

# **Santa Clarita Community College District**

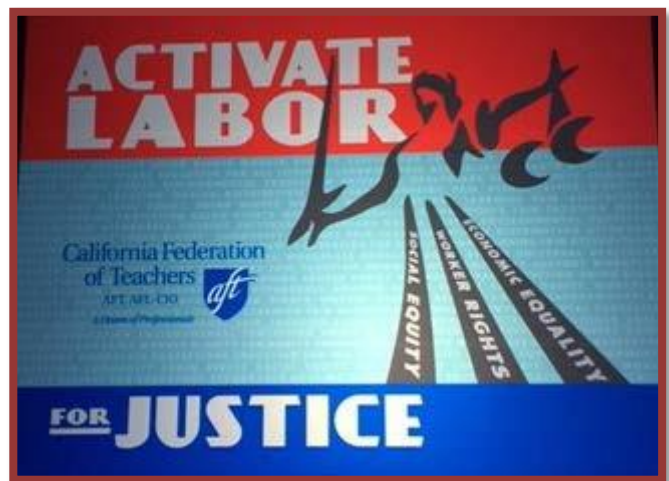
## **Part-time Faculty United American Federation of Teachers**

**Local 6262**

## **Terms and Working Conditions**



**July 1, 2020– June 30, 2022**



Available on the Intranet to District  
employees at:

<https://intranet.canyons.edu/offices/AFT/>

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## **ARTICLE 1: AGREEMENT**

- A. This agreement is made and entered into by and between the Board of Trustees of the SANTA CLARITA COMMUNITY COLLEGE DISTRICT (hereinafter designated as the “District” or “Board”) and the PART-TIME FACULTY UNITED (hereinafter referred to as the “AFT”), an employee union of Local 6262 of the American Federation of Teachers. The term of this Agreement shall be from July 1, 2017 to June 30, 2020.
- B. During the 2018-19 and 2019-20 fiscal years, Article 10 – Total Compensation, will be reopened. In addition, articles may be reopened by mutual agreement.
- C. This agreement is entered into pursuant to Chapter 10.7, Sections 3540-3549.3 of the Government Code.
- D. This Agreement is not intended to modify or replace the rights of each faculty member in the bargaining unit under the law. Both parties agree to comply with state and/or federal law.
- E. All terms and of the 2017-2020 agreement remain in effect through June 30, 2022 modified only by the terms and conditions imposed by November 9, 2022 resolution of the Board after exhaustion of the bargaining process and impasse procedures incorporated herein.

## **ARTICLE 2: RECOGNITION**

- A. The Santa Clarita Community College District hereby confirms its recognition of the Part-Time Faculty United, American Federation of Teachers Local 6262, as the exclusive representative for all temporary academic (credit and non-credit) employees. This article excludes employees (probationary and permanent faculty, management, supervisory, and classified employees) performing faculty service beyond their full-time assignment, faculty teaching not for credit classes, and Child Development permit teachers.
- B. The AFT and the District shall have the right to seek unit clarification by PERB proceedings on any new titles. Nothing agreed to herein will prevent adjustments to the unit to be made upon mutual agreement of the District and the Union.

### **ARTICLE 3: DISTRICT RIGHTS**

- A. Except to the extent limited by the terms and conditions of this Agreement, the District has all the rights, powers, functions, and authority established by law, as well as the right to require Employees to observe written rules and regulations not inconsistent with this Agreement.
- B. 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 attempting to reach an agreement regarding the proposed adoption, modification, or repeal.
- C. The Board of Trustees may legally delegate or assign any Board rights or responsibilities to management or other official persons, divisions, departments and committees, as it shall determine appropriate.

## **ARTICLE 4: AFT RIGHTS**

- A. A reasonable number of AFT representatives shall have the right of access to areas in which employees work so long as the representatives do not interfere with the work performance of any employee.
- B. A bulletin board in the mailroom may be used exclusively by AFT. AFT may use one-half of the bulletin boards described below.
  - 1. Reprographics Center or alternative location.
  - 2. Bulletin Board in the Part-Time Faculty Offices.
  - 3. All items to be posted shall bear the date of posting and the designation of AFT and shall be removed by AFT within a reasonable amount of time.
- C. One mailbox shall be designated for the exclusive use of AFT.
- D. Communications placed in institutional mailboxes shall bear the designation of AFT.
- E. AFT will pay for its own supplies.
- F. The District will provide one four-drawer filing cabinet (with lock) in the Part-time Faculty Office. District will provide a phone line with voice-mail box for AFT. The AFT shall be permitted free office space on the Main Campus.
- G. AFT shall be permitted the use of facilities and equipment subject to the regulations governing other users as specified in the District policy on use of facilities.
- H. Information
  - 1. The District agrees to provide to the AFT, upon written request, documents reasonably related to negotiations which are public record.
  - 2. Prior to each meeting of the Board of Trustees, the AFT will be provided with a copy of the agenda and non-confidential back-up material for the current meeting and a copy of the minutes of the previous meeting. Confidential and internal communications will be excluded.
  - 3. The District will provide to the AFT, upon written request, a copy of the tentative budget, adopted budget, and other public financial information.
  - 4. The District will provide to the AFT, upon written request, information relevant and necessary to representation.
  - 5. When materials are requested that are not readily available in the form requested, AFT shall pay for the staff time and supplies necessary to produce materials; providing such material is subject to the time limitations of staff and work priorities. An estimate of cost, when applicable, shall be provided to AFT.
- I. Unit members shall be granted leave, upon request and without loss of compensation, for purposes of enabling the part-time faculty member to serve as an elected representative of AFT 6262, the California Federation of Teachers, or the American Federation of Teachers. AFT will provide or reimburse costs of substitute(s) for its representatives on such leave.
- J. For the life of the contract, the District will provide \$12,000 per year to AFT for current part-time faculty members for meeting and negotiating, processing grievances and AFT business. AFT will provide the names and hours to be compensated to Payroll. Such Unit Members shall be compensated at the appropriate hourly rate on the Part-Time Faculty Schedule. Such compensation shall be considered as payment for professional ancillary activity and as such, in accordance with Education Code Section 87482.5(c), shall not be used for purposes of calculating eligibility for contract or regular status under the sixty-seven percent law.

- K. By the end of the first week of each semester the District shall provide the AFT with the most current information outlined above for those Unit members that were not employed by the District in the previous semester. By the fourth Monday of each semester or as soon as possible thereafter, the District shall furnish the Union once each semester, without charge, a list (in electronic form) of Unit Members then currently employed. This list shall contain the names, assignments, home addresses and e-mail addresses of currently employed Unit Members. In addition, home telephone numbers shall be provided for all Unit members except for those Unit Members who have indicated on the District form that their home phone numbers not be disclosed.
- L. Designated representatives of the District and AFT shall meet on mutually agreed-upon dates, place(s) and time(s) for the purpose of reviewing the administration of the Contract of Agreement in force and attempting to resolve any problems that may arise. Both parties may submit an agenda for discussion.
- M. Upon the request by the AFT President, AFT shall have the right to appoint a representative(s) to District budget, calendar, academic staffing, and college policy council committees which deal with issues affecting AFT Unit Members. Committees made up exclusively of School Board members and the Superintendent-President are exempt from this provision.
- N. A copy of this contract shall be provided, without cost to each member of AFT unit.
- O. The District shall provide the AFT with a current Faculty Handbook.

## **ARTICLE 5: ORGANIZATIONAL SECURITY**

- A. AFT shall provide the District with a list certified by an authorized AFT representative identifying all dues paying members from whose salary or wages the dues deduction is to be made and notify the District within 10 days of any change to the certified list.
- B. The District shall deduct dues from the wages of all AFT dues-paying unit members identified on the most recent certified list of dues paying unit members received from AFT. The District shall, without charge, transmit to AFT the sums deducted under this Article.
- C. AFT shall completely indemnify and hold the District and its officers, employees and agents harmless from any and all claims, proceedings, demands or suits, liability, or other action taken or not taken by or on behalf of the District arising from provisions contained in this Article, and to reimburse the District for its cost in defending against such claims, proceedings or liability, except AFT shall have no requirement to indemnify or hold the District harmless if the subject of the claim was solely the responsibility of the District.
- D. AFT may specify a change in the amount of the dues to be collected. Any change to the amount of dues to be collected must be submitted to the District in writing by an authorized AFT officer.



## **ARTICLE 6: ASSIGNMENT AND SCHEDULING**

- 6.1 Purpose: The purpose of this Article is to create stable pools of highly experienced part-time faculty members through assignment methods that are objective and consistent under Education Code. The provisions in this article become effective for scheduling of the Fall 2023.
- 6.2 When there is need for additional faculty service beyond that provided by regular, contract, and/or temporary District full-time faculty, the District will make assignments in accordance with this Article for part-time faculty members, including some applicable sections for non-credit part-time faculty (see article 21 for more details). The minimum qualifications, as defined by the California Community College Chancellor's Office and the district, must be met before any assignment can be granted. Unit members who have been or are currently being investigated for a legitimate violation of the District's written policies and procedures, that has been reviewed by Human Resources, may not receive an assignment.
- 6.3 Definitions
- 6.3.1 Assignment: Any course, lab, activity, or non-classroom assignment that generates load. If a lecture and lab are taught in tandem as one section, the department chair may determine whether to assign the section as one assignment or as separate assignments.
- 6.3.2 Date of Hire (DoH): The DoH is the date an individual is hired by the District as a part-time faculty member in the academic discipline (instructional or non-instructional) for which an assignment is offered. If an instructor works in multiple disciplines, the DoH in each discipline will be assigned respective to the particular discipline.
- 6.3.3 Retirees: Retired COCFA unit members who have now become AFT unit members. The DoH for AFT unit members already in this category as of July 2018 will be their original COCFA hire date. The DoH for COCFA unit members who retire after July 2018 will be the date they are rehired as a part-time faculty member.
- 6.3.4 Current part-time faculty members: Members with assignments within the past twelve (12) consecutive semesters or sessions. If a unit member is no longer interested in receiving assignments in their discipline, the unit member must inform the department that they no longer wish to receive assignments.
- 6.3.5 Session: Winter and Summer only.
- 6.3.6 Semester: Fall and Spring only.
- 6.4 Assignment for part-time faculty: The district retains the right to make assignments for all part-time faculty members who meet the requirements for each applicable pool in order of ranking according to section 6.4.2.
- A. Instruction will email AFT unit members a link to the list of available sections or other work assignments for the pool in which they are an active member, using the **canyons.edu** domain to the current part-time faculty members, by the deadlines specified in 6.7
- B. Part-time faculty members may request ranked assignments that corresponds to a class prefix as listed in the college catalogue, or indicate a preferred day and time range of availability for an assignment, by using the online system provided by the District, within eight (8) calendar days of the date the email was sent.
- C. Part-time faculty members will receive course sections or other work assignments after regular and contract faculty assignments have been made. In the event a regular or contract faculty member's regular assignment is cancelled or reduced, the regular or contract faculty member may be assigned to a course section or work assignment

- previously assigned to a part-time faculty member, no later than fourteen (14) calendar days after the start of instruction.
- D. At the discretion of the district, overload assignments shall be given to regular and contract faculty before course sections or other work assignments are made available to part-time faculty members.
  - E. Classes or hours for non-instructional assignments assigned to part-time members will not be reassigned to full-time instructors as overload assignments after the first day of class.
  - F. If an assignment or hours for a non-instructional assignment previously given to a part-time faculty member was cancelled prior to the start of the term, and the district later adds one or more sections or hours in the unit member's discipline, the unit member shall be offered a replacement assignment or hours conditional to the criteria specified in section 6.2 before additional staffing assignments are made to other part-time faculty members. If the instructor declines the assignment or hours, the unstaffed assignment will be made in accordance with sections 6.4.2.
  - G. Whenever possible, the names of part-time faculty should be listed in the schedule of classes rather than just described as "staff."

6.4.1. Adjunct Faculty Assignments (Credit and Noncredit):

District assignments for Fall and Spring semesters will be adjusted in accordance with the following:

- A. District assignments will start with the highest ranking based on the criteria outlined in section 6.4.2.
- B. When there is an increase in the number of class sections or non-instructional hours within a discipline, priority will be given first to qualified regular or contract faculty, followed by part-time faculty members with the highest ranking.
- C. The District reserves the right to reschedule an assignment to a different day, time or location. If the assigned part-time faculty member declines the rescheduled assignment, the District is not obligated to offer another assignment. When an assignment is rescheduled, and the assigned part-time faculty declines the rescheduled assignment, the District will provide first right of refusal to the part-time faculty member with the highest ranking, unless the rescheduled assignment is requested by a qualified regular or contract faculty member.
- D. Part-time faculty should be paid for the first week of an assignment or hours for a non-instructional assignment when class or shift is cancelled less than two weeks before the beginning of a semester (fall and spring only). If a class meets more than once per week, part-time faculty should be paid for all classes that were scheduled for that week (see CA Ed. Code Sec. 87482.8). The appropriate instructional dean will make a good faith effort to notify the unit member of the entitled compensation. The unit member must submit a timesheet to the appropriate dean within two weeks of the time worked. If a class or hours for a non-instructional assignment is cancelled after the initial meeting, the employee will be paid for the time worked. Compensation will be given based on the information provided in a timesheet as turned in by the part-time faculty member, which has been reviewed and approved by the instructional dean. No part-time faculty member will be assigned a class or hours that has already been given to another part-time faculty member, except under extraordinary circumstances (i.e. inability to teach).
- E. The District reserves the right to initially leave some sections unstaffed due to

uncertainty, as specified in section 6.6.

- F. If the District assigns adjunct faculty to the previously unstaffed sections, or hours for a non-instructional assignment, it must do so according to pool rankings as specified in section 6.4.2. If sections or hours are added late and/or after the teaching assignments have been made, assignment offers must adhere to the same pool rankings, except in situation outlined in 6.4.F.

#### 6.4.2. Order of Assignment

- A. The priority to receive assignments in any given discipline (instructional and non-instructional) will be based on pool rankings within three (3) pools, beginning in Pool 1, from the highest to the lowest rank.
- B. Ranking within each pool will be based on DoH. If two unit members have the same DoH, preference will be determined by the total number of semesters and sessions taught, or sessions worked for non-instructional staff. If a tie remains, the assignment will be made by lottery.
- C. Assignments will be given first to part-time unit members in Pool 1, then to part-time unit members in Pool 2, and lastly to part-time unit members in Pool 3.
- D. Eligibility to be offered courses or hours in multiple modalities (on-ground, online, an OnlineLIVE) is dependent on meeting the minimum qualifications to teach the course, having the required certification, and not having received an average evaluation score below 3.0 in an evaluation for the modality being assigned. In order to teach Online and Hybrid courses the instructor must be online certified. In order to teach HyFlex and OnlineLIVE courses the instructor must be OnlineLIVE certified.
- E. Structure of Pools
1. Pool 1: These part-time faculty members must have taught or been given non-classroom assignments for at least eight (8) regular semesters or sessions (not required to be consecutive)
    - Received an average of 3.0 or better in a recent evaluation in at least one (1) modality.
  2. Pool 2: These part-time faculty members must have taught or been given a non-classroom assignment for at least one (1) session.
    - Received an average of 3.0 or better in a recent evaluation in at least one (1) modality.
  3. Pool 3: These part-time faculty members meet at least one (1) criteria below:
    - Newly hired.
    - Received less than an average of 3.0 in the most recent evaluation in one or more modalities.
    - Returning part-time faculty members after a voluntary break in service of more than six (6) consecutive semesters.
- F. Retired COC members who return to teach part-time and have an average evaluation score of 3.5 or better on their last evaluation as a full-time faculty member will be placed in Pool 1. The DoH for a retired COCFA unit member, who retires after July 2018 will be assigned per Section 6.3.2. For retired COCFA unit members who retired prior to July 2018, see section 6.3.4.
- G. Management and Classified employees concurrently teaching part-time will be assigned a DoH per Section 6.3.2. and will be placed in the appropriate pool corresponding to their most recent evaluation, unless they are not paid for teaching the

course.

- H. If less than three (3) sections of a course are offered per semester, or courses are delivered to incarcerated students, are part of a non-credit course continuation, are part of dual enrollment (classes taught exclusively to high school students on a high school campus) or are part of an ISA (i.e. public safety agency), a Department Chair may assign the course independent of the part-time faculty member's pool ranking (based on the specialization, expertise, or current appropriate training or certification in the discipline as evidenced by education, work history, or certification required to teach the course as per the course outline of record), the Department Chair will indicate why a person of lesser rank was assigned to a course (i.e. work history, education, or certification or other teaching requirement as documented in the course outline of record).
  - I. In order to receive an online, hybrid, OnlineLIVE or HyFlex course assignment, the instructor must be certified per district policy. Eligibility to be assigned any course requiring separate certification will be noted on the ranked lists within each pool.
  - J. For co-listed (e.g., KPEA 150A, KPEA 150B, KPEA 150C) and cross-listed (e.g., ARCHT 110 and ID 110) classes, where multiple sections exist at the same time and place with the same instructor, this will constitute one section.
  - K. The ranked list of all adjuncts in all disciplines, using pools, will be made available by Human Resources to the President of AFT and the Office Instruction by the 1<sup>st</sup> Monday in August, once per year. All semesters and sessions through the first Monday in August will be included in the ranked list. List received in August will be utilized by departments for assignment in the following Spring and Fall semesters.
- 6.4.3 Assignments for all Pools: Part-time faculty members may not exceed a 67% load, unless requested to do so by the District. Part-time faculty members will be given preference in their choice of assignment(s) in accordance with 6.4.2.A.
- 6.4.3.1 Part-time faculty members in Pool 1 will be offered between a 60-67% load, subject to availability of sections. Per Education Code 87482, the District may employ adjunct nursing faculty beyond 67% for up to four (4) semesters within any period of three (3) consecutive academic years.
  - 6.4.3.2 Part-time faculty members in Pool 2 will be offered one (1) course or hours (i.e. 20-25% load), subject to availability of sections
  - 6.4.3.3 Part-time faculty members in Pool 3 will be offered one (1) course or hours (i.e. 20-25% load), subject to availability of sections.
  - 6.4.3.4 If there are sections still available after all Pool 3 adjuncts have received one (1) section, the department chair will return to the top of Pool 2 and continue assigning sections until none remain.
  - 6.4.3.5 If there are sections still available after the second round of assignment to Pool 2, the department chair will return to the top of Pool 3 and continue assigning sections until none remain.
  - 6.4.3.6 Winter and Summer Sessions – The ranked lists of Pool 1, Pool 2, and Pool 3 will not be used when staffing during the Winter intersession or Summer sessions, and assignments will be made according to 6.2. The District will direct department chairs to send the list of available class sections or non-instructional hours for Winter and summer to all available adjuncts at the same time.
- 6.4.4. Failure to provide an evaluation

A failure of the District to fulfill the evaluation frequency requirement set forth in Article 8 is considered grievable.

- 6.5 Assignments and Offer Lists: Each semester or session, assignment lists will be electronically generated by the District and a link to the lists will be emailed to unit members. Once the assignments have been made, the list containing all the offered sections/hours shall include the information below:

6.5.1 Name of part-time faculty member

6.5.2 Part-time faculty member ranking (i.e. pool number and pool ranking)

6.5.3 Scheduled assignment(s)

6.5.4 Where applicable, exceptions to pool rankings as per section 6.4.2.H.

It is the responsibility of the part-time faculty member to confirm their assignment(s) and notify the department chair and the dean of any inaccuracies regarding ranking or any other information within seven (7) calendar days of receiving the assignment list.

