year period). Under the existing contract language, any part-time faculty member assigned more than 11.25 LHE in a given semester must be paid a proportionate rate from the full-time faculty salary schedule and receive full-time faculty benefits. This provision was implemented to prevent the District from avoiding hiring needed full-time positions. While there will be no change for part-time faculty members teaching only lecture courses, in the MOU, part-time faculty members teaching practicum courses may teach up to 13.5 "LHE for Pay" without invoking full-time pay and benefits.

Nursing assignments for clinical courses (Articles 14, 15, and 31)

Nursing clinical assignments depend on hospital schedules and availability, and may take place outside of the academic calendar or after business hours. The MOU will allow nursing faculty members assigned to these clinical courses to work outside of the academic calendar and outside of District business hours (7 am – 11 pm), and to be paid an additional hourly rate for those hours. Such extra-calendar and outside-of-normal- hour assignments will be voluntary.

Long-term care insurance (Article 27)

The District provides each full-time faculty member with long-term care insurance. However, the provider is not accepting new enrollees to this plan after December 31st, 2025. The MOU recognizes this change in availability, and agrees that the Association and the District will meet in February to negotiate the effects of this change on faculty members hired after 2025. Faculty members hired before 2026 will still receive this benefit. (The additional voluntary plan in which faculty members may elect to enroll is not affected.)

Newly hired probationary faculty previously tenured (Article 30)

The MOU will allow newly hired probationary faculty who were tenured at another accredited institution at the time that they were hired by the SOCCCD to be placed on the salary schedule at a pay rate at least equivalent to that at their previous institution (although they may not be placed above the column determined by their attained educational level).

Medical benefits for retired full-time faculty members (Article 31)

The District's insurance provider has provided health benefits for qualified retired full-time faculty who have reached Medicare age if the retiree has enrolled in or purchased Medicare Part A and purchased Medicare Part B. Now, the provider is requiring such retirees to purchase Medicare Part D as well. To offset this new cost for retirees, the District has agreed to provide for retirees the same paid vision plan provided for active employees.