6.6 Adjunct Librarians

6.6.1 Librarian assignments, whether recurring (defined as more than 1 time per semester, such as a Monday 8 am to 10 am shift) or expected one-time (defined as known by a full-time faculty member as well as solicited by and communicated to the Head Librarian and Instructional Dean prior to issuing the List of Available Sections to all current part-time faculty members) library shifts, will be offered at the same time to all adjunct librarians and scheduled based on priority order, per Article 6.4.2, when scheduling for the fall and spring semesters.

6.6.2 If full-time faculty reclaim an expected one-time library shift previously assigned to an adjunct librarian, it will not be subject to grievance, nor would the District be obligated to pay the adjunct librarian for the unworked shift, provided notice is given at least three (3) business days or 72 business hours prior to the shift, via a time-stamped email notification using the adjunct's canyons.edu email.

6.6.3 Unexpected one-time library shifts that become available within less than three (3) business days or 72 business hours before the shift occurs, will be offered to full-time faculty first, and if they do not take them, then they will be offered to all adjunct librarians at the same time, via email through the adjunct's canyons.edu email, and assigned on a first-come, first-served basis. If notice is given more than three (3) business days or 72 business hours in advance, then the shift will be assigned by priority order as per Section 6.4.1.F.

- 6.6 Timeline: The District will staff sections according to the timeline below. The District will notify AFT of reasons for exceptions to the timeline below. Exceptions to the timeline below may include the following:

- Uncertainty in funding that results in a reduction or expansion of department course offerings;
- Change in course availability due to the change in the number of department full-time faculty or full-time faculty reassigned/release time;
- Change in course offerings due to a change in curriculum, reorganization, or administrative priorities concerning enrollment;
- Change in off-campus site priorities (e.g. Nursing clinical sites) external to the college; and
- Technical difficulties with software or data systems.

We hereby confirm that we have negotiated, in good-faith, the following agreement as related to Spring 2023 adjunct faculty staffing and subsequent Fall/Spring semesters, based on the current accelerated student registration timeline that has been in place throughout the current academic year.

- a. Existing language in the current AFT contract (July 1, 2017 – June 30, 2020) regarding providing updated DOH and DOC lists by HR to the President of AFT and the Office of Instruction by the 1st Monday in April, once per year, will be modified for Spring 2023 adjunct faculty staffing and beyond.
- b. The District and AFT agree that the ranked list of all adjuncts in all disciplines, using pools, will be made available by Human Resources to the President of AFT and the Office of Instruction by the 1<sup>st</sup> Monday in August 2022, once per year, and will be used beginning with the Spring 2023 adjunct faculty staffing.
- c. The District will staff sections, beginning with the Spring 2023 schedule, according to the timeline below:

	Department Chairs to send List of Available Sections to all current part-time faculty members	Department Chairs to send Offers of Assigned Sections to all current part-time faculty members during the
Summer	No earlier than the Spring Semester Flex Week and no later than the first week of the Spring Semester.	Third Week in February
Fall	No earlier than the Spring Semester Flex Week and no later than the third week in February.	Third Week in March
Winter	No earlier than the Fall Semester Flex Week and no later than the first week of the Fall Semester.	First Week in September.
Spring	No earlier than the Fall Semester Flex Week and no later than the last week in August.	Third Week in September.

## **ARTICLE 7: PERSONNEL FILES**

- A. A single personnel file, secured in a lockable cabinet in the Human Resources Office, will exist for each Unit Member. These files shall not include the records relating to grievances or arbitrations.
- B. Derogatory materials will not be filed in the Unit Member's personnel file until the employee has been given notice of the filing and has had at least ten working days to submit a response to be attached to the material. Derogatory anonymous materials will not be added to the file.
- C. At the request of the employee, derogatory material may be removed after two years with mutual agreement between the Unit Member and the Superintendent/President.
- D. Authorization to inspect the Unit Member's personnel file is granted to the employee (by appointment) and the Superintendent/President or his/her designee. The Unit Member's designee may inspect the file with non-continuing written permission from the employee.
- E. The District shall keep a log indicating the persons (other than persons whose duty it is to maintain the files) who have examined the personnel file. The log shall be maintained in the Unit Member's personnel file and shall include the person who examined the file, as well as the date such examinations were made.
- F. Information from the personnel file shall not be released without Unit Member consent unless compelled by law, judicial order or subpoena, or legitimate need to know.
- G. The original of all performance evaluations will be placed in the Unit Member's personnel file.
- H. Unit Members will have the right, by appointment, to inspect and request and receive copies of materials in their personnel file during normal business hours, but not during the time the employee is actually required to render services to the District. Pre-employment materials will be removed from the file prior to the inspection appointment in accordance with Education Code. The employee will be charged with the cost of copying materials.

## **ARTICLE 8: EVALUATIONS**

- A. To assure the highest quality educational programs and services, Unit Members shall be observed and evaluated. The evaluator should arrive on time and be professional as well as respectful to the adjunct faculty member and students in the class.
- B. Definitions
1. An “evaluatee” is the person being evaluated.
  2. At the discretion of the department chair, the primary “evaluator” is a full-time faculty member, part-time faculty member, or department chair in the department or division of the evaluatee. At the discretion of the department chair, an appropriate educational administrator may be assigned to the evaluation.
    - a. If the class to be visited is an online class, the evaluator will have online teaching experience. If the department chair is not able to assign an evaluator as described in B.2 who has online teaching experience, the evaluator will either be a full-time faculty member in a related discipline who has online teaching experience, or co-evaluators (one assigned per B.2 and the other a faculty member or educational administrator who has taught the course in online pedagogy required for online certification at College of the Canyons), assigned by the Dean of Distance Learning.
    - b. If co-evaluators are assigned for an evaluation of an online class, the evaluator assigned per B.2 will complete only that part of the evaluation pertaining to knowledge of the course content; the faculty member who has taught the course in online pedagogy required to become qualified to teach online at College of the Canyons will complete the part of the evaluation pertaining to course design, presentation, and execution.
    - c. If a hybrid class is 50% or more online, the class visitation will be online using the online form (Appendix B - Online). If a hybrid class is less than 50% online, the class visitation will be in the classroom using the classroom form (Appendix B - Classroom). The class visitation for OnlineLIVE classes will be made using Appendix B – OnlineLIVE.
  3. An “observation” is the observation of the Unit Member, in the performance of his or her duties, by the evaluator.
  4. The “instrument” is the agreed upon Visitation and Evaluation Report (Appendix B – Classroom or Appendix B – Online or Appendix B – OnlineLIVE) for teaching faculty. Non-teaching part-time faculty will be evaluated using the Non-Instructional Visitation and Evaluation Report (Appendix E).
- C. Scheduling and Frequency
1. Unit members shall be evaluated during the first semester of employment and **once** every four semesters of employment. Unit members shall also be evaluated during their first semester of teaching in any new learning modality and **once** during the next four semesters of teaching in that modality. Unit members who primarily work winter or summer sessions only will be evaluated during the applicable session. Thereafter, unit members will be evaluated **once** every four semesters of teaching per modality. The evaluator must be certified and/or regularly teach in the modality for which they are performing the evaluation.
  2. In the absence of complaints investigated by the dean and/or Human Resources or significant failure to follow district policies and procedures, and in the presence of good student evaluations, unit members who have taught for at least sixteen (16) semesters



shall be evaluated once every six semesters of employment.

3. At the option of the Department Chair, a Unit Member may be evaluated when he or she is assigned to teach a new course within the discipline or other discipline the Unit Member has not previously taught at the District.
- D. The complete evaluation documents shall include, but not be limited to, the following items:
1. Student Evaluation: An electronic student survey, jointly agreed to by the parties, shall be administered to all students of the faculty member to be evaluated. Student evaluations will be used to improve instruction, not as a sole determinant of employee status. Student evaluations for all modalities will be administered consistent with the process used for full-time faculty.
    - a. Student evaluations will be administered electronically with the exception of incarcerated students, which will be conducted using paper during a single class session.
    - b. Student evaluations will be administered at approximately the 50% of the semester mark.
    - c. For classes 8-weeks in duration or longer, the surveys will run for 10 calendar days.
    - d. For classes less than 8-weeks in duration, the surveys will run for 5 calendar days.
    - e. The evaluatee and evaluator will receive the results of the student evaluations electronically within one week of the completion of student evaluations.
  2. Classroom/Non-Instructional Evaluation Report:
    - a. The evaluator shall make at least one classroom or other work place observation, to be no less than fifty minutes in length whenever possible (but may be longer if the class or lab session observed is longer). An evaluation report based on this observation and other appropriate criteria will be completed on the forms jointly agreed to by both parties.
    - b. The evaluation report (Appendix B or Appendix E) should be completed by the evaluator and submitted to the part-time faculty member within twenty-eight (28) calendar days from the observation date. It will then be forwarded to the department chair, and division dean, who will sign off on the report, indicating that they acknowledge the findings. Any evaluation report submitted to the part-time faculty member later than the twenty-eight (28) calendar days is still valid.
  3. Online Evaluation Report:
    - a. If the class to be evaluated takes place 100% online or hybrid class is 50% or more online, the evaluator shall, during a prearranged and mutually agreed on meeting with the evaluatee, access one current online/hybrid course section for review. If a hybrid class is selected, then the online portion of the class shall be subject to evaluation. The class observation can take place in person or virtually, and should be no less than fifty cumulative minutes in length, but may be longer if the complete section cannot be reviewed within fifty cumulative minutes. The evaluation process should, at a minimum, determine that academically relevant student-instructor contact is regularly initiated by the instructor and is substantive. Furthermore, the evaluation should, at a minimum, determine that student-instructor and student-student interaction is conducted in alignment with the current Distance Learning Addendum (part of the official course outline of record) for the particular course. An evaluation report based on this observation and other appropriate criteria will be completed on the forms jointly agreed to by both parties.

- b. The evaluation report (Appendix B – Online) should be completed by the evaluator and submitted to the part-time faculty member within twenty-eight (28) calendar days from the observation date. It will then be forwarded to the department chair and division dean, who will sign off on the report, indicating that they acknowledge the findings. Any evaluation report submitted to the part-time faculty member later than the twenty-eight (28) calendar days is still valid.
  4. Self-Reflection: Each part-time instructor will complete a written self-reflection, due to the evaluator at least five (5) calendar days before the Evaluation Conference, to be used to improve instruction and not as a determinant of employee status. The self-reflection shall include, but may not be limited to:
    - a. Objectives for improvement, change or maintenance of methodology based on the results of the student survey, a self-examination of teaching methods, student learning outcomes, assessment data from student learning outcomes or other measures, and whatever other factors that are deemed relevant.
    - b. A review of the objectives for improvement, if any, from the evaluatee's last evaluation.
    - c. A summary of professional growth activities. A listing of reasonable resources that can be provided by the District to help improve instructor teaching.
  5. The Professionalism Report (Appendix D) is an optional report regarding the evaluatee's professionalism and other faculty responsibilities. The Professionalism Report is in addition to the Visitation and Evaluation Report (Appendix B - Classroom, Appendix B - Online, Appendix B – OnlineLIVE, or Appendix E). This report can be requested by the member, the member's department chair, or the member's division dean during any semester or term, irrespective of the member's comprehensive evaluation. It can be completed by the member's department chair or division dean. If Appendix D is completed during a regular evaluation cycle, the member should be notified via e-mail by the division dean ten (10) days in advance of the final review conference. The Professionalism Report should be submitted to the member within twenty-eight (28) calendar days from the observation date and will become part of the member's comprehensive evaluation report (when conducted during a regular evaluation cycle). All evaluation documents will be placed in the adjunct instructor's District personnel file.
- E. Evaluation Conference:
  1. An evaluation conference to be held no sooner than seven (7) calendar days after the observation will be scheduled by the evaluator. The conference will deal with, but not be limited to, the items listed above in the evaluation report and Self Reflection.
  2. If requested by the evaluatee, the division dean may be included in this meeting to discuss the Professionalism Report.
- F. If desired, the evaluatee may submit a written, signed response regarding Appendix B - Classroom, Appendix B – Online, Appendix B – OnlineLIVE, or Appendix E (and optional Appendix D) to the division dean within fourteen (14) calendar days after the Evaluation Conference.
- G. The evaluatee may challenge the initially proposed evaluator and request an alternate evaluator be assigned. The replacement evaluator will be assigned by the division dean in consultation with the department chair. This challenge must be received by the division dean with five (5) calendar days of the communication informing the unit member of the initially proposed evaluator, and may only be exercised once per evaluation.
- H. In the event the evaluatee feels the evaluation report and/or overall evaluation score is

inaccurate or non-representational, the evaluatee may request a second evaluation to be conducted by a different evaluator.

1. The evaluatee must submit a written request for a second evaluation to the division dean within five (5) workdays of receipt of the completed evaluation form, specifying the perceived problem with the original evaluation and the justification for a second evaluation.
  2. The evaluatee will receive a written response to the request for a second evaluation within ten (10) workdays of the request.
    - a. If a second evaluation is granted, it may be scheduled during the same semester (or term) or during the following semester.
    - b. If a second evaluation is not granted, the response must include specific reason(s) for denying the request based on substantive, not staffing, criteria. Refusal to grant a second evaluation is grievable by the evaluatee or AFT.
- I. All evaluation documents as described in section D, section F, and section H above should be submitted to Human Resources by the division dean before the end of the respective semester or term that the evaluation occurred.

## **ARTICLE 9: LEAVES**

### **A. Sick Leave**

1. Unit Members shall earn one (1) hour of paid sick leave after every eighteen (18) hours worked during the fall and spring semesters. An hour is defined as fifty (50) minutes for accruing and deducting sick leave.
2. An instructor will notify the Office of Instruction of illness as soon as possible so that students can be notified appropriately.
3. Sick leave may not be used prior to its accumulation.
4. At the beginning of each semester, the District shall post for each Unit Member, online, an accounting of the number of paid hours of illness leave he/she has accumulated. Exact sick leave which is available to unit members may be requested from payroll at any time.
5. Any unused portion of this paid sick leave will be accumulated indefinitely and will be returned to the employee if he or she returns to service with the District.
6. Unit members have the right to transfer accumulated sick leave from other eligible entities (e.g. other California Community Colleges) as required by the Education Code.
7. Deductions for any person placed under quarantine will be made on the same basis as if the Unit Member were ill.

### **B. Catastrophic Leave**

1. The District shall establish a catastrophic illness or injury pool. Leave hours may be utilized from this pool to provide replacement services for a Unit Member. A committee composed of two (2) representatives from the Office of Human Resources and two (2) representatives selected by AFT shall determine who shall be allowed to use the days from the pool. The committee shall recommend rules and regulations for the administration of the pool.
2. Catastrophic illness or injury shall be defined as an illness or injury that is expected to incapacitate the part-time faculty member for an extended period of time, or that incapacitates a member of the employee's family which requires the employee to take time off from work for an extended period of time to care for the family member (defined as spouse, child, parent, domestic partner or other family member living in the household), and taking extended time off creates a financial hardship for the employee because he or she has exhausted all of his/her sick leave and other paid time off. (BP 817).
3. To request Catastrophic Leave, the unit member must complete a Catastrophic Leave Request Form, attach medical verification from a licensed medical physician which defines the catastrophic illness or injury (including estimated date of return), and submit all documentation to the Office of Human Resources.
4. The unit member is entitled to some or all hours donated at the time of solicitation, based on the recommendation by the committee, provided the donated leave does not exceed the actual time needed during the semester in which the leave commenced
5. He or she will use all paid leaves accrued on a monthly basis while in paid leave status as a result of a catastrophic leave.
6. Unit Members shall have the right to voluntarily donate sick leave to a catastrophic leave pool for use by another Unit Member.
7. Eligible leave credits must be donated in one (1) hour increments.

8. The donating unit member shall execute and file with the Office of Human Resources a form authorizing assigning accumulated sick leave to the Catastrophic Leave bank. The donation of eligible leave credits shall be irrevocable.
9. Leave donated and not used by the requesting unit member will be banked for future unit members.
10. Unit members leaving service with the District may donate accumulated sick time to the Catastrophic Leave Bank.
11. The Office of Human Resources will verify the information submitted on the Request for Catastrophic Leave form. Requests will be reviewed by the committee to determine if criteria have been met.

#### C. Personal Necessity Leave

1. Each year, at the discretion of the Unit Member, a Unit Member may use accumulated sick leave for personal necessity, which shall be deducted from the Unit Member's accumulated sick leave.
2. Unit Members shall submit notification for personal necessity leave to their immediate supervisor at least two (2) days prior to the beginning of the leave, except when extenuating circumstances make this impossible.
3. Under no circumstances shall paid personal necessity leave be used for the purposes of extending a holiday or vacation period, seeking other employment, attending to matters which could be taken care of outside of work hours, participating in recreational activities or participating in concerted actions.
4. Traditional examples of personal necessity leaves include the following:
  - a. Accident to person or property of Unit Member, or person or property of a member of the Unit Member's immediate family (as defined in B.2.).
  - b. Health or well-being of the Unit Member's immediate family (as defined in B.2.).
  - c. Religious holiday, rites or ceremonies of the Unit Member's faith.
  - d. Court appearance as a litigant or witness under subpoena or official order (for personal business).
  - e. Birth of a child for a Unit Member who is either a parent or grandparent of the child.
  - f. The adoption of a child making it necessary for Unit Member to be absent during regular assigned hours of service.
  - g. Imminent danger to the home of the Unit Member, occasioned by flood, fire, earthquake or similar serious nature which cannot be disregarded by the Unit Member.
  - h. Personal business (not involving employment or professional duties outside this contract from which it is intended or usual that income be derived) which, by its nature, could not be conducted before or after the teaching day.
  - i. Fire or other natural disaster preventing transportation to work.

#### D. Bereavement Leave

1. A Unit Member shall be eligible for a paid leave of absence for the death of any member of the immediate family without loss of pay or deduction from other leave benefits found in the Article. This leave shall not exceed three (3) calendar days to a maximum of five (5) calendar days if travel exceeds 200 miles. Bereavement leave must be taken within the semester of the death or event.
2. For the purpose of this section, immediate family shall be defined as: mother, father, stepparent, spouse, child, stepchild, foster child, brother, sister, grandparent, or

grandchild of the Unit Member or spouse, or any person living in the immediate household of the Unit Member. For the purposes of this section “domestic partner” shall be included in the definition of immediate family.

E. Leave for Required Court Appearance

1. A Unit Member subpoenaed to appear in court (other than as a litigant) or ordered to respond to an official order from another government agency for reasons not brought through the initiation, connivance or misconduct of the unit member will receive full salary.
2. Jury duty leave shall be granted by the District for up to five (5) days of actual jury service without loss in pay. Any additional days can be used as Personal Necessity Leave.
3. Unit members shall attempt to reschedule jury service to non-instructional days.

F. Leave for Industrial Accident or Illness

1. A Unit Member shall be provided a leave of absence for industrial accident or occupational illness under the following rules and regulations (per Education Code 87787)
  - a. The industrial accident or occupational illness must have arisen out of and in the course of the employment of the Unit Member and must be accepted by the District’s Workers’ Compensation insurer as a bona fide injury or illness.
  - b. A Unit Member who has sustained a job-related injury or illness shall report the injury or illness to the immediate supervisor on the District accident form no later than the next scheduled workday or as soon as possible thereafter.
  - c. Allowable leave for each industrial accident or illness will be for the number of days of temporary disability but not to exceed sixty (60) days and when the Unit Member would otherwise have been performing work for the District in any one (1) fiscal year for the same accident or illness.
  - d. Allowable leave will not be accumulated from year to year.
  - e. The leave under these rules and regulations will commence on the first day of absence.
  - f. Maximum salary during any one (1) period will not exceed the normal salary rate.
  - g. Industrial accident or illness leave shall be reduced by one day for each day of authorized absence regardless of a temporary disability indemnity award.
  - h. When an industrial accident or illness leave overlaps into the next fiscal year, the Unit Member shall be entitled to only the amount of unused leave due to him/her for the same illness or injury.
  - i. During any paid leave of absence for industrial accident or occupational illness, the District receives temporary disability indemnity checks for the unit member. The District, in turn, shall issue the Unit Member’s appropriate salary warrants and shall deduct normal retirement (on his/her full salary) and other authorized contributions.
2. Upon termination of the industrial accident or illness leave, the Unit Member shall be entitled to the benefits provided for sick leave (Education Code Sections 87780, 87781, and 87786) and the absence for such purpose will be deemed to have commenced on the date of termination of the industrial accident or illness leave. If the Unit Member continues to receive temporary disability indemnity he/she may elect to draw on accumulated sick leave to provide (with temporary disability indemnity payments) total income not to exceed normal full salary.

#### G. Military Leave

A Unit Member will be granted unpaid military leave in accordance with the provisions of the Education Code, and of the Military and Veterans Code.

#### H. Leave to Attend Professional Conferences

1. With the prior approval of the Vice President of Instruction, or his/her designee, a Unit Member may be authorized to attend conferences, or special meetings, in the performance of school duties. Such attendance will not constitute absence from teaching service.
2. Out-of-state travel to conferences by a Unit Member will be authorized only in exceptional circumstances. Upon return from travel, the Unit Member shall submit a written report to the administrative supervisor within a period of ten (10) working days.

#### I. Maternity Leave

Maternity leave using accumulated sick leave or without pay shall be granted to any Unit Member who is required to be absent from duties because of pregnancy, miscarriage, childbirth, and recovery there from. The length of the leave of absence, within the semester they are employed, including the date on which the leave shall commence and the date on which the employee shall resume duties, shall be determined by the employee and the employee's physician.

#### J. General Policy

A Statement of Absence will be signed by any absent Unit Member and returned to the Office of Instruction within twenty-four (24) hours of return to campus. A statement from a licensed medical physician will be required if the absence relates to an illness and extends beyond one (1) week. A current statement from the physician should indicate the date of incapacity, length of absence, and the employee's ability to return to work.

#### K. Reinstatement After Leave of Absence

At the expiration of the leave of absence of the employee, the employee, unless he or she otherwise agrees, shall be reinstated in the position held by him or her at the time of the granting of the leave of absence (Ed Code Section 87774) when s/he returns from leave during the semester in which the leave was granted. If unable to return during the same semester that the leave was taken, unit members who wish to return to duty in a future semester and who meet the eligibility requirements as outlined in Article 6 should contact the Department Chair. This does not guarantee any employment in subsequent semesters.

## **ARTICLE 10: TOTAL COMPENSATION**

The Santa Clarita Community College District employs a Total Compensation Model with regard to employee salary and benefits.

- A. Unit members shall be paid for teaching assignments on a per course basis using the contact hours associated with the assignment.
- B. Adjunct faculty salaries for teaching credit courses, and enhanced noncredit courses, and providing counseling and librarian services are implemented in accordance with the Adjunct Salary Schedule and all the terms included on the schedule. (*Appendix A, Adjunct Salary Schedule Section A*).
  - 1. For 2017-2018 adjustments to the Adjunct Salary Schedule will be 3.48% effective July 1, 2017.
  - 2. All adjunct instructors are initially placed on Range 1/Step 1 of the Adjunct Salary Schedule. Advancement to Step 2 of the Adjunct Salary Schedule requires that a unit member complete 4 semesters of service (excluding summer and intersessions). Advancement to Step 3 of the schedule requires that a unit member complete 6 semesters of service at Step 2. The increase from Step 2 to Step 3 is approximately 3%. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment. Advancement will apply to the next fall or spring semester of employment. Service credit on the credit adjunct scale does not affect placement on the non-credit, non-enhanced salary schedule. Service credit is earned independently on each salary schedule.
  - 3. Adjunct instructors with an earned doctorate degree (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution, will be placed on Range 3 of the Academic Adjunct Salary Schedule. Associate Adjunct instructors with an earned doctorate degree (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution will be placed on Range 4 of the Academic Adjunct Salary Schedule. Unit members must provide official transcripts to Human Resources for this benefit to apply. Once verified, the benefit will apply to the next fall or spring semester of employment.
- C. A noncredit adjunct faculty rate of pay for teaching non-enhanced, non-credit courses is implemented in accordance with the Adjunct Salary Schedule (*Appendix A, Adjunct Salary Schedule – Section B*). For 2017-2018 the rate per hour will be increased by 3.48% effective July 1, 2017. The hourly rate of pay applies to noncredit faculty as defined in Article 21: Noncredit Faculty.
- D. Newly hired faculty teaching non-enhanced, non-credit courses will be placed on range one, step one per hour regardless of prior service with any other college. Noncredit faculty with four semesters of service will move to Step 2. Service credit is earned independently on each salary schedule.
- E. A noncredit TLC (The Learning Center) adjunct faculty rate of pay is implemented in accordance with the Adjunct Salary Schedule (*Appendix A – Adjunct Salary Schedule Section C*). For 2017-2018 the rate per hour will be increased by 3.48% effective July 1, 2017. Newly hired noncredit faculty will be placed on range one, step one per hour regardless of prior service with any other college. Noncredit faculty with four semesters of service will move to Step 2.
- F. A non-instructional rate of pay is implemented in accordance with the Adjunct Salary Schedule (*Appendix A, Adjunct Salary Schedule – Section D and Section E*). A non-



instructional rate of pay of 65% of a unit member's current rate of pay shall apply towards pre-approved (District requested and administrator approved) non-instructional activities effective February 1, 2014. Approved non-instructional activities include but are not limited to: curriculum development, required attendance at conferences/workshops/training sessions as a participant or presenter, proctoring and grading assessments beyond what is required for assigned classes, and requested service on specific committees.

- G. Scheduled office hours will be compensated at \$40 per scheduled office hour. Payment of scheduled office hours for full semester-length fall and spring classes will be made in 5 equal payments during the fall and spring semesters after the Dean has verified that office hours have been performed and posted appropriately. Office hours associated with compressed courses will be paid during their normally scheduled pay periods. Unit members will not be compensated for unscheduled office hours. However, if the District receives State reimbursement for office hours in excess of the amount paid for scheduled office hours, the District will distribute the surplus to compensate unit members for unscheduled office hours.
- H. The District will make payments for Supplementary Services for Adjunct STRS members upon both Board approval and completion of the services. Adjunct PERS members must submit Supplementary Services forms to Payroll Services monthly, even if the assignment is not yet completed.
- I. It is the responsibility of the Unit Members to notify the Office of Human Resources as soon as they discover any error in placement on the salary schedule. Errors discovered either by the Unit Member or by the District will, in every case, be recovered to the extent allowed by law either by the District or by the Unit Member.
- J. Health Benefits  
AFT and the District will continue to work together to find a health benefit plan that would provide part-time faculty access at no cost to the District. If and when a plan is in place, the District will reimburse adjunct faculty members for that percentage that the District is actually reimbursed by the State of California.
- K. The District and AFT agree that parity is important to maintain high quality instructors, thus ensuring student success. The District agrees that when it receives State funds designated for the achievement of parity, the District will contact AFT within 7 calendar days and will work with AFT to ensure that the funds are equitably distributed to the adjunct instructors.
- L. Human Resources will add hyperlink to Human Resources website where unit members can find information about loan forgiveness programs.

## **ARTICLE 11: WORKING CONDITIONS**

### **A. Safe Working Conditions**

1. The District shall provide as safe as reasonably possible working conditions for unit members.
2. All district activities shall be conducted in accordance with applicable OSHA regulations. Unit members are encouraged to submit written recommendations using the established on-line process regarding the maintenance of safe working conditions, facilities and equipment, and repairs and modifications to insure compliance with appropriate safety standards.
3. Unit members shall observe posted safety rules.
4. The district has a Safety Committee. AFT shall have the right to appoint one (1) Unit Member to the Safety Committee. Attendance at the committee meeting(s) will be considered allowable FLEX time, however, attendance hours will not be deducted from the total available per Article 19. The committee shall conduct surveys, accept petitions or complaints, and make recommendations to the Superintendent/President. Such recommendations shall be considered for implementation as soon as possible.
5. TB Testing will be required of all Unit Members every four (4) years.
6. The District will offer Shelter-in-Place training for all Unit Members. Compensation will be in the form of FLEX hours, per this agreement.
7. The District will offer sexual harassment and avoidance training for all Unit Members. Compensation will be via FLEX hours as outlined in this agreement.
8. The District will offer training related to Sexual Assault response for all unit members. Compensation will be via FLEX hours as outlined in this agreement, however if such training is mandatory, there will be no deduction from the FLEX hour allotment.

### **B. Participation in Governance**

1. Unit Members may attend and be heard at department meetings. At the option of the permanent department members, unit members may have the right to vote on specific department issues.
2. Unit Members may have the opportunity to serve on department committees at the request of the Department chair. If paid at the non-instructional rate, such payment must be approved in advance by the Chief Instructional Officer or designee.
3. Unit Members may request to serve on relevant campus committees.
4. Unit Members shall continue to have the opportunity for faculty service outside of the classroom, including but not limited to course development and grant-writing.
5. The district will pay one Unit Member each, at the non-instructional rate per the applicable adjunct salary schedule (Appendix A), for service on the committees specified in Appendix G. Prior approval must be provided by the CIO, and hours worked will be submitted by the unit member via timesheet. Such pay shall be considered pay for ancillary activities and shall not count towards the cap, as provided by State law.
6. Part-time faculty members are welcome to serve on all standing District-wide committees and ad hoc committees as appropriate.
7. If, at the end of the Academic Senate department chair selection process no full-time faculty member has been identified to perform department chair duties, and with CIO approval, Unit Members may serve as Department Chairs. If a Department Chair has

been identified, Unit Members may, upon invitation, perform Department Chair duties and receive appropriate compensation.

C. Mailboxes

A mailbox will be provided to each Unit Member on the primary campus of instruction each term, in the campus mailroom.

D. Office Space

Unit Members shall have access to office and storage space as well as computer and phone access, at least as currently provided. The District will provide Bonelli 312, Boykin 115, and CCC 507 for the use of part-time faculty in the performance of course preparation, office hours, and other academic related activities.

E. Travel

If a Unit Member uses his/her own vehicle for pre-approved District business, per District policy, the District shall:

1. Provide reimbursement at the District's established rate per mile, if requested.
2. Upon receipt of adequate proof of loss, reimburse Unit Members for damage to their personal property in an amount not to exceed two hundred fifty dollars (\$250) or an amount necessary to satisfy any deductible requirements of the Unit Member's personal insurance, whichever is less. Such reimbursement shall not be paid to any Unit Member who received a citation from a law enforcement agency in connection with such property loss unless such citation is dismissed by a court of competent jurisdiction.
3. In the event a unit member's assignment based upon the needs of the department and at the specific request of the CIO (or designee) is split between two or more instructional locations (for example, the Valencia campus, the Canyon Country Campus or other off-campus site(s) or satellite(s) or the District) during the course of a regular work day (such that the assignment creates a need to travel between the site(s)) the District shall reimburse for mileage accrued in the course of that day and assignment at the District rate.

F. Parking

The District will pay for parking for unit members for the life of the Agreement.

G. Graduation - Caps and Gowns

Unit members are encouraged to participate in commencement exercises. The District will provide for the free rental of caps and gowns, through the campus Bookstore, for use during the graduation ceremony.

## **ARTICLE 12: NON-DISCRIMINATION**

- A. The District and the AFT agree that all unit members are entitled to equal employment opportunity. The District and AFT will not discriminate against any unit member on the basis of race, color, religion, national origin, ancestry, sex, age, marital status, veteran status, sexual orientation, disability as defined by the American with Disabilities Act and/or Fair Employment and Housing Act or other protected category, in any of its policies, procedures or practices.
- B. AFT and the District recognize that all members of the bargaining unit are entitled to a discriminatory harassment-free work environment.
- C. The District agrees not to discriminate against any Unit Member because of membership in or participation in the lawful activities of the Union.

## **ARTICLE 13: GRIEVANCE**

### **A. Definitions**

1. A “grievance” is a claim by a Unit Member (employee) that there has been a violation of a specific provision of the Agreement.
2. “Academic year” is the period commencing with the first day of Fall Semester and ending on the day of commencement.
3. An “aggrieved person” or “grievant” is the Unit Member (employee) or group of unit members (employees) who believes he/she or they has/ have been adversely affected or the Union.
4. “Workday”: A workday is defined as any day on which the central administrative offices of the District are open for business during the Fall and Spring Semesters.

### **B. General Provisions**

1. The purpose of this procedure is to secure, at the lowest possible administrative level, an equitable solution to a grievance.
2. Until the final disposition of the grievance(s), the grievant is required to conform to the directions of his or her immediate supervisor.
3. Both parties agree that these procedures will be kept as informal as may be appropriate at any level of the procedure.
4. The aggrieved Unit Member(s) may request that the Union represent them, but nothing contained herein will be construed as limiting the right of any Unit Member having a perceived grievance to discuss the matter informally with the Department Chair and/or any appropriate member of the administration, and to have the grievance adjusted without intervention by the Union. The grievant shall be entitled upon request to representation by the AFT at all grievance meetings. In situations in which AFT has not been requested to represent the grievant, the District shall not agree to a final resolution of the grievance until AFT has received a copy of the grievance and the proposed settlement and has been given the opportunity to file a response to the matter within ten (10) workdays.
5. All grievance level forms must be filed with Human Resources. Human Resources will distribute copies to the appropriate respondents.
6. Grievances shall be processed as rapidly as possible, the time limits specified at each level should be considered to be the maximum and every effort should be made to expedite the process. However, the time limits may be extended by mutual written agreement of both parties.
7. If a grievance is not processed by the grievant and/or the Union in accordance with the time limits set forth in this Agreement, it shall not be subject to further procedures and shall be considered withdrawn. If the District fails to respond to the grievance within the time limit specified at each level, the failure to respond shall be deemed a denial of the grievance and termination of the level involved. The grievant may proceed to the next step.
8. Forms for this grievance procedure shall be mutually agreed to and should include 1) a description of the specific grounds for the grievance 2) a listing of the provisions of the Agreement which are alleged to have been violated 3) a statement of the action(s) requested of the District which will resolve the grievance. These forms shall be available online in a fillable format suitable for electronic distribution.

9. In the event a grievance is filed at such a time that it cannot be processed through all the steps within this grievance procedure by the end of the academic year and, if left unresolved until the beginning of the following academic year, this delay could result in harm to an aggrieved person, the time limits set forth herein will be reduced so that the procedure may be completed prior to the end of the academic year, or as soon thereafter as may be agreeable to the grievant and the District.
10. Grievances of a similar or like nature may be joined as a single grievance upon the written consent of the grievants involved. Should the grievants so consolidate, the final grievance decision shall be binding upon all parties to the consolidated grievance.
11. All grievance documents and/or files shall be maintained in a separate section of the Human Resources filing system, labeled "The Grievance File." This pertains to all participants, at all levels, in the grievance matter. Access to the electronic Grievance File shall be limited to the grievant, authorized AFT representatives, and District personnel charged with the processing of grievances on a need-to-know basis.

### **C. Procedure**

#### **1. Level One – Informal - Department Chair**

- a. If and after the member has attempted to resolve the matter with the department chair without notification to Human Resources or the division dean, the grievant shall attempt to resolve the matter by submitting a "Level One" informal grievance form to Human Resources within twenty (20) workdays after the occurrence or after the grievant should reasonably have been aware of the occurrence of the act or omission giving rise to the grievance.
  - (1) Grievances in which the grievant is the Union itself are initiated at Level Two.
- b. Within ten (10) workdays of filing the "Level One" informal grievance form, the department chair will hold an informal conference with the grievant.
- c. Within ten (10) workdays of the informal conference, the department chair shall give their written response to the individual grievant. If the response does not resolve the issue to the satisfaction of the grievant, then they may, within ten (10) workdays of the department chair's response, file a formal Level Two grievance.

#### **2. Level Two – Formal**

If the grievance is not resolved at Level One, the grievant will have ten (10) workdays, from the date of the department chair's written response, to submit to Human Resources, the formal Level Two grievance on the official grievance form.

Within ten (10) workdays after filing the Level Two formal grievance form, the Division Dean shall meet with the grievant and within ten (10) additional workdays after their meeting, provide his or her written response to the grievant.

#### **3. Level Three - Formal**

- i. If the grievance is not resolved at Level Two, the grievant will have ten (10) workdays from receipt of the Level Two email response in which he or she may submit to the CHRO or designee a Level Three formal grievance on the electronic grievance form.
- ii. Alleged violations not presented at Level Two may not be introduced at any other level, and no evidence or testimony given shall be the cause for expanding the grievance.
- iii. The CHRO or designee shall promptly forward the statement of grievance to the

Chief Instructional Officer (CIO) or Chief Student Services Officer (CSSO) or their designee, and shall provide the name of that person to the grievant.

- iv. Within ten (10) workdays after receiving the grievance, the Chief Instructional Officer (CIO) or Chief Student Services Officer (CSSO) or their designee shall meet with the parties and shall within ten (10) workdays of their meeting provide his or her response via email to the grievant.

#### **4. Level Four - Mediation**

If the grievance is not resolved at Level Three, the grievant will have ten (10) workdays from receipt of the email response from the Chief Instructional Officer (CIO) or Chief Student Services Officer (CSSO) or their designee in which he or she may process the grievance to mediation by filing a Level Four grievance on the appropriate grievance form with the CHRO or designee.

- A. If the grievant agrees to mediation, then the CHRO shall, within ten (10) workdays after the receipt of the email request, submit to the California State Conciliation Service a request for the immediate services of a mediator. The grievant or AFT and the District will mutually agree to the selection of the mediator.
- B. The function of the mediator shall be to assist the parties to achieve a mutually satisfactory resolution of the grievance by means of the mediation process.
- C. Either party may choose to terminate the mediation in writing.

#### **5. Level Five – Formal, Advisory Arbitration**

- A. Arbitrated Grievance: If the grievant is not satisfied with the decision at Level Three or the grievance has not been resolved through mediation, he/she may request AFT to submit the grievance to arbitration within ten (10) workdays of receipt of the Level Three response or within ten (10) workdays of the conclusion of mediation. If AFT concurs with the grievant's request for advisory arbitration, the District and AFT shall select an arbitrator from the California State Mediation and Conciliation Service by the method of alternate striking from a list of arbitrators supplied by the CSM and CS. The request for such list shall be made by the District within five (5) days of the receipt of the Level Five appeal. The striking and resultant request for an arbitration hearing date shall be made by AFT as soon after receipt of the arbitrator list as possible.
- B. The arbitrator shall render a recommendation to the CHRO as soon as possible. The arbitrator shall not have the authority to delete, add to or otherwise modify the provisions of this Agreement. The arbitrator's authority shall be limited to deciding whether the District has violated, misinterpreted or misapplied the referred to express provision of this Agreement and such decision shall not imply obligations and conditions to restrict the District in its administration of the terms of this Agreement; it being understood that any matter not specifically set forth herein remains within the management rights of the District.

#### **6. Formal Level, Level Six – Board of Trustees**

The decision of the arbitrator within the limits herein prescribed shall be in the form of a recommendation to the Board of Trustees. The Board of Trustees shall undertake review of the advisory recommendation and take formal action accepting or rejecting the advisory recommendation. The Board of Trustees shall then render a decision on the matter, which decision shall be final and binding on all parties.

#### **D. Miscellaneous**

- 1. No reprisals of any kind will be taken by the CEO of the District or by any member or

- representative of the administration of the District against any aggrieved person, any member of the Union, or any other participant in the grievance procedure by reason of such participation.
2. The aggrieved Unit Member may represent him or herself at all stages of the grievance, and if requested by the grievant, one (1) chapter representative and one (1) area representative of the Union or personal legal counsel of their choice may accompany the grievant through the levels of the process. Personal legal counsel in this local process may not represent the aggrieved person.
  3. Time limits provided in each level shall begin at the expiration of the previous time limit or the day following receipt of written decision by the parties in interest.
  4. Grievance meetings will be scheduled by the District so as not to conflict with classroom duties.
  5. From the time a grievance is filed until it is processed through its completion or closure, neither party shall make public either the grievance or evidence regarding the grievance. This will constitute a breach of confidentiality.
  6. The fees and expenses of the arbitrator shall be borne equally by the District and the AFT.



#### **ARTICLE 14: HIRING PROCESS FOR FACULTY CONTRACT POSITIONS**

When there is a selection process for contract faculty positions, a minimum of three (3) Unit Members who are the highest ranked through the hiring committee process, will be invited to the first level interview.

Information regarding the Academic Staffing Process and current status of full-time faculty positions is posted at: <https://appi.canyons.edu/Apps/Directories/Committees/Details/2>

#### **ARTICLE 15: INTELLECTUAL PROPERTY RIGHTS**

In the absence of a separate and expressly written agreement between a Unit Member and the District to the contrary, a Unit Member shall have exclusive property rights to materials, devices, and processes developed by the Unit Member unless they have utilized District resources or have developed the materials, devices, or processes on District time.

## **ARTICLE 16: RETIREMENT ARTICLE**

- A. The District will offer a choice of retirement plans for bargaining unit members as follows:
  - 1. FICA: a federally mandated program (Federal Insurance Contributions Act, i.e., Social Security Agency);
  - 2. STRS (State Teachers' Retirement System) Defined Benefits plan: a state mandated program; or
  - 3. STRS (State Teachers' Retirement System) Cash Balance Benefits Plan; a plan created for part-time and substitute educators, effective in 1996.
- B. Bargaining unit members upon employment may select 1, 2, or 3 above. After initial selection, the unit member may make a one-time only change to another available plan if permitted by law.
- C. The District will calculate STRS retirement pre-tax.
- D. The FTE reporting mechanism to STRS is listed as FTE of the Unit Member based upon Full-time Equivalent at 15 hours a week = 525 hours per year.
- E. Upon the request of the employee at the time of his or her retirement, accumulated sick leave hours will be reported to STRS to be converted to service credit.
- F. The STRS Defined Benefit Plan requires an employer contribution (currently 8.25%) and an employee contribution (currently 8.0%).
- G. The STRS Cash Balance Plan requires a total current contribution of 8% of gross salary: currently 4% from the District and currently 4% from the Unit Member. Cash Balance participants have an immediate vested right to their contribution and the District's contribution. The Cash Balance Plan shall be portable between different districts. Benefits shall be available to unit members upon retirement, disability, or termination of employment as determined by STRS.

**ARTICLE 17: SAVINGS PROVISION**

If any provision of this Agreement is held to be contrary to law by legislative act or by a court of competent jurisdiction, such provision(s), will not be deemed valid and subsisting except to the extent permitted by law, but all other provisions will continue in full force and effect.

## **ARTICLE 18: ACADEMIC FREEDOM**

Reference: BP 4030

Reference: Education Code section 76120; Title 5 section 51023; Accreditation Standard I.C.7; 1940 Statement of Principles on Academic Freedom and Tenure with Interpretative Comments, in AAUP POLICY DOCUMENTS & REPORTS (11th ed. 2015)

### **A. General Principles on Academic Freedom**

1. The free expression guarantee provided by the United States Constitution's First Amendment is vital to America's democracy; the functioning of democratic institutions depends on the people's freedom to vigorously discuss, debate, disagree, challenge and dialogue on all topics of public concern.
2. To fulfill its civic and educational mission, an institution of higher education must encourage its campus community to comprehend and value the importance of the right of free expression to an open society and an educated populace.
3. Developing the critical inquiry and thought required for individual success and societal progress can only occur in an academic environment that promotes an open and free exchange of ideas and freedom of expression must, therefore, extend to students and faculty in an educational environment.
4. The College supports academic freedom for its faculty and students and encourages them to develop and engage in opportunities for critical thinking and personal growth without compromising the respect to which all persons are entitled.

### **B. Academic Freedom and the Faculty**

1. The District adopts the definition of academic freedom provided by the 1940 Statement of Principles on Academic Freedom and Tenure, including the 1970 Interpretive Comments. That definition, in summary, declares that academic freedom is the freedom to teach, both in and outside the classroom, to conduct research and to publish the results of those investigations, and to address any matter of institutional policy or action whether or not as a member of an agency of institutional governance. Professors should also have the freedom to address the larger community with regard to any matter of social, political, economic or other interest, without institutional discipline or restraint, save in response to fundamental violations of professional ethics or statements that suggest disciplinary incompetence.

### **C. Academic Freedom and Students**

1. By engaging in academic study within the District, students should accept that they will study in an environment designed to present a full, open, and thoughtful range of academic insights, perspectives, and viewpoints and that they are likely to be exposed to conflicting and controversial views as a result.
2. Academic freedom allows students to take reasoned exception to the concepts and conclusions presented in any course of study in a manner that is consistent with the District's Code of Student Conduct. Students remain responsible, however, for learning the content of any course in which they are enrolled, and can expect to be evaluated on their knowledge of such information.

### **D. District Responsibilities and Support**

1. The District is committed to the full support of the principle of academic freedom within

all its activities.

2. The District supports the freedom of all faculty to inquire, to teach controversial content, to model and encourage critical thinking, and to present multiple viewpoints within each discipline.
3. The District supports the freedom of all students to inquire, access the full range of information available, explore difficult and controversial material, develop and practice critical thinking skills, and learn in a climate free of intimidation and conducive to the free exchange of ideas.
4. The District recognizes that the California Education Code grants faculty the right and the professional responsibility to assign grades free from political influence, intimidation, or legal threat.

E. Role of Academic Senate

1. The Academic Senate shall establish a Committee on Academic Freedom to provide clarification and advice on matters relating to academic freedom.

See Administrative Procedure AP 4030

Approved: 11/10/2020

Next Review Date: Fall, 2026.

The District has both a Board Policy and Administrative Procedure regarding Academic Freedom. To ensure you are reviewing the most recent version of the BP and AP 4030, please see the links below.

Please find the most recent Board Policy at:

<https://www.canyons.edu/resources/documents/administration/board/bp-ap/4000academicaffairs/BP4030.pdf>

Please find the most recent Administrative Procedure at:

<https://www.canyons.edu/resources/documents/administration/board/bp-ap/4000academicaffairs/AP4030.pdf>

## **ARTICLE 19: PROFESSIONAL DEVELOPMENT**

- A. Effective Fall 2021, unit members who successfully complete a 54-hour) non-credit teaching foundation certificate of completion will remain at their earned step, and will be advanced to the Associate range on the salary schedule per Appendix A, effective the following summer session.
- B. Unit members who attend College sponsored FLEX and approved department activities, including the professional development program from Section A above, will earn their regular hourly rate for up to 5 hours and up to an additional 4 hours of FLEX at the non-instructional rate for each summer/fall and winter/spring period. Unit members have the option to present FLEX workshops for double the FLEX hours, up to the maximum hours stated above (i.e. presenting a 1-hour workshop would equate to 2 FLEX hours).
  1. Approved department activities include: department retreats, department retreat presentations, and departmental trainings that have been approved for FLEX credit.
  2. Unit members will be given reasonable advanced notice of department retreats. Every effort will be made to schedule such retreats at times convenient to encourage maximum attendance.
  3. The following training deemed mandatory by California law:
    - Anti-harassment training (non-supervisory)
    - Mandatory Report (Protect the Children)not to exceed 2 hours per academic year, will be completed during the semester/session assigned and eligible for FLEX pay as outlined in B above. Unit members will be given reasonable advanced notice of mandatory training.
  4. Only training or professional development, as defined by the Faculty FLEX Committee, is eligible for FLEX credit. Departmental or District support activities such as, but not limited to maintaining department web pages, assisting with faculty scheduling, and class calendaring, are not considered FLEX eligible. Activities such as these must be approved in advance by the division dean and would be paid the applicable hourly non-instructional rate per Article 11.
  5. Unit members who have either a winter or spring assignment may attend FLEX activities from January 1<sup>st</sup> through June 30<sup>th</sup>. Unit Members who have a summer or fall assignment may attend FLEX activities from July 1<sup>st</sup> through December 31<sup>st</sup>.
- C. The District will make every effort to inform unit members of the FLEX schedule in ample time to enroll. The District will also make an effort to offer some FLEX opportunities at a time convenient for part-time faculty attendance. FLEX is not mandatory; however, unit members are encouraged to attend.
- D. If the District directs a Unit member to attend a conference or meeting, all of his or her necessary and reasonable costs for fees, travel, board, and lodging shall be reimbursed by the District.

## **ARTICLE 20: OFFICE HOURS**

### **A. Office Hours: Time, Place, and Manner**

1. Office hours are to be scheduled to meet the needs of all on-ground, online, and hybrid students, whether students are enrolled in full semester-length or short-term classes, and the needs of the educational program of the District. Instructors of noncredit classes that are mirrored with credit classes, where a single class consists of both credit and noncredit students, will provide access to their existing office hours for the noncredit students in this section.
2. The provisions of this article do not apply to non-instructional faculty (for example, counselors and librarians).
3. Each scheduled period of on campus (or site) office time shall be scheduled during regular college (or site) business hours.
4. Half of the office hours for a course must be conducted on a regular schedule, either on the campus (or site) where the course is scheduled or through virtual means. This portion of the office hours will be considered “scheduled office hours”.
  - a. Virtual office hours must be conducted via the District’s approved Learning Management System (LMS) or CCC Confer. The District will ensure that instructors have a reliable means of conducting virtual office hours. Virtual office hours require instructor login and telepresence throughout the period and must include video or other synchronous communication options for students.
  - b. If an instructor elects to hold virtual office hours for the scheduled portion of an on-ground (or site) class, and a student in the on-ground (or site) class requests an in-person meeting, the instructor will offer to meet with that student on-ground (or site) at a reasonable day and time within one week.
5. Half of the office hours for a course may be conducted per individual arrangements between the student and the unit member. This portion of the office hours will be considered “unscheduled office hours”.
  - a. Unscheduled office hours are in-person or computer-mediated communications or phone calls.
  - b. The instructor’s e-mail address will be included in the class syllabus.
  - c. If an instructor is not available to students via e-mail, all of the office hours for that instructor must be scheduled office hours.
6. Each scheduled period of office time shall be scheduled during a time that students are reasonably expected to be available. During the fall and spring semesters, each unit member shall maintain office hours for on-ground (or site), online, and hybrid classes as per the table below. For courses that consist of tandem lecture and lab, office hours are based on the units per week associated with the lecture only.



7.

On- Campus (or Site) Units per week	Number of Scheduled Office Hours (minutes)	Number of Unscheduled Office Hours (minutes)	Total Office Hours per Week (minutes)
3	30	30	60
4	40	40	80
5	50	50	100
6	60	60	120
7	70	70	140
8	80	80	160
9	90	90	180
10	100	100	200
11	110	110	220
12	120	120	240
13	120	120	240
14	130	130	260
15	140	140	280
16	150	150	300

Within one week after the commencement of the semester, the unit member shall prepare and submit their proposed schedule of office hours to the instructional dean via the District's office hours reporting website. Scheduled office hours may be held at a time to be determined after the unit member has surveyed their students but must be determined no later than the Census date. Changes to scheduled office hours must be communicated to the students via email and must be updated on the District's office hours reporting website.

8. Office hours must be included in each course syllabus along with campus (or site) location or LMS/CCC Confer access instructions.
9. Cancellation of one or more office hours per day, not properly rescheduled within one week, will result in the use of leave hours equal to the office hour(s) missed.

B. Compensation:

1. Scheduled office hours will be compensated as per Article 10.
2. Scheduled office hours may be verified by the instructional dean.

C. Miscellaneous:

1. Unit members will not be compensated for hours in excess of the minimum requirement, or for additional hours worked either in person or on line.

## **ARTICLE 21: NONCREDIT FACULTY**

### **A. Definition**

Article 21 applies specifically to noncredit adjunct faculty teaching all or the majority of their teaching load in noncredit. Unless specifically preempted by this article, the entirety of the American Federation of Teachers Local 6262 collective bargaining agreement applies to noncredit adjunct faculty. Noncredit adjunct faculty may be employed in a noncredit assignment for a maximum of two hundred ninety-three (293) instructional hours per semester (i.e., 67% of eight hundred seventy-five [875] instructional hours per school year or four hundred thirty-seven [437] instructional hours per semester as defined by Education Code 22138.5 for full-time noncredit faculty), approved by the State Chancellor in accordance with Section 55100 of Title V of the California Code of Regulations, and for which the District receives funding under Education Code Section 84757 and related statutory and regulatory provisions. Adjunct faculty that teach both noncredit as well as credit classes can only teach 67% of a full-time load. A noncredit assignment may consist of both noncredit CDCP\* (Career Development College Preparation or enhanced) as well as noncredit non-enhanced courses as per the ten noncredit categories below:

1. English as a Second Language\*
2. Immigrant Education
3. Elementary and Secondary Basic Skills\*
4. Health and Safety
5. Substantial Disabilities
6. Parenting
7. Home Economics
8. Courses for Older Adults
9. Short-term Vocational Programs\*
10. Workforce Preparation\*

The minimum qualifications for noncredit faculty are specified in Title V Section 53412 of the California Code of Regulations.

### **B. Responsibilities**

1. Noncredit faculty shall be responsible for meeting their assigned classes on time and regularly. Locations for these assigned classes can include District sites and/or off-campus sites within the Santa Clarita Valley.
2. Noncredit faculty shall also be responsible for class preparation, all required record keeping, and timely submission of all required District and State records and reports.
3. Where appropriate, noncredit faculty shall also be responsible for being informed about the credit program of the District and for preparing students to transition into the College's credit program.

### **C. Assignment and Scheduling**

It is in the best interest of the District and the intent of both parties to hire experienced, noncredit faculty to work with a cohort of noncredit students either at the College and/or particular off-campus site.

1. When there is a need for noncredit faculty service beyond that provided by regular, contract, and /or other District full-time faculty, the following are the factors to be considered in developing the work assignment of noncredit unit members for all

semesters and sessions.

- Minimum qualifications and/or appropriate certification (Title V Section 53412)
  - Demonstrated competency, expertise and/or training in the discipline, sub-field of the discipline, or particular assignment
  - Previous service/experience with the College and/or off-campus site
  - Previous overall rating of 4 or 5 in a formal evaluation as per Appendix B or E
  - Investigated Complaints
  - Availability for the assignment
  - Request by the noncredit unit member to continue with the same cohort at the same site as the previous semester
  - Unit members who have been or are currently being investigated for a legitimate violation of the District's written policies and procedures, that has been reviewed by Human Resources, may not receive an assignment.
2. The Dean of Continuing Education or other appropriate administrator (or his/her designee) shall assign noncredit courses to noncredit faculty, based on criteria outlined in Article 6 sections 6.3, 6.4 and 6.5.
  3. Noncredit adjunct faculty may be employed in a noncredit assignment for a maximum of two hundred ninety-three (293) instructional hours per semester (or 67% of eight hundred seventy-five [875] instructional hours per school year or four hundred thirty-seven [437] instructional hours per semester as defined by Education Code 22138.5 for full-time noncredit faculty). If a noncredit adjunct faculty member is also employed in a credit adjunct assignment, the unit member can still only teach 67% of a full-time load.

For example, consider an ESL unit member who would like to teach a 67% load that consists of a noncredit ESL assignment as well as an ESL-060 credit assignment:

- ESL-060 credit load: 54.00 semester hours = 3.00 units (20% load or 3 units/15 units)
  - Noncredit load: 47% remaining noncredit load = 205 noncredit semester hours (47% of 437 hours)
4. The District will staff sections no later than the summer session before the start of the fall semester, the fall semester before the start of the winter intersession, the winter session before the start of the spring semester, and the spring semester before the start of the summer session. The District will notify AFT of reasons for exceptions to this timeline. Exceptions to the timeline below may include the following:
    - Uncertainty in funding that results in a reduction or expansion of department course offerings;
    - Change in course availability due to the change in the number of department full-time faculty or full-time faculty reassigned/release time;
    - Change in course offerings due to a change in curriculum, reorganization, or administrative priorities concerning enrollment;
    - Change in off-campus site priorities external to the college; and
    - Technical difficulties with software or data systems.

#### D. Evaluations

The performance evaluation of noncredit instructors is essential to the maintenance of a

quality instructional program. The evaluator should arrive on time and be professional as well as respectful to the noncredit unit member and students in the class.

1. Definitions

- a. The “evaluatee” is the person being evaluated.
- b. The “evaluator” is a full-time faculty member in the related credit department or appropriate educational administrator. The evaluator will be assigned by the Dean of Continuing Education (or his/her designee).
  - If the class to be visited is an online class, the evaluator will have online teaching experience. If the evaluator does not possess online teaching experience, a co-evaluator may be assigned (one assigned as per 1.b. and the other a faculty member or educational administrator with experience in online pedagogy), assigned by the Dean of Distance Learning, where both co-evaluators may not be educational administrators.
  - If co-evaluators are assigned for an evaluation of an online class, the evaluator assigned per 1.b. will complete only that part of the evaluation
- c. An “observation” is the observation of the noncredit unit member, in the performance of his or her duties, by the evaluator.
- d. The “instrument” is the agreed upon Visitation and Evaluation Report (Appendix B – Classroom or Appendix B – Online) for noncredit faculty. Non-teaching part-time noncredit faculty will be evaluated using the Non-Instructional Visitation and Evaluation Report (Appendix E).

2. Scheduling and Frequency

Noncredit instructors shall be evaluated during the first semester of employment and at least one additional time during the next four semesters of employment (as determined by Human Resources). For noncredit faculty that primarily work winter or summer sessions only, they will be evaluated during the applicable session. Thereafter, noncredit instructors will be evaluated at least one time during every four semesters of employment. In the absence of complaints and in the presence of good student evaluations, noncredit instructors who have taught for at least sixteen (16) semesters may be evaluated once every six semesters of employment. However, at the option of the Dean of Continuing Education, Dean of Learning Resources, or other appropriate administrator, a noncredit faculty member may be evaluated when he or she is assigned to teach a new course within the discipline or other discipline the noncredit unit member has not previously taught for the District.

3. The complete evaluation documents shall include, but not be limited to, the following items:

- a. Classroom or Non-Instructional Evaluation Report:
  - i. The evaluator shall make at least one classroom or other work place observation, to be no less than fifty minutes in length whenever possible (but may be longer if the class or lab session observed is longer). An evaluation report based on this observation and other appropriate criteria will be completed on the forms jointly agreed to by both parties.
  - ii. The evaluation report (Appendix B or E) should be completed by the evaluator and submitted to the noncredit faculty member within twenty-eight (28)

calendar days from the observation date. It will then be forwarded to the department chair and division dean (where applicable), who will sign off on the report, indicating that they acknowledge the findings. Any evaluation report submitted to the part-time noncredit faculty member later than the twenty-eight (28) calendar days is still valid.

4. Online Evaluation Report:

a. If the class to be evaluated takes place 100% online or hybrid class is 50% or more online, the evaluator shall, during a prearranged and mutually agreed on meeting with the evaluatee, access one current online/hybrid course section for review. If a hybrid class is selected, then the online portion of the class shall be subject to evaluation. The meeting can take place in person or virtually, and should be no less than fifty cumulative minutes in length, but may be longer if the complete section cannot be reviewed within fifty cumulative minutes. The evaluation process should, at a minimum, determine that academically relevant student-instructor contact is regularly initiated by the instructor. Furthermore, the evaluation should, at a minimum, determine that student-instructor and student- student interaction is conducted in alignment with the current Distance Learning Addendum (part of the official course outline of record) for the particular course. An evaluation report based on this observation and other appropriate criteria will be completed on the forms jointly agreed to by both parties.

b. The evaluation report (Appendix B – Online) should be completed by the evaluator and submitted to the part-time faculty member within twenty-eight (28) calendar days from the observation date. It will then be forwarded to the department chair and division dean, who will sign off on the report, indicating that they acknowledge the findings. Any evaluation report submitted to the part-time faculty member later than the twenty-eight (28) calendar days is still valid.

5. Self-Reflection: Each part-time instructor will complete a written self-reflection, due to the evaluator at least five (5) calendar days before the Evaluation Conference, to be used to improve instruction and not as a determinant of employee status. The self-reflection shall include, but may not be limited to:

- Objectives for improvement, change or maintenance of methodology based on the results of the student survey, a self-examination of teaching methods, student learning outcomes, assessment data from student learning outcomes or other measures, and whatever other factors that are deemed relevant.
- A review of the objectives for improvement, if any, from the evaluatee's last evaluation.
- A summary of professional growth activities. A listing of reasonable resources that can be provided by the District to help improve instructor teaching.

6. The Professionalism Report (Appendix D) is an optional report regarding the evaluatee's professionalism and faculty responsibilities. The Professionalism Report is in addition to the Visitation and Evaluation Report (Appendix B and E). This report can be requested by the member, the member's department chair, or the member's division dean any semester or term, irrespective of the member's comprehensive evaluation. If Appendix D is completed during a regular evaluation cycle, the member should be notified via e-mail by the division dean ten (10) days

in advance of the final review conference. The Professionalism Report should be submitted to the member within twenty-eight (28) calendar days from the observation date and will become part of the member's comprehensive evaluation report (when conducted during a regular evaluation cycle). All evaluation documents will be placed in the adjunct instructor's District personnel file.

7. Evaluation Conference: An evaluation conference will be scheduled by the evaluator, to be held no sooner than seven (7) calendar days after the observation. The conference will deal with, but not be limited to, the items listed above in the classroom evaluation report, Self-Reflection, and Professionalism Report.
8. If desired, the evaluatee may submit a written, signed response regarding Appendix E or F to the appropriate educational administrator within fourteen (14) calendar days after the Evaluation Conference. This response along with complete evaluation documents will be included in the noncredit instructor's District personnel file.
9. The evaluatee may challenge the initially proposed evaluator and request an alternate evaluator be assigned. The replacement evaluator will be assigned by the division dean in consultation with the department chair. This challenge must be received by the division dean with five (5) calendar days of the communication informing the unit member of the initially proposed evaluator, and may only be exercised once per evaluation.
10. In the event the evaluatee feels the evaluation report and/or overall evaluation score is inaccurate or non-representational, the evaluatee may request a second evaluation to be conducted by a different evaluator.
11. The evaluatee must submit a written request for a second evaluation to the division dean within five (5) workdays of receipt of the completed evaluation form, specifying the perceived problem with the original evaluation and the justification for a second evaluation.
12. The evaluatee will receive a written response to the request for a second evaluation within ten (10) workdays of the request.
  - a. If a second evaluation is granted, it may be scheduled during the same semester (or term) or during the following semester.
  - b. If a second evaluation is not granted, the response must include specific reason(s) for denying the request based on substantive, not staffing, criteria. Refusal to grant a second evaluation is grievable by the evaluatee or AFT.
13. All evaluation documents as described above should be submitted to Human Resources by the division dean before the end of the respective semester or session that the evaluation occurred.

## **ARTICLE 22: DISCIPLINE**

The District and the AFT shall be committed to resolving performance problems at the informal level, whenever possible. However, when a problem arises, the Unit Member may be subject to discipline. Discipline shall be administered in a timely manner once the District is aware of the issue, and be for just cause.

If a District administrator requests a meeting with a Unit Member that could result in the discipline of the Unit Member, the District will notify the Unit Member of his/her right to have a representative at the meeting and inform the Unit Member of the reason for the meeting.

## **APPENDIX A: ADJUNCT SALARY SCHEDULES**

### **SANTA CLARITA COMMUNITY COLLEGE DISTRICT COLLEGE OF THE CANYONS ADJUNCT SALARY SCHEDULE 9 2014-2015**

Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and  
Enhanced Noncredit (Hourly) Faculty

Range	Step 1	Step 2	Step 3		
1	57.41	61.43	63.27	*	Academic Adjunct (Base Pay)
2	63.15	67.57	69.60	**	Associate Adjunct (Base Pay)
3	63.15	67.57	69.60	***	Academic Adjunct with Doctorate
4	69.47	74.33	76.56	****	Associate Adjunct with Doctorate

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- \*1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.
2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).
- \*\*4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires:  
The completion of the Professional Development program specified in Article 19 A.  
OR  
The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.
- \*\*\*5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.
- \*\*\*\*6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective:  
07/01/2014  
Board Approved:  
5/11/2016



SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 9  
2015-2016

Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and  
Enhanced Noncredit (Hourly) Faculty

Range	Step 1	Step 2	Step 3		
1	60.28	64.50	66.44	*	Academic Adjunct (Base Pay)
2	66.31	70.95	73.08	**	Associate Adjunct (Base Pay)
3	66.31	70.95	73.08	***	Academic Adjunct with Doctorate
4	72.94	78.05	80.39	****	Associate Adjunct with Doctorate

Method of placement on the Academic Adjunct (Hourly) Salary  
Schedule is:

- \*1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.
- 2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- 3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).
- \*\*4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires: The completion of the Professional Development program specified in Article 19 A.  
OR  
The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.
- \*\*\*5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.
- \*\*\*\*6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective:

07/01/2015

Board Approved:

5/11/2016

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 9  
2017-2018

Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and Enhanced Noncredit (Hourly) Faculty

Range	Step 1	Step 2	Step 3	
1	62.38	66.74	68.75	* Academic Adjunct (Base Pay)
2	68.62	73.42	75.62	** Associate Adjunct (Base Pay)
3	68.62	73.42	75.62	*** Academic Adjunct with Doctorate
4	75.48	80.77	83.19	**** Associate Adjunct with Doctorate

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.
- 2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- 3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).
- \*\* 4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires:  
The completion of the Professional Development program specified in Article 19 A.  
OR  
The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.
- \*\*\* 5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.
- \*\*\*\* 6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2017  
Board Approved: 06/27/18

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 9  
2018-2019

Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and Enhanced Noncredit (Hourly) Faculty

Range	Step 1	Step 2	Step 3		
1	64.69	69.22	71.30	*	Academic Adjunct (Base Pay)
2	71.17	76.14	78.43	**	Associate Adjunct (Base Pay)
3	71.17	76.14	78.43	***	Academic Adjunct with Doctorate
4	78.28	83.77	86.28	****	Associate Adjunct with Doctorate

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- \*
    1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.
    2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
    3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).
  - \*\*
    4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires: The completion of the Professional Development program specified in Article 19 A.
- OR
- \*\*\*
    5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.
  - \*\*\*\*
    6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2018  
Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 9  
2019-2020

Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and Enhanced Noncredit (Hourly) Faculty

Range	Step 1	Step 2	Step 3		
1	65.98	70.60	72.73	*	Academic Adjunct (Base Pay)
2	72.59	77.66	80.00	**	Associate Adjunct (Base Pay)
3	72.59	77.66	80.00	***	Academic Adjunct with Doctorate
4	79.85	85.45	88.01	****	Associate Adjunct with Doctorate

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.
- 2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- 3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).
- \*\* 4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires: The completion of the Professional Development program specified in Article 19 A.

OR

The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.

- \*\*\* 5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.
- \*\*\* 6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field
- \* from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2019

Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
PROPOSED ADJUNCT SALARY SCHEDULE 9  
2020-21

Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and Enhanced Noncredit (Hourly)

Step	A	<u>Range</u> B	C	D
01	67.25	69.94	73.97	76.66
02	67.92	70.63	74.71	77.43
03	68.60	71.34	75.46	78.20
04	69.28	72.05	76.21	78.98
05	69.98	72.78	76.97	79.77
06	70.68	73.50	77.74	80.57
07	71.38	74.24	78.52	81.38
08	72.10	74.98	79.31	82.19
09	72.82	75.73	80.10	83.01
10	73.55	76.49	80.90	83.84
11	74.28	77.25	81.71	84.68
12	75.02	78.02	82.53	85.53
13	75.77	78.81	83.35	86.38
14	76.53	79.59	84.18	87.25
15	77.30	80.39	85.03	88.12
16	78.07	81.19	85.88	89.00
17	78.85	82.00	86.74	89.89
18	79.64	82.82	87.60	90.79
19	80.44	83.65	88.48	91.70
20	81.24	84.49	89.36	92.61
* Range 1	Credit & Enhanced Noncredit Adjunct (Base Pay)			
** Range 2	Credit & Enhanced Noncredit Adjunct + CFT			
*** Range 3	Credit & Enhanced Noncredit Adjunct with Doctorate			
**** Range 4	Credit & Enhanced Noncredit Adjunct with Doctorate + CFT			

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Step 1 of the Adjunct (Hourly) Salary Schedule. Advancement to each subsequent Step after initial placement on the salary schedule requires that an adjunct (hourly) instructor complete two (2) semesters of service (excluding summer and intersessions).
- \*\* 2. Placement on Range B of the Adjunct (Hourly) Salary Schedule requires the completion of a skilled teacher program (CFT) specified in Article 19 A.
- \*\*\* 3. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution will be placed on Range C of the Adjunct (Hourly) Salary Schedule.
- \*\*\*\* 4. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution and the completion of a skilled teacher program (CFT) specified in Article 19 A will be placed on Range D of the Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2020 Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 9  
2021-22

Compensation for Academic & Associate Credit Adjunct (Hourly) Faculty and Enhanced Noncredit (Hourly)

Step	Range			
	A	B	C	D
01	70.78	73.61	77.86	80.69
02	71.49	74.35	78.64	81.50
03	72.21	75.09	79.43	82.31
04	72.93	75.84	80.22	83.14
05	73.66	76.60	81.02	83.97
06	74.39	77.37	81.83	84.81
07	75.14	78.14	82.65	85.66
08	75.89	78.92	83.48	86.51
09	76.65	79.71	84.31	87.38
10	77.41	80.51	85.16	88.25
11	78.19	81.32	86.01	89.13
12	78.97	82.13	86.87	90.03
13	79.76	82.95	87.74	90.93
14	80.56	83.78	88.61	91.84
15	81.36	84.62	89.50	92.75
16	82.18	85.46	90.39	93.68
17	83.00	86.32	91.30	94.62
18	83.83	87.18	92.21	95.56
19	84.67	88.05	93.13	96.52
20	85.51	88.93	94.06	97.49

*	Range 1 Credit & Enhanced Noncredit Adjunct (Base Pay)
**	Range 2 Credit & Enhanced Noncredit Adjunct + CFT
***	Range 3 Credit & Enhanced Noncredit Adjunct with Doctorate
****	Range 4 Credit & Enhanced Noncredit Adjunct with Doctorate + CFT

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Step 1 of the Adjunct (Hourly) Salary Schedule. Advancement to each subsequent Step after initial placement on the salary schedule requires that an adjunct (hourly) instructor complete two (2) semesters of service (excluding summer and intersessions).
- \*\* 2. Placement on Range B of the Adjunct (Hourly) Salary Schedule requires the completion of a skilled teacher program (CFT) specified in Article 19 A.
- \*\*\* 3. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution will be placed on Range C of the Adjunct (Hourly) Salary Schedule.
- \*\*\*\* 4. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution and the completion of a skilled teacher program (CFT) specified in Article 19 A will be placed on Range D of the Adjunct (Hourly) Salary Schedule.

Salary Schedule effective:  
Board Approved:

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT SALARY SCHEDULE 8  
2014 - 2015

Compensation for Noncredit Adjunct (Hourly) Faculty

\$35.71 / Hour

Salary Schedule effective: 07/01/14  
Board Approved: 5/11/2016

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT SALARY SCHEDULE 8  
2015-2016

Compensation for Noncredit Adjunct (Hourly) Faculty

\$37.50 / Hour

Salary Schedule effective: 07/01/15  
Board Approved: 5/11/2016



SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT SALARY SCHEDULE 8  
2016-2017  
Effective August 19, 2016

Compensation for Noncredit Adjunct (Hourly) Faculty

Range	Step 1	Step 2	
1	37.50	40.13	* Noncredit Adjunct (Base Pay w/Bachelor's Degree)
2	40.13	42.94	** Noncredit Adjunct (Base Pay w/Master's Degree)
3	41.25	44.14	*** Noncredit Adjunct Bachelor's + Prof. Dev. per Article 19
4	44.14	47.23	*** Noncredit Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

\*1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).

\*\*2. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.

\*\*\*3. Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective:  
08/19/16  
Board Approved: 5/11/2016

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT SALARY SCHEDULE 8  
2017-2018  
Effective July 1, 2017

Compensation for Noncredit Adjunct (Hourly) Faculty

Range	Step 1	Step 2	
1	38.81	41.53	* Noncredit Adjunct (Base Pay w/Bachelor's Degree)
2	41.53	44.43	** Noncredit Adjunct (Base Pay w/Master's Degree)
3	42.69	45.68	*** Noncredit Adjunct Bachelor's + Prof. Dev. per Article 19
4	45.68	48.87	*** Noncredit Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \* 1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- \*\* 2. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.
- \*\*\* 3. Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective: 07/01/2017  
Board Approved: 06/27/18

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT SALARY SCHEDULE 8  
2018-2019

Compensation for Noncredit Adjunct (Hourly) Faculty

Range	Step 1	Step 2	
1	40.24	43.07	*Noncredit Adjunct (Base Pay w/Bachelor's Degree)
2	43.07	46.08	**Noncredit Adjunct (Base Pay w/Master's Degree)
3	44.27	47.37	*** Noncredit Adjunct Bachelor's + Prof. Dev. per Article 19
4	47.37	50.69	*** Noncredit Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \* 1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- \*\* 2. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.
- \*\*\* 3. Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment

Salary Schedule effective: 07/01/2018  
Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT SALARY SCHEDULE 8  
2019-2020

Compensation for Noncredit Adjunct (Hourly) Faculty

Range	Step 1	Step 2	
1	41.04	43.93	* Noncredit Adjunct (Base Pay w/Bachelor's Degree)
2	43.93	47.00	** Noncredit Adjunct (Base Pay w/Master's Degree)
3	45.16	48.32	*** Noncredit Adjunct Bachelor's + Prof. Dev. per Article 19
4	48.32	51.70	*** Noncredit Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \* 1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- \*\* 2. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.
- \*\*\* 3. Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective: 07/01/2019

Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
PROPOSED ADJUNCT SALARY SCHEDULE 8  
2020-21

Compensation for Noncredit Adjunct (Hourly) Faculty

Step	A	<u>Range</u> B	C	D
01	41.84	43.51	46.02	47.69
02	42.26	43.95	46.48	48.17
03	42.68	44.39	46.95	48.65
04	43.10	44.83	47.42	49.14
05	43.54	45.28	47.89	49.63
06	43.97	45.73	48.37	50.13
07	44.41	46.19	48.85	50.63
08	44.86	46.65	49.34	51.13
09	45.30	47.12	49.83	51.65
10	45.76	47.59	50.33	52.16
11	46.21	48.06	50.84	52.68
12	46.68	48.54	51.34	53.21
13	47.14	49.03	51.86	53.74
14	47.61	49.52	52.38	54.28
15	48.09	50.01	52.90	54.82
16	48.57	50.51	53.43	55.37
17	49.06	51.02	53.96	55.93
18	49.55	51.53	54.50	56.48
19	50.04	52.05	55.05	57.05
20	50.54	52.57	55.60	57.62

*	Range 1	Noncredit Adjunct (Base Pay w/Bachelor's Degree)
**	Range 3	Noncredit Adjunct Bachelor's + Prof. Dev. per Article 19
***	Range 2	Noncredit Adjunct (Base Pay w/Master's Degree)
****	Range 4	Noncredit Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- |      |   |
|------|---|
| *    | 1. All adjunct (hourly) instructors are initially placed on Step 1. Advancement to each |
| **   | 2. Completion of the Professional Development program with a bachelor's degree per      |
| ***  | 3. Academic Adjunct instructors with an earned master's degree in a relevant field from |
| **** | 4. Completion of the Professional Development program with a master's degree per        |

Salary Schedule effective: 07/01/2020

Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE  
DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 8  
2021-2022

Compensation for Noncredit Adjunct (Hourly) Faculty

	Step	A	<u>Range</u>		D
	01	44.04	B	C	50.20
	02	44.48	45.80	48.44	50.71
	03	44.92	46.26	48.93	51.21
	04	44.92	46.72	49.42	51.72
	05	45.37	47.19	49.91	52.24
	06	45.83	47.66	50.41	52.76
	07	46.28	48.14	50.91	53.29
	08	46.75	48.62	51.42	53.82
	09	47.21	49.10	51.94	54.36
	10	47.69	49.59	52.46	54.91
	11	48.16	50.09	52.98	55.46
	12	48.65	50.59	53.51	56.01
	13	49.13	51.10	54.04	56.57
	14	49.62	51.61	54.59	57.14
	15	50.12	52.12	55.13	57.71
	16	50.62	52.65	55.68	58.28
	17	51.13	53.17	56.24	58.87
	18	51.64	53.70	56.80	59.46
	19	52.15	54.24	57.37	60.05
	20	52.68	54.78	57.94	60.65
		53.20	55.33	58.52	

*	Range 1	Noncredit Adjunct (Base Pay w/Bachelor's Degree)
**	Range 3	Noncredit Adjunct Bachelor's + Prof. Dev. per Article 19
***	Range 2	Noncredit Adjunct (Base Pay w/Master's Degree)
****	Range 4	Noncredit Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Step 1. Advancement to each
- \*\* 2. Completion of the Professional Development program with a bachelor's degree per
- \*\*\* 3. Academic Adjunct instructors with an earned master's degree in a relevant field from
- \*\*\*\* 4. Completion of the Professional Development program with a master's degree per

Salary Schedule effective:  
Board Approved:

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT THE LEARNING CENTER (TLC) ADJUNCT  
SALARY SCHEDULE (7)  
2015-2016

Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

\$41.99 / Hour

Salary Schedule effective: 07/01/15  
Board Approved: 5/11/2016

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT THE LEARNING CENTER (TLC) ADJUNCT SALARY SCHEDULE  
(7)  
2016-2017  
Effective August 19, 2016

Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

Range	Step 1	Step 2	
1	41.99	44.93	*Noncredit TLC Adjunct (Base Pay w/Bachelor's Degree)
2	44.93	48.08	**Noncredit TLC Adjunct (Base Pay w/Master's Degree)
3	46.19	49.42	***Noncredit TLC Adjunct Bachelor's + Prof. Dev. per Article 19
4	49.42	52.88	***Noncredit TLC Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \*1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- \*\*2. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.
- \*\*\*3. Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over 5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective: 08/19/16  
Board Approved: 5/11/2016



SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT THE LEARNING CENTER (TLC) ADJUNCT SALARY SCHEDULE (7)  
2017-2018  
Effective July 1, 2017

Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

Range	Step 1	Step 2	
1	43.45	46.49	* Noncredit TLC Adjunct (Base Pay w/Bachelor's Degree)
2	46.49	49.75	** Noncredit TLC Adjunct (Base Pay w/Master's Degree)
3	47.80	51.14	*** Noncredit TLC Adjunct Bachelor's + Prof. Dev. per Article 19
4	51.14	54.72	*** Noncredit TLC Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \* 1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- \*\* 2. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.
- \*\*\* 3. Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective: 07/01/2017  
Board Approved: 06/27/18

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT THE LEARNING CENTER (TLC) ADJUNCT SALARY SCHEDULE (7)  
2018-2019

Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

Range	Step 1	Step 2	
1	45.06	48.22	*Noncredit TLC Adjunct (Base Pay w/Bachelor's Degree)
2	48.22	51.60	**Noncredit TLC Adjunct (Base Pay w/Master's Degree)
3	49.57	53.04	*** Noncredit TLC Adjunct Bachelor's + Prof. Dev. per Article 19
4	53.04	56.75	*** Noncredit TLC Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- ※ 1. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- ※※ 2. Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.
- ※※※ 3. Completion of the Professional Development program per Article 19 adds approximately 10% methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective: 07/01/2018

Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT THE LEARNING CENTER (TLC) ADJUNCT SALARY SCHEDULE (7)  
2019-2020

Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

Range	Step 1	Step 2	
1	45.96	49.18	*Noncredit TLC Adjunct (Base Pay w/Bachelor's Degree)
2	49.18	52.63	**Noncredit TLC Adjunct (Base Pay w/Master's Degree)
3	50.56	54.10	*** Noncredit TLC Adjunct Bachelor's + Prof. Dev. per Article 19
4	54.10	57.89	*** Noncredit TLC Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \* Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- \*\* Academic Adjunct instructors with an earned master's degree in a relevant field from an accredited institution will be placed on Range 2 of the Noncredit Adjunct Salary Schedule.
- \*\*\* Completion of the Professional Development program per Article 19 adds approximately 10% salary increase. Salary scales are rounded to the nearest cent per standard rounding methods. Upon which time the targeted 3% salary change is modified by the rounding to a difference of over .5%, the District and AFT will agree to a one-time salary scale adjustment.

Salary Schedule effective: 07/01/2019

Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
PROPOSED ADJUNCT SALARY SCHEDULE 7  
2020-2021

Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

Step	<u>Range</u>		C	D
	A	B		
01	46.84	48.71	51.52	53.40
02	47.31	49.20	52.04	53.93
03	47.78	49.69	52.56	54.47
04	48.26	50.19	53.08	55.01
05	48.74	50.69	53.62	55.56
06	49.23	51.20	54.15	56.12
07	49.72	51.71	54.69	56.68
08	50.22	52.23	55.24	57.25
09	50.72	52.75	55.79	57.82
10	51.23	53.28	56.35	58.40
11	51.74	53.81	56.91	58.98
12	52.26	54.35	57.48	59.57
13	52.78	54.89	58.06	60.17
14	53.31	55.44	58.64	60.77
15	53.84	55.99	59.22	61.38
16	54.38	56.55	59.82	61.99
17	54.92	57.12	60.41	62.61
18	55.47	57.69	61.02	63.24
19	56.03	58.27	61.63	63.87
20	56.59	58.85	62.25	64.51

*	Range 1	Noncredit TLC Adjunct (Base Pay w/Bachelor's Degree)
**	Range 3	Noncredit TLC Adjunct Bachelor's + Prof. Dev. per Article 19
***	Range 2	Noncredit TLC Adjunct (Base Pay w/Master's Degree)
****	Range 4	Noncredit TLC Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Step 1. Advancement to each
- \*\* 2. Completion of the Professional Development program with a bachelor's degree per
- \*\*\* 3. Academic Adjunct instructors with an earned master's degree in a relevant field from
- \*\*\*\* 4. Completion of the Professional Development program with a master's degree per

Salary Schedule effective: 07/01/2020

Board Approved: 10/14/20

SANTA CLARITA COMMUNITY COLLEGE  
DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 7  
2021-2022

Compensation for Noncredit The Learning Center (TLC) Adjunct (Hourly) Faculty

		<u>Range</u>			
	Step	A	B	C	D
	01	49.30	51.27	54.23	56.21
	02	49.80	51.79	54.78	56.77
	03	50.29	52.31	55.32	57.33
	04	50.80	52.83	55.88	57.91
	05	51.30	53.36	56.44	58.49
	06	51.82	53.89	57.00	59.07
	07	52.34	54.43	57.57	59.66
	08	52.86	54.97	58.15	60.26
	09	53.39	55.52	58.73	60.86
	10	53.92	56.08	59.31	61.47
	11	54.46	56.64	59.91	62.09
	12	55.01	57.21	60.51	62.71
	13	55.56	57.78	61.11	63.33
	14	56.11	58.36	61.72	63.97
	15	56.67	58.94	62.34	64.61
	16	57.24	59.53	62.96	65.25
	17	57.81	60.12	63.59	65.91
	18	58.39	60.73	64.23	66.56
	19	58.97	61.33	64.87	67.23
	20	59.56	61.95	65.52	67.90

*	Range 1	Noncredit TLC Adjunct (Base Pay w/Bachelor's Degree)
**	Range 3	Noncredit TLC Adjunct Bachelor's + Prof. Dev. per Article 19
***	Range 2	Noncredit TLC Adjunct (Base Pay w/Master's Degree)
****	Range 4	Noncredit TLC Adjunct Master's + Prof. Dev. per Article 19

Method of placement on the Noncredit Adjunct (Hourly) Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Step 1. Advancement to each
- \*\* 2. Completion of the Professional Development program with a bachelor's degree per
- \*\*\* 3. Academic Adjunct instructors with an earned master's degree in a relevant field from
- \*\*\*\* 4. Completion of the Professional Development program with a master's degree per

Salary Schedule effective:  
Board Approved:

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT NON-INSTRUCTIONAL SALARY SCHEDULE (6)  
2014-2015

Academic & Associate Credit Adjunct (Hourly) Non-Instructional Rate

Range	Step 1	Step 2	Step 3	
1	37.32	39.93	41.13	* Academic Adjunct (Base Pay)
2	41.05	43.93	45.24	** Associate Adjunct (Base Pay)
3	41.05	43.93	45.24	*** Academic Adjunct with Doctorate
4	45.16	48.32	49.77	**** Associate Adjunct with Doctorate

Method of placement on the Academic & Associate Credit Adjunct (Hourly) Faculty Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.
- 2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- 3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).
- \*\* 4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires:  
The completion of the Professional Development program specified in Article 19 A.  
OR  
The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.
- \*\*\* 5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.
- \*\*\*\* 6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective:  
07/01/2014  
Board Approved: 5/11/2016

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT NON-INSTRUCTIONAL SALARY SCHEDULE (6)  
2015-2016

Academic & Associate Credit Adjunct (Hourly) Non-Instructional Rate

Range	Step 1	Step 2	Step 3	
1	39.19	41.93	43.19 *	Academic Adjunct (Base Pay)
2	43.11	46.13	47.51 **	Associate Adjunct (Base Pay)
3	43.11	46.13	47.51 ***	Academic Adjunct with Doctorate
4	47.42	50.74	52.26 ****	Associate Adjunct with Doctorate

Method of placement on the Academic & Associate Credit Adjunct (Hourly) Faculty Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.
- 2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- 3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).
- \*\*4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires:  
The completion of the Professional Development program specified in Article 19 A.
- OR
- The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.
- \*\*\* 5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.
- \*\*\*\* 6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective:  
07/01/2015  
Board Approved:  
5/11/2016

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT NON-INSTRUCTIONAL SALARY SCHEDULE (6)  
2017-2018

Academic & Associate Credit Adjunct (Hourly) Non-Instructional Rate

Range	Step 1	Step 2	Step 3		
1	40.55	43.39	44.69	*	Academic Adjunct (Base Pay)
2	44.61	47.74	49.16	**	Associate Adjunct (Base Pay)
3	44.61	47.74	49.16	***	Academic Adjunct with Doctorate
4	49.07	52.51	54.08	****	Associate Adjunct with Doctorate

Method of placement on the Academic & Associate Credit Adjunct (Hourly) Faculty Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Range 1 / Step 1 of the Academic Adjunct (Hourly) Salary Schedule.
- 2. Advancement to Step 2 of the salary schedule requires that an adjunct (hourly) instructor complete four (4) semesters of service (excluding summer and intersessions).
- 3. Advancement to Step 3 of the salary schedule requires that an adjunct (hourly) instructor complete six (6) semesters of service at Step 2 (excluding summer and intersessions).
- \*\* 4. Placement on Range 2 of the Associate Adjunct (Hourly) Salary Schedule requires:  
The completion of the Professional Development program specified in Article 19 A.  
OR  
The completion of twelve (12) units of teaching methodology and/or coursework in the area of assignment. The coursework must be pre-approved by the CIO.
- \*\*\* 5. Academic Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 3 of the Academic Adjunct (Hourly) Salary Schedule.
- \*\*\*\* 6. Associate Adjunct instructors with an earned doctorate (Ph.D. or Ed.D.) in a relevant field from an accredited institution will be placed on Range 4 of the Associate Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2017

Board Approved: 06/27/2018



SANTA CLARITA COMMUNITY COLLEGE  
DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 6  
2020-2021

Academic & Associate Credit Adjunct (Hourly) Non-Instructional Rate

	Step	A	Range B	C	D
	01	43.71	45.46	48.08	49.83
	02	44.15	45.91	48.56	50.33
	03	44.59	46.37	49.05	50.83
	04	45.03	46.84	49.54	51.34
	05	45.48	47.30	50.03	51.85
	06	45.94	47.78	50.53	52.37
	07	46.40	48.25	51.04	52.89
	08	46.86	48.74	51.55	53.42
	09	47.33	49.22	52.06	53.96
	10	47.80	49.72	52.59	54.50
	11	48.28	50.21	53.11	55.04
	12	48.77	50.72	53.64	55.59
	13	49.25	51.22	54.18	56.15
	14	49.75	51.74	54.72	56.71
	15	50.24	52.25	55.27	57.28
	16	50.75	52.78	55.82	57.85
	17	51.25	53.30	56.38	58.43
	18	51.77	53.84	56.94	59.01
	19	52.28	54.37	57.51	59.60
	20	52.81	54.92	58.09	60.20

*	Range 1 Credit & Enhanced Noncredit Adjunct (Base Pay)
**	Range 2 Credit & Enhanced Noncredit Adjunct + CFT
***	Range 3 Credit & Enhanced Noncredit Adjunct with Doctorate
****	Range 4 Credit & Enhanced Noncredit Adjunct with Doctorate + CFT

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- \*1. All adjunct (hourly) instructors are initially placed on Step 1 of the Adjunct (Hourly) Salary Schedule. Advancement to each subsequent Step after initial placement on the salary schedule requires that an adjunct (hourly) instructor complete two (2) semesters of service (excluding summer and intersessions).
- \*\*2. Placement on Range B of the Adjunct (Hourly) Salary Schedule requires the completion of a skilled teacher program (CFT) specified in Article 19 A.
- \*\*\*3. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution will be placed on Range C of the Adjunct (Hourly) Salary Schedule.
- \*\*\*\*4. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution and the completion of a skilled teacher program (CFT) specified in Article 19 A will be placed on Range D of the Adjunct (Hourly) Salary Schedule.

Salary Schedule effective: 07/01/2020

SANTA CLARITA COMMUNITY COLLEGE  
DISTRICT  
COLLEGE OF THE CANYONS  
ADJUNCT SALARY SCHEDULE 6  
2021-2022

Academic & Associate Credit Adjunct (Hourly) Non-Instructional Rate

Step	A	Range B	C	D
01	46.01	47.85	50.61	52.45
02	46.47	48.32	51.11	52.98
03	46.94	48.81	51.63	53.50
04	47.40	49.30	52.15	54.04
05	47.87	49.79	52.66	54.58
06	48.36	50.29	53.19	55.12
07	48.84	50.79	53.72	55.67
08	49.32	51.30	54.26	56.23
09	49.82	51.81	54.80	56.80
10	50.31	52.34	55.36	57.37
11	50.82	52.85	55.90	57.94
12	51.34	53.39	56.46	58.51
13	51.84	53.91	57.03	59.10
14	52.37	54.46	57.60	59.69
15	52.88	55.00	58.18	60.29
16	53.42	55.56	58.76	60.89
17	53.95	56.10	59.35	61.50
18	54.49	56.67	59.94	62.11
19	55.03	57.23	60.54	62.73
20	55.59	57.81	61.15	63.37

*	Range 1 Credit & Enhanced Noncredit Adjunct (Base Pay)
**	Range 2 Credit & Enhanced Noncredit Adjunct + CFT
***	Range 3 Credit & Enhanced Noncredit Adjunct with Doctorate
****	Range 4 Credit & Enhanced Noncredit Adjunct with Doctorate + CFT

Method of placement on the Academic Adjunct (Hourly) Salary Schedule is:

- \* 1. All adjunct (hourly) instructors are initially placed on Step 1 of the Adjunct (Hourly) Salary Schedule. Advancement to each subsequent Step after initial placement on the salary schedule requires that an adjunct (hourly) instructor complete two (2) semesters of service (excluding summer and intersessions).
- \*\* 2. Placement on Range B of the Adjunct (Hourly) Salary Schedule requires the completion of a skilled teacher program (CFT) specified in Article 19 A.
- \*\*\* 3. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution will be placed on Range C of the Adjunct (Hourly) Salary Schedule.
- \*\*\*\* 4. Adjunct instructors with an earned doctorate (Ph.D., J.D., Ed.D., etc.) in a relevant field from an accredited institution and the completion of a skilled teacher program (CFT) specified in Article 19 A will be placed on Range D of the Adjunct (Hourly) Salary Schedule.

Salary Schedule effective:

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT NON-INSTRUCTIONAL SALARY SCHEDULE (5)  
2014-2015

Noncredit Adjunct (Hourly) Non-Instructional Rate

\$23.22 / Hour

Salary Schedule effective: 07/01/14  
Board Approved: 5/11/2016

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT NON-INSTRUCTIONAL SALARY SCHEDULE (5)  
2015-2016

Noncredit Adjunct (Hourly) Non-Instructional Rate

\$24.38 / Hour

Salary Schedule effective: 07/01/15  
Board Approved: 5/11/2016

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
NONCREDIT ADJUNCT NON-INSTRUCTIONAL SALARY SCHEDULE (5)  
2017-2018

Noncredit Adjunct (Hourly) Non-Instructional Rate

\$ 25.23 / Hour

Salary Schedule effective: 07/01/17  
Board Approved: 06/27/2018

**SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
COMPENSATION FOR SCHEDULED OFFICE HOURS  
ADJUNCT (HOURLY) FACULTY  
SALARY SCHEDULE (F)**

**2016-2017**

Hourly Rate: \$20.00

Salary schedule effective 08/22/16  
Board Approved: 5/11/2016

**SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
COMPENSATION FOR SCHEDULED OFFICE HOURS  
ADJUNCT (HOURLY) FACULTY  
SALARY SCHEDULE (F)  
2017-2018  
Effective August 21, 2017**

Hourly Rate: \$40.00

Salary schedule effective 08/21/2017  
Board Approved: 06/27/18

## **APPENDIX B: CLASSROOM EVALUATION REPORTS**

### COLLEGE OF THE CANYONS Visitation and Evaluation Report

Instructor \_\_\_\_\_ Visitation Date \_\_\_\_\_

Course Number, Section Number, and Title \_\_\_\_\_

Official Class Duration (as per Schedule of Classes) \_\_\_\_\_

Evaluator Arrival Time \_\_\_\_\_

Evaluator Departure Time \_\_\_\_\_

☐ Lecture ☐ Lab ☐ Activity

Total Number of Students in Attendance \_\_\_\_\_

Instructional Techniques Being Used

\_\_\_\_\_  
(Lecture, discussion, audio/visual, handout, laboratory, group activity, etc.)

Name of Evaluator \_\_\_\_\_

Directions: Circle the appropriate number for each item evaluated. Comments should detail specific items in support of your numerical assignment and may include suggestions for improvement. Evaluation should include review of class materials and assessment instruments.

A. Knowledge of Subject Matter      1      2      3      4      5      N/A

5 – Instructor demonstrates a command of the material taught.

3 – Instructor demonstrates an understanding of the material taught.

1 – Instructor does not appear to have an adequate background for the material taught.

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



B. Clear Lesson Objectives	1	2	3	4	5	N/A
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- 5 – Instructor demonstrates thorough preparation and provides clearly defined objectives (examples: syllabus, online, PowerPoint, on board, verbal)
- 3 – Instructor demonstrates preparation for class; some objectives apparent.
- 1 – Instructor demonstrates no evidence of preparation for class and/or objectives not apparent.

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

C. Clear Written and Oral Communications	1	2	3	4	5	N/A
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- 5 – Models clear, enthusiastic, excellent and appropriate vocabulary and mannerisms. Written materials clear, accurate and fitting to subject.
- 3 – Verbal and written materials of average quality.
- 1 – Poor quality in spoken or written communication, lacks enthusiasm; inappropriate or inaccurate vocabulary.

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

D. Teaching Methods	1	2	3	4	5	N/A
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- 5 – Uses teaching method(s) appropriate for the subject and to the diversity of student learning styles. (Evaluator may review syllabus for evidence of teaching methods.)
- 3 – Uses limited but adequate teaching method(s) for the subject.
- 1 – Uses teaching method(s) that are inadequate to address the variety of students learning styles.

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

- E. Organization of Presentation and Activities 1 2 3 4 5 N/A  
5 – Clearly organized and easy-to-follow patterns.  
3 – Discernible organizational pattern.  
1 – Apparent lack of organization.

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

- F. Good Time Management 1 2 3 4 5 N/A

- 5 – Time is managed well, and instructor began and/or ended class in a timely manner.  
3 – Some parts of lesson go beyond time allocated or necessary and/or class began/ended inefficiently.  
1 – No apparent awareness of time and poor use of time.

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

- G. Student Assessment Methods 1 2 3 4 5 N/A  
(Suggestion: Request syllabus and, if appropriate, a quiz or test before the classroom visitation.)

- 5 – Assessments are of ample and variety so as to recognize differing learning styles and to determine mastery of student learning outcomes.  
3 – Some methods of assessment are adequate to assess most student learning styles and student learning outcomes.  
1 – Assessments are insufficient to accurately measure differing student learning styles and student learning outcomes.

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

H. Overall Assessment of Instructor's Classroom Performance

(Must be the true mathematical average of the above ratings A-G): \_\_\_\_\_

\_\_\_\_\_

Additional Comments by Evaluator:

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

Signature of Evaluatee: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Department Chair: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Instructional Dean: \_\_\_\_\_ Date: \_\_\_\_\_

**Note:** Evaluatee's signature does not necessarily imply agreement. It is merely an acknowledgment that the complete report has been read. Evaluatee may submit a written response within ten calendar days of receipt of this evaluation report. The written statement will be filed with this classroom visitation report.

## **APPENDIX B: ONLINE VISITATION AND EVALUATION REPORT**

### COLLEGE OF THE CANYONS Online Visitation and Evaluation Report

Instructor \_\_\_\_\_ Visitation Date \_\_\_\_\_

Course Number, Section Number, and Title \_\_\_\_\_

**The number of observations should be approximately 50 minutes in duration.**

Instructional Techniques Being Used

\_\_\_\_\_  
(Video lectures, other lecture materials, discussion boards, small group activities)

Name of Evaluator \_\_\_\_\_  
(Circle one: Content Evaluator, Distance Learning Evaluator, Both)

Name of Evaluator \_\_\_\_\_  
(Circle one: Content Evaluator, Distance Learning Evaluator, Both)

Directions: Circle the appropriate number for each item evaluated. Comments should detail specific items in support of your numerical assignment and may include suggestions for improvement. Evaluation should include review of class materials and assessment instruments.

#### **Content – Items A through C**

A. Knowledge of Subject Matter                      1        2        3        4        5        N/A

5 – Instructor demonstrates a command of the material taught.

3 – Instructor demonstrates an understanding of the material taught.

1 – Instructor does not appear to have an adequate background for the material taught.

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

B. Clear Communication      1      2      3      4      5      N/A

5 – Instructor models clear and appropriate language and style in all media used and provides well-defined lesson objectives. Instructions, interaction, and feedback are accurate, easy to understand and sufficiently specific and detailed.

3 – Communication in one or more media used is of average quality and may contain some errors or lack of specificity. Lesson objectives are provided in general terms.

1 – Poor quality communication in one or more media used; language vague, unclear, or containing significant errors. No lesson objectives are provided.

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

C. Student Assessment Methods      1      2      3      4      5      N/A

(May reflect input from both evaluators if two evaluators required)

5 – Assessments are of sufficient quantity and variety to address differing learning styles and to determine mastery of student learning outcomes.

3 – Some methods of assessment are adequate to assess a variety of student learning styles and student learning outcomes.

1 – Assessments address only a single learning style and are insufficient to accurately measure student learning outcomes

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

### **Distance Learning – Items D through G**

D. Teaching Methods      1      2      3      4      5      N/A

(May reflect input from both evaluators if two evaluators required)

5 – Uses teaching method(s) appropriate for the subject, inclusive of diversity of student learning styles, and accessible to all students.

- 3 – Uses limited but adequate teaching method(s) for the subject; some components are not accessible to all students.
- 1 – Uses teaching method(s) that are inadequate to address the variety of students learning styles or that do not support the content well; many course components are not accessible to all students.

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

E. Regular and Effective Contact      1      2      3      4      5      N/A

- 5 – Regular and effective instructor-student and student-student contact as described in the course outline of record is demonstrated through multiple techniques. Students receive instructor feedback on questions and assignments in a timely way.
- 3 – Limited but adequate instructor-student and student-student contact as described in the course outline of record is incorporated into the course. Students generally receive instructor feedback in a timely way, but there may be occasional delays.
- 1 – Regular and effective instructor-student and student-student contact as described in the course outline of record is not demonstrated in the course and/or instructor feedback is not provided in a timely way.

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

F. Organization and Presentation of Activities      1      2      3      4      5      N/A

- 5 – Course elements are clearly organized and easy to locate. All links function properly and dates are accurate for the term.
- 3 – Discernible organization of course elements, though some items may be initially unclear. There may be some minor errors in links or dates.
- 1 – Apparent lack of organization, course elements difficult to locate. May contain multiple broken links or incorrect dates.

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

1	2	3	4	5	N/A
---	---	---	---	---	-----

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

(Must be the true mathematical average of the above ratings A-G): \_\_\_\_\_

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

Signature of Evaluatee: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Department Chair: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Instructional Dean: \_\_\_\_\_ Date: \_\_\_\_\_

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## APPENDIX B: ONLINELIVE CLASSROOM EVALUATION REPORT

# COLLEGE OF THE CANYONS

## Visitation and Evaluation Report

Instructor: \_\_\_\_\_ Visitation Date: \_\_\_\_\_

Course Number, Section Number, and Title: \_\_\_\_\_

Official Class Duration (as per Schedule of Classes): \_\_\_\_\_

Evaluator Arrival Time: \_\_\_\_\_

Evaluator Departure Time: \_\_\_\_\_

☐ Lecture ☐ Lab ☐ Activity

Total Number of Students in Attendance: \_\_\_\_\_

Instructional Techniques Being Used:

\_\_\_\_\_ (Lecture, discussion, audio/visual, handout, laboratory, group activity, etc.)

Name of Evaluator: \_\_\_\_\_

Directions: Circle the appropriate number for each item evaluated. Comments should detail specific items in support of your numerical assignment and may include suggestions for improvement. Evaluation should include review of class materials and assessment instruments.

A. Knowledge of Subject Matter	1	2	3	4	5	N/A
--------------------------------	---	---	---	---	---	-----

5 – Instructor demonstrates a command of the material taught.

3 – Instructor demonstrates an understanding of the material taught.

1 – Instructor does not appear to have an adequate background for the material taught.

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

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

B. Clear Synchronous Lesson Objectives	1	2	3	4	5	N/A
--	---	---	---	---	---	-----

5 – Instructor demonstrates thorough preparation and provides clearly defined objectives (examples: verbal, PowerPoint, screen share, video, shared documents).

3 – Instructor demonstrates preparation for class; some objectives apparent.

1 – Instructor demonstrates no evidence of preparation for class and/or objectives not apparent.

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



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C. Clear Written and Oral Communications	1	2	3	4	5	N/A
--	---	---	---	---	---	-----

5 – Models clear, enthusiastic, excellent and appropriate vocabulary and mannerisms. Written materials are clear, accurate and fitting to subject. Interacts with students by utilizing diverse features of the synchronous platform, e.g., audio, video, chat, screen share, etc.

3 – Verbal and written materials of average quality. Interacts with students by utilizing features of the synchronous platform.

1 – Poor quality in spoken or written communication, lacks enthusiasm; inappropriate or inaccurate vocabulary. Interacts with students with a single feature of the synchronous platform.

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

D. Synchronous Instructional Methods	1	2	3	4	5	N/A
--------------------------------------	---	---	---	---	---	-----

5 – Uses multiple instructional method(s) appropriate for the subject and to the diversity of students. Facilitates student-to-student interaction. For example, using diverse platform features such as chats, polls, break-out rooms, or shared documents. (Evaluator may review syllabus for evidence of teaching methods.)

3 – Uses a single but adequate teaching method(s) for the subject to facilitate student-to-student interaction. For example, using limited platform features such as chats, polls, break-out rooms, or shared documents.

1 – Does not facilitate student-to-student interaction.

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

E. Organization and Presentation of Activities	1	2	3	4	5	N/A
--	---	---	---	---	---	-----

5 – Clearly organized and easy-to-follow patterns. Course elements are clearly organized and easy to locate. All links function properly and dates are accurate for the term. Instructor provides clear instructions to students about a given activity. For example, if sending students to a break-out room, directions are clear and not left to chance.

3 – Discernible organizational pattern. Course elements are organized, though some items may be initially unclear. There may be some minor errors in links or dates. Instructor provides instructions to students about a given activity.

1 – Evident lack of organization. Course elements are difficult to locate or contain multiple broken links or incorrect dates. Instructor does not provide instructions to students for a given activity.

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

F. Good Time Management	1	2	3	4	5	N/A
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5 – Time is managed well, and instructor began and/or ended class in a timely manner. Course materials are presented at an appropriate pace, including timing of units and release of materials and assignments.

3 – Some parts of lesson go beyond time allocated or necessary and/or class began/ended inefficiently. Course

1 – No apparent awareness of time and poor use of time. Course materials and assignments are presented late or in an erratic manner that does not give students sufficient time to meet deadlines.

Clear LMS Functionality	1	2	3	4	5	N/A
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Regular and Substantive Contact	1	2	3	4	5	N/A
---------------------------------	---	---	---	---	---	-----

---

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

J. Overall Assessment of Instructor's Synchronous Instructional Performance

(Must be the true mathematical average of the above ratings A-I): \_\_\_\_\_

Additional Comments by Evaluator(s):

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

Signature of Evaluatee: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Department Chair: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Instructional Dean: \_\_\_\_\_ Date: \_\_\_\_\_

Note: Evaluatee's signature does not necessarily imply agreement. It is merely an acknowledgment that the complete report has been read. Evaluatee may submit a written response within ten calendar days of receipt of this evaluation report. The written statement will be filed with this classroom visitation report.

## **APPENDIX C: BOARD POLICY 4030: ACADEMIC FREEDOM**

### **BP 4030      ACADEMIC FREEDOM**

**Reference:** Education Code section 76120; Title 5 section 51023; Accreditation Standard II.A.7

#### **A.      GENERAL PRINCIPLES ON ACADEMIC FREEDOM**

1. Freedom of speech is a right granted to all citizens by the First Amendment of the United States Constitution; it is vital to American standards of fairness and intelligent debate, and therefore it extends to the classroom environment for teachers and students.
2. A mature, democratic society functions best when its citizens are permitted and able to exercise their right to discuss, debate, disagree, challenge and engage in dialogue on all topics relating to the welfare of individuals and the larger community.
3. An institution of higher education in such a society is expected to enable its faculty, students and staff to comprehend and value the freedoms and responsibilities inherent in its national culture.
4. Only an academic environment that promotes an open and free exchange of ideas can properly develop the cognitive skills of critical inquiry which promote individual success and societal progress.
5. The College, as an institution of higher education, has an obligation to the community to promote the thoughtful introduction of a full gamut of ideas for discussion. This is facilitated by:
  - a. Establishing a policy promoting the principle of academic freedom and encouraging faculty and students to exercise this practice by developing and accepting opportunities for critical thinking and personal growth.
  - b. Ensuring that the policy of academic freedom successfully guarantees mutual respect by all participants in the educational environment, including the protection from the threat of political or personal attack. Such guarantees include the full scope of professional faculty obligations relative to assigning textbooks, presenting student learning activities, evaluating student performance or achievement and participating in the academic life of the community.

#### **B.      ACADEMIC FREEDOM AND THE FACULTY**

1. Academic freedom in the course of instruction means that faculty members teaching in the District have the prerogative to present and explore all issues relevant to their disciplines which contribute to the education of students regarding the substance of each course's content and the student learning outcomes.
2. Quality teaching is understood to involve intellectual honesty and academic integrity in the presentation of subjects assigned. Such professional decorum requires the presentation of differing perspectives and interpretations with balanced intellectual rigor.
3. Faculty members are expected to maintain their own scholastic currency in their academic disciplines, and their capabilities as instructors within those disciplines.
4. It is recognized by the District and faculty members that the faculty members are also private citizens, with all attendant rights and responsibilities as private citizens.
  - a. However, when a member of the faculty speaks or acts in his or her capacity as a

Private Citizen, it needs to be made clear to the audience that the faculty member is speaking as a private citizen.

- b. It should be clear that any positions taken by faculty members speaking as private citizens are not to be considered as official District policy or positions.
  - c. This provision is not intended to limit the right of a faculty member to disagree publicly or privately with District policy, and to participate in peaceable debate on any subject of interest to academic community or the larger issues of society.
5. As members of a profession that relies on academic freedom, all faculty members have an obligation to exemplify the highest standards of professional conduct in this regard and to promote an understanding of this principle to their colleagues, to students, and the community at large.

#### **C. ACADEMIC FREEDOM AND STUDENTS**

1. By accepting an academic course of study within the College system, students accept the principle that they will study in an environment that is designed to present the fullest range of academic insight in the subjects they are enrolled in, including contemporary and historical perspectives, and open, thoughtful examination of differing points of view in pursuit of knowledge within general and specific fields of study.
2. Academic freedom allows students to take reasoned exception to the concepts and conclusions presented in any course of study. Students are, however, responsible for learning the content of any course in which they are enrolled, and can expect to be tested on their knowledge of such information.

#### **D. DISTRICT RESPONSIBILITIES AND SUPPORT**

1. The District is committed to the full support of the principle of academic freedom within all its activities.
2. The District supports the freedom of all faculty to inquire, to teach controversial content, to model and encourage critical thinking, and to present all viewpoints within each discipline.
3. The District supports the freedom of all students to inquire, to have access to the full range of information available, to explore difficult and controversial material, to develop and practice critical thinking skills, and to operate in a classroom climate free of intimidation and conducive to the free exchange of ideas is fully encouraged and expected.
4. Under the provisions of the California Education Code, the faculty have the right and the professional responsibility to assign grades. The District recognizes its obligation to ensure that faculty members will be allowed to exercise these responsibilities free from political influence, intimidation, or threat of lawsuit.

#### **E. ROLE OF ACADEMIC SENATE**

1. The Academic Senate shall establish a Committee on Academic Freedom to provide clarification and advice on matters relating to academic freedom.

**See Administrative Procedure AP 4030**

**Approved 02/12/14**

## **AP 4030      ACADEMIC FREEDOM**

Reference: Education Code section 76120; Title 5 section 51023; Accreditation Standard II.A.7

Any college committee, District official, faculty member, student, or community member may ask the Senate to convene the Academic Freedom Committee to provide an interpretation, clarification, or opinion on an issue of Academic Freedom.

### **A.      ESTABLISHMENT OF COMMITTEE ON ACADEMIC FREEDOM**

Once the Senate receives a request, it will convene an ad hoc committee on Academic Freedom. If several requests address the same or similar issues, the Senate reserves the right to have the committee combine all similar requests and issues into one unified interpretation or opinion.

### **B.      COMMITTEE MEMBERSHIP**

1. The committee shall consist of:
  - a. At least three faculty appointed by the Senate, one of whom will be designated as Chair;
  - b. A student appointed by the Associated Student Government;
  - c. An Educational Administrator appointed by the Chancellor; and
  - d. The Senate may also choose to appoint individuals with specialize training or expertise to serve as ex officio (non-voting advisors).
  - e. As far as is possible, the Senate will strive to ensure that the faculty representatives include full time and adjunct faculty.
2. When there is a question involving a particular academic discipline, at least one faculty member will be from the same or a closely related discipline, and at least one faculty member will be from a different discipline.
3. No Committee member shall have an immediate interest in the issue(s) being discussed.

### **C.      COMMITTEE OPERATION**

1. As much as possible, the committee shall operate in an open, collegial manner. However, the committee will have the right to establish guidelines to govern committee meetings and operations.
2. The committee will work with Human Resources, and other appropriate departments, to ensure that privacy, FERPA, and other related rights are respected for all parties.

### **D.      COMMITTEE REPORT**

1. The committee will provide an initial report with its interpretations, clarifications, opinions, findings, and/or recommendations to the full Senate, as well as the parties requesting the report, subject to any restrictions required by FERPA and other privacy rules and regulations.
2. The report is conditional until it is accepted by the full Senate. The Senate may also ask the committee to review portions of the report to provide for additional clarification.
3. In addition, the Committee will provide a summary of its operating guidelines, with suggestions for future committees.

**E. APPLICABILITY OF THE REPORT**

Interpretations and opinions of this Committee are non-binding on the parties involved. However, it is to be understood by all parties that the final report is the studied interpretation, opinion, recommendations and findings of the Academic Senate. As such it should be should be given due weight and consideration by the parties requesting the report.

**F. WHO MAY REQUEST AN ACADEMIC FREEDOM REPORT**

Any individual making a request must specify whether the request is being made as an individual, or as an authorized representative of a committee or other group.

**Revised 02/12/14**

## **APPENDIX D: PROFESSIONALISM REPORT**

Part-time faculty at College of the Canyons are professionals who are respectful of students and college staff and handle responsibilities in a timely manner. The following report assesses the evaluatee's professionalism and execution of responsibilities during the time period specified.

This report can be requested by the member, the member's department chair, or the member's division dean during any semester or term, irrespective of the member's comprehensive evaluation. It can be completed by the member's department chair or division dean. If Appendix D is completed during a regular evaluation cycle, the member should be notified via e-mail by the division dean ten (10) days in advance of the final review conference. The Professionalism Report should be submitted to the member within twenty-eight (28) calendar days from the observation date (when conducted during a regular evaluation cycle). It will become part of the member's District personnel file.

For this section of the Professionalism Report, whenever an evaluator records a need for improvement score (1, 2 or 3), the evaluator is to provide both supporting evidence and suggested remedies for improvement.

Evaluation Standard:

5 – Always complies

4 – Often complies

3 – Usually complies

2 – Occasionally complies

1 – Seldom complies

N/O – Not observed

### **A. Professionalism**

- |  |   |   |   |   |   |     |
|--|---|---|---|---|---|-----|
| 1. Responds with clarity, promptly<br>and with discretion when working<br>with colleagues, staff and students. | 1 | 2 | 3 | 4 | 5 | N/O |
|--|---|---|---|---|---|-----|

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



2. Follows appropriate division, department and FERPA guidelines. 1 2 3 4 5 N/O

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

3. Observes the proper use of facilities, equipment and supplies. 1 2 3 4 5 N/O

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

## **B. Responsibilities**

1. Maintains clear records and submits necessary documentation in a timely manner such as final grades, positive attendance roster where applicable, absence forms, field trip request form, guest lecturer form, etc. 1 2 3 4 5 N/O

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

2. Is accessible to students and maintains contractual office hours. 1 2 3 4 5 N/O

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

Additional Comments by Division Dean/Department Chair:

Signature of Evaluatee: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Department Chair: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Instructional Dean: \_\_\_\_\_ Date: \_\_\_\_\_

**Note:** Evaluatee's signature does not necessarily imply agreement. It is merely an acknowledgment that the complete report has been read. Evaluatee may submit a written response within ten calendar days of receipt of this evaluation report. The written statement will be filed with this classroom visitation report.

**APPENDIX E: VISITATION AND EVALUATION REPORT FOR NON-  
INSTRUCTIONAL FACULTY**

COLLEGE OF THE CANYONS  
Visitation and Evaluation Report

Non-Instructional Faculty \_\_\_\_\_ Visitation Date \_\_\_\_\_

Work Setting/Position \_\_\_\_\_

Evaluator Arrival Time \_\_\_\_\_ Evaluator Departure Time \_\_\_\_\_

Name of Evaluator \_\_\_\_\_

Directions: Circle the appropriate number for each item evaluated. Please provide comments to detail specific items in support of your numerical assignment and include suggestions for improvement. Evaluation should include review of materials and assessment instruments if appropriate.

A. Knowledge of Subject Matter                      1        2        3        4        5        N/A

5 – Demonstrates a command of the material including professional technology, resources, and college policies/procedures.

3 – Demonstrates an understanding of the material for the assignment.

1 – Demonstrates a lack of understanding regarding aspects of the assignment.

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

B. Clear Objectives                                      1        2        3        4        5        N/A

5 – Demonstrates thorough preparation and provides clearly defined objectives.

3 – Demonstrates preparation for the assignment; some objectives are apparent.

1 – Demonstrates lack of preparation for the assignment and/or objectives not readily apparent.

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

C. Clear Written and Oral Communications	1	2	3	4	5	N/A
--	---	---	---	---	---	-----

5 – Models clear, enthusiastic, excellent and appropriate vocabulary and mannerisms. Written materials clear, accurate and fitting to the position.

3 – Verbal communication and/or written materials of average quality.

1 – Poor quality in spoken or written communication, lacks enthusiasm; inappropriate or inaccurate vocabulary.

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

\_\_\_\_\_

D. Techniques	1	2	3	4	5	N/A
---------------	---	---	---	---	---	-----

5– Uses techniques and/or methods appropriate for meeting the department's goals and is sensitive to the diversity of various student learning styles.

3 – Uses limited but adequate techniques and/or methods for the position.

1 – Uses techniques and/or methods that are inadequate to address the variety of student learning styles and to meet department goals.

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

E. Organization of Presentation/Activities	1	2	3	4	5	N/A
--	---	---	---	---	---	-----

5 – Clearly organized and easy-to-follow patterns.

3 – Discernible organizational pattern.

1 – Organizational pattern is not clearly discernible.

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

F. Time Management	1	2	3	4	5	N/A
--------------------	---	---	---	---	---	-----

5 – Time is managed well.

3 – Some tasks or responsibilities utilize more time than that allocated or necessary.

1 – Several or the majority of tasks utilize more time than that allotted or necessary.

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

G. Student Records	1	2	3	4	5	N/A
--------------------	---	---	---	---	---	-----

- 5 – Accurately and completely maintains student records utilizing department mandated technology.
- 3 – Adequately maintains student records utilizing department mandated technology.
- 1 – Insufficiently maintains student records utilizing department mandated technology.

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

H. Overall Assessment of Performance  
(Must be the true mathematical average of the above ratings A-G)\_\_\_\_\_

Additional Comments by Evaluator:

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

Signature of Evaluatee: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Department Chair: \_\_\_\_\_ Date: \_\_\_\_\_

Signature of Instructional Dean: \_\_\_\_\_ Date: \_\_\_\_\_

**Note:** Evaluatee's signature does not necessarily imply agreement. It is merely an acknowledgment that the complete report has been read. Evaluatee may submit a written response within ten calendar days of receipt of this evaluation report. The written statement will be filed with this classroom visitation report.

## **APPENDIX E: STUDENT EVALUATION SURVEY**

### ***College of the Canyons*** **Student Evaluation Survey**

*Dear Student: The purpose of this survey is to obtain information on how we can improve our courses. To accomplish this, we are asking that you complete this survey and return it in the envelope provided. Your participation is voluntary and every effort will be made to keep your responses confidential. We greatly appreciate your assistance! If you are completing this survey online, please follow the directions that were emailed to you.*

Please fill in marks like this: ●

Semester: \_\_\_\_\_ Year: \_\_\_\_\_ Course  
Title: \_\_\_\_\_

Section #: \_\_\_\_\_ Instructor Name: \_\_\_\_\_

	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly Disagree 1	Not Applicable
1. Organization of course curriculum:						
a. Goals and objectives are clearly communicated to students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Key points are conveyed successfully.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Material is presented in a logical order.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. Instructor's behavior, performance, and classroom management:	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly Disagree 1	Not Applicable
a. Instructor uses a variety of teaching methods to effectively deliver course material (e.g., videos, PowerPoints, discussion forums, group work, lectures, class activities).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Instructor encourages students to engage in critical thinking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Instructor has structured the class in a manner that establishes a good learning environment.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Instructor uses the entire class period efficiently and effectively (for an online class, mark not applicable).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Instructor responds to questions and grades assignments in a timely manner.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Instructor facilitates and encourages online communication between students (for a face to face class, mark not applicable).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. Instructor's interpersonal skills:	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly Disagree 1	Not Applicable
a. Instructor demonstrates a caring for student's success with feedback provided.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Instructor demonstrates respect for students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Instructor demonstrates sensitivity to student diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

***Thank you for your participation in this important survey!***

4.	Class materials (textbooks, syllabi, CD-ROMs, videos, etc.):	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly Disagree 1	Not Applicable
	a. The syllabus is well organized and easy to follow.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	b. Class materials are useful resources in the course.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	c. The course materials in Canvas are clearly organized and easy to navigate (if course does not use Canvas, mark not applicable).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5.	Grading and assignments (exams, homework, quizzes, and other instruments for grading):	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly Disagree 1	Not Applicable
	a. Instructor gives helpful comments on assignments completed by students.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	b. Instructor clearly explains methods of assigning grades.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	c. Assignments and exams relate closely to covered material.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	d. Grading system is applied fairly.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6.	Level of course challenge:	Strongly Agree 5	Agree 4	Neutral 3	Disagree 2	Strongly Disagree 1	Not Applicable
	a. Overall, the amount of work required in this class is fair.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	b. Material is challenging, yet mastery is attainable.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	c. I am learning a lot in this class.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
	d. I found this delivery format effective (on campus or online)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**Comments**

*Please provide any additional comments you may have regarding the course or the instructor's teaching style or professionalism.*

## **APPENDIX G: DISTRICT-COMPENSATED COMMITTEES**

Per Article 11.B.5, the District will compensate Unit Members (one per committee/team) at the non-instructional rate per the adjunct salary schedule € for service on the following committees:

- Accreditation Committee and Team(s)
- Educational Technology Committee
- Enrollment Management Committee
- Health and Safety Committee
- President's Advisory Council on Budget
- Curriculum Committee

Unit members will submit a timesheet to the administrative committee chair or co-chair after each meeting. The administrative chair or co-chair will be responsible for ensuring adjunct compensation while serving on the above committees.



## **APPENDIX H: SCHEDULED OFFICE HOURS COMPENSATION**

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
SCHEDULED OFFICE HOURS COMPENSATION  
2016-2017

Beginning Fall 2016, scheduled office hours will be compensated as per Article 21. Unscheduled office hours will not be compensated. Scheduled office hours may be verified by the instructional dean.

Half of the office hours for a course must be conducted on a regular schedule, either on the campus (or site) where the course is scheduled or through virtual means. This portion of the office hours will be considered “scheduled office hours”.

<b>On-Campus (or Site) Units per week</b>	<b>Number of Scheduled Office Hours (minutes)</b>	<b>Number of Unscheduled Office Hours (minutes)</b>	<b>Total Office Hours per Week (minutes)</b>
3	30	30	60
4	40	40	80
5	50	50	100
6	60	60	120
7	70	70	140
8	80	80	160
9	90	90	180
10	100	100	200
11	110	110	220
12	120	120	240
13	120	120	240
14	130	130	260
15	140	140	280
16	150	150	300

Compensation for Scheduled Office Hours Adjunct (Hourly) Faculty  
\$20.00 / Hour

## **APPENDIX H: SCHEDULED OFFICE HOURS COMPENSATION**

SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS  
SCHEDULED OFFICE HOURS COMPENSATION  
2017-2018

Beginning Fall 2017, scheduled office hours will be compensated as per Article 20. Unscheduled office hours will not be compensated. Scheduled office hours may be verified by the instructional dean.

Half of the office hours for a course must be conducted on a regular schedule, either on the campus (or site) where the course is scheduled or through virtual means. This portion of the office hours will be considered “scheduled office hours”.

<b>On-Campus (or Site) Units per week</b>	<b>Number of Scheduled Office Hours (minutes)</b>	<b>Number of Unscheduled Office Hours (minutes)</b>	<b>Total Office Hours per Week (minutes)</b>
3	30	30	60
4	40	40	80
5	50	50	100
6	60	60	120
7	70	70	140
8	80	80	160
9	90	90	180
10	100	100	200
11	110	110	220
12	120	120	240
13	120	120	240
14	130	130	260
15	140	140	280
16	150	150	300

Compensation for Scheduled Office Hours Adjunct (Hourly) Faculty  
\$40.00 / Hour

## **APPENDIX I: AFT TOTAL COMPENSATION CALCULATIONS**

10/9/2020 9:17



### ***AFT Total Compensation Calculation FY 2018-19***

#### **Salaries - All Funds (2018-19 Adopted Budget)**

Adjunct Fall/Spring		\$ 10,054,138
Non-Credit Adjunct Fall/Spring		\$ 607,000
Adjunct Summer School		\$ 1,743,000
Non-Credit Adjunct Summer School		\$ 71,000
Adjunct Winter Intercession		\$ 819,000
Non-Credit Adjunct Winter Intercession		\$ 16,000
Adjunct Counselors		\$ 609,452
Adjunct Librarians		\$ 82,865
Adjunct Flex		\$ 255,000
Adjunct Substitute		\$ 101,000
<b>Total Salaries (Total Compensation)</b>		<b>\$ 14,358,455</b>

<b>Total Compensation Allocation:</b>	<b>3.71%</b>	<b>\$ 532,699</b>
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#### **Additional Compensation - 2018-19 Budget**

Step Increases	0.75%	\$ 107,352
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#### **Cost Proposals**

<b>Total Compensation Allocation (On-Going)</b>	<b>3.71%</b>	<b>\$ 532,699</b>
<b>Will be used for Salary Schedule reform beginning FY 2020-21</b>	<b>0.00%</b>	
	<b>0.00%</b>	
	<b>0.00%</b>	
<b>Total Cost Proposals</b>	<b>3.71%</b>	<b>\$ 532,699</b>

<b>Balance Available for Salary Schedule Increase</b>	<b>3.71%</b>	<b>\$ 532,699</b>
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<b>Salary Schedule % Increase</b>	<b>3.71%</b>
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10/9/2020 9:15

**AFT**  
**Total Compensation Calculation**  
**FY 2019-20**

**Salaries - All Funds (2019-20 Adopted Budget)**

Adjunct Fall/Spring	\$ 9,905,779
Non-Credit Adjunct Fall/Spring	\$ 644,019
Adjunct Summer School	\$ 1,598,540
Non-Credit Adjunct Summer School	\$ 75,596
Adjunct Winter Intercession	\$ 802,808
Non-Credit Adjunct Winter Intercession	\$ 19,684
Adjunct Counselors	\$ 1,083,727
Adjunct Librarians	\$ 82,865
Adjunct Flex	\$ 255,000
Adjunct Substitute	\$ 99,023
<b>Total Salaries (Total Compensation)</b>	<b>\$ 14,567,041</b>

<b>Total Compensation Allocation:</b>	<b>2.00%</b>	<b>\$ 291,341</b>
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**Additional Compensation - 2019-20 Budget**

Step Increases	0.85%	\$ 124,129
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**Cost Proposals**

<b>Total Compensation Allocation (On-Going)</b>	<b>2.00%</b>	<b>\$ 291,341</b>
<b>(This will be paid for by unfunding Classified</b>	<b>0.00%</b>	
<b>Administrator Position 100100-CM01 and Educational</b>	<b>0.00%</b>	
<b>Administrator Position 601000-AM03)</b>	<b>0.00%</b>	
<b>Will be used for Salary Schedule Reform beginning</b>		
<b>FY 2020-21</b>	<b>0.00%</b>	
<b>Total Cost Proposals</b>	<b>2.00%</b>	<b>\$ 291,341</b>

<b>Balance Available for Salary Schedule Increase</b>	<b>2.00%</b>	<b>\$ 291,341</b>
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<b>Salary Schedule % Increase</b>	<b>2.00%</b>
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**AFT**  
**Total Compensation Calculation**  
**FY 2020-21**

**Salaries - All Funds (2020-21 Adopted Budget)**

Adjunct Fall/Spring	\$ 9,500,446
Non-Credit Adjunct Fall/Spring	\$ 593,637
Adjunct Summer School	\$ 1,741,966
Non-Credit Adjunct Summer School	\$ 205,474
Adjunct Winter Intercession	\$ 680,020
Non-Credit Adjunct Winter Intercession	\$ 46,218
Adjunct Counselors	\$ 1,305,432
Adjunct Librarians	\$ 37,500
Adjunct Flex	\$ 255,000
Adjunct Substitute	\$ 126,000
<b>Total Salaries (Total Compensation)</b>	<b>\$ 14,491,693</b>

**Total Compensation Allocation:** 0.00% \$ -

**Additional Compensation - 2020-21 Budget**

0.73% \$ 106,149

Step Increases

**Cost Proposals** 0.00% \$ -

**Total Compensation Allocation (On-Going)**


**Total Cost Proposals** 0.00% \$ -

**Balance Available for Salary Schedule Increase**

0.00% \$ -

0.00%

**Salary Schedule %Increase**



**AFT**  
**Total Compensation Calculation**  
**FY 2021-22**

**Salaries - All Funds (2021-22 Tentative Budget)**

Adjunct Fall/Spring	\$ 9,300,446
Non-Credit Adjunct Fall/Spring	\$ 593,637
Adjunct Summer School	\$ 1,716,966
Non-Credit Adjunct Summer School	\$ 205,474
Adjunct Winter Intercession	\$ 655,020
Non-Credit Adjunct Winter Intercession	\$ 46,218
Adjunct Counselors	\$ 1,231,365
Adjunct Librarians	\$ 82,865
Adjunct Flex	\$ 255,000
Adjunct Substitute	\$ 126,000
<b>Total Salaries (Total Compensation)</b>	<b>\$ 14,212,991</b>

**Total Compensation Allocation:** 5.26% \$ 747,603

**Additional Compensation - 2021-22 Budget**

0.76% \$ 108,158

Step Increases

<b><u>Cost Proposals</u></b>	0.00% \$ 747,603
<b>Total Compensation Allocation (On-Going)</b>	
<b>Total Cost Proposals</b>	<b>0.00% \$ 747,603</b>

**Balance Available for Salary Schedule Increase**

0.00% \$ 747,603

5.26%

**Salary Schedule %Increase**

## **APPENDIX I: DOCUMENTS TO FINALIZE NEGOTIATIONS FOR 2018-2019 AND 2019-2020**

### **Santa Clarita Community College District American Federation of Teachers (AFT) Local 6262 Tentative Agreement October 8, 2020**

This is a tentative agreement between the Santa Clarita Community College District and the American Federation of Teachers (AFT) Local 6262.

The following changes are agreed upon to modify the collective bargaining agreement between Santa Clarita Community College District and American Federation of Teachers (AFT) Local 6262 regarding language in Article 10: Total Compensation for the 2018-19 and 2019-20 contract years. This agreement will complete negotiations for the 2018-19 and 2019-20 contract years.

#### **ARTICLE 10: TOTAL COMPENSATION**

The Santa Clarita Community College District employs a Total Compensation Model with regard to employee salary and benefits.

- A. Unit members shall be paid for teaching assignments on a per course basis using the contact hours associated with the assignment.
- B. Adjunct faculty salaries for teaching credit courses, and enhanced noncredit courses, and providing counseling and librarian services are implemented in accordance with the Adjunct Salary Schedule and all the terms included on the schedule. (*Appendix A, Adjunct Salary Schedule Section A*).
  - 1. For 2018-2019 adjustments to the Adjunct Salary Schedules 7, 8, and 9 will be 3.71% effective July 1, 2018.
  - 2. For 2019-2020 adjustments to the Adjunct Salary Schedules 7, 8, and 9 will be 2.00% effective July 1, 2019.
  - 3. Effective July 1, 2020 new salary schedules 10, 11, and 12 will be implemented.
  - 4. All adjunct faculty are initially placed on Step 1 of the applicable Adjunct Salary Schedule based on their educational achievement in accordance with Appendix A. Advancement to Step 2, and any step thereafter, of the Adjunct Salary Schedule requires that a unit member completes 2 semesters of service (excluding summer and intersessions). Each step increase is 1%. Salary scales are rounded to the nearest cent per standard rounding methods. Advancement will apply to the next fall or spring semester of employment. Service credit on the credit adjunct scale does not affect placement on the non-credit, non-enhanced salary schedule. Service credit is earned independently on each salary schedule.
  - 5. For column advancement, unit members must provide official transcripts to Human

Resources. Once verified, the advancement will apply to the next fall or spring semester of employment.

6. An adjunct faculty rate of pay for teaching credit courses, and enhanced noncredit courses, and providing counseling and librarian services is implemented in accordance with the Adjunct Salary Schedule (*Appendix 10, Adjunct Salary Schedule – Section A, and Table A.*).
  7. A noncredit adjunct faculty rate of pay for teaching non-enhanced, non-credit courses is implemented in accordance with the Adjunct Salary Schedule (*Appendix 11, Adjunct Salary Schedule – Section B, and Table B*). The hourly rate of pay applies to noncredit faculty as defined in Article 21: Noncredit Faculty.
  8. A noncredit TLC (The Learning Center) adjunct faculty rate of pay is implemented in accordance with the Adjunct Salary Schedule (*Appendix 12 – Adjunct Salary Schedule Section C, and Table C*).
- C. A non-instructional rate of pay of 65% of a unit member's current rate of pay shall apply towards District requested and administrator approved non-instructional activities. Approved non-instructional activities include but are not limited to: curriculum development, required attendance at conferences/workshops/training sessions as a participant or presenter, proctoring and grading assessments beyond what is required for assigned classes, and requested service on specific committees.
- D. Additionally, elected adjunct senators serving on the Academic Senate will receive the non-instructional rate of pay for attending Academic Senate meetings.
- E. Scheduled office hours will be compensated at \$40 per scheduled office hour. Payment of scheduled office hours for full semester-length fall and spring classes will be made in 5 equal payments during the fall and spring semesters after the Dean has verified that office hours have been performed and posted appropriately. Office hours associated with compressed courses will be paid during their normally scheduled pay periods. Unit members will not be compensated for unscheduled office hours. However, if the District receives State reimbursement for office hours in excess of the amount paid for scheduled office hours, the District will distribute the surplus to compensate unit members for unscheduled office hours.
- F. The District will use On Base to preauthorize and make payments for Supplementary Services for Adjunct members.
- G. It is the responsibility of the Unit Members to notify the Office of Human Resources as soon as they discover any error in placement on the salary schedule. Errors discovered either by the Unit Member or by the District will, in every case, be recovered to the extent allowed by law either by the District or by the Unit Member.
- H. Health Benefits: AFT and the District will continue to work together to find a health benefit plan that would provide part-time faculty access at no cost to the District. If and when a plan is in place, the District will reimburse adjunct faculty members for that percentage that the District is actually reimbursed by the State of California.



I. Pay Parity:

1. Definition: When professional development, participation on college committees, office hours, developing and reviewing curriculum, attendance at meetings, peer evaluation, participation in the hiring process, and other activities are excluded, parity is defined as 75%.
2. Computation of Parity Pay: Parity pay is based on a comparison of the adjunct salary schedule to the full-time academic salary schedule. Parity shall then be determined by adjusting the salary at the corresponding column and step to equate to 75%. The hourly compensation level for each hour shall then be determined by dividing the adjusted salary by 525 (15 hours of instruction per week x 35 weeks).

The District and AFT agree that parity is important to maintain high quality instructors, thus ensuring student success. The District agrees that when it receives State funds designated for the achievement of parity, the District will contact AFT within 7 calendar days and will work with AFT to ensure that the funds are equitably distributed to the adjunct instructors.

- J. Human Resources will add a hyperlink to the District's Human Resources website where unit members can find information about loan forgiveness programs.
- K. Step increases will occur once per year and will become effective once the District has received notification of the final amount of the annual COLA increase. If the annual COLA increase for a given year is not sufficient to cover the total amount of the annual step increases for that year, then the step advancements will not occur for that year.
- L. If upon initial placement on the new salary scale a member would receive less than their current rate of pay, that member will be placed on a step that will ensure at least a 1% pay increase.

The above is agreed to by both the District and AFT.

*Diane M. Fiero*

Oct 8, 2020

For Santa Clarita Community College District

Date

*Dan Portillo*

Dan Portillo (Oct 8, 2020 20:09 PDT)

For American Federation of Teachers (AFT) Local 6262

Date

**AFT Negotiations**  
**2020-2021 New Salary Schedule Placement Information**

1. Beginning FY 2020-21, use the 5.71% or \$824,040 to create new salary schedules
2. Proposed Salary Schedule:
  - a. Four Columns
    - i. Column 1 – Master’s Degree (Column 1 step 1 increased by 7.8% from Current Schedule)
    - ii. Column 2 – Master’s Degree w/ Skilled Teaching Certificate (4% above Column 1)
    - iii. Column 3 – Doctorate Degree (10% above Column 1)
    - iv. Column 4 – Doctorate Degree w/ Skilled Teaching Certificate (14% above Column 1)
  - b. Twenty Steps
    - i. Step 1 – Brand New Adjunct (Column 1 step 1 increased by 7.8% from Current Schedule)
    - ii. Step 2 – After completion of 2 semesters (1% above step 1)
    - iii. Step 3 – After completion of 2 semesters on Step 2 (1% above step 2)
    - iv. Step 4 – 20 – After completion of 2 semesters on previous step (1% increase for each step)
  - c. Hold Harmless Provision
    - i. Any adjunct whose initial placement on Schedule 9 would be in column B step 3 – 5 will be moved to Column B step 7 to ensure at least 1% increase.
    - ii. Any adjunct whose initial placement on Schedule 9 would be in column B step 6 – 9 will be placed in column B step 10 to ensure at least 1% increase.
    - iii. Any adjunct whose initial placement on Schedule 9 would be in column D step 3 – 5 will be moved to Column B step 8 to ensure at least 1% increase.
    - iv. Any adjunct whose initial placement on Schedule 9 would be in column D step 6 – 10 will be placed in column B step 11 to ensure at least 1% increase.
    - v. Any adjunct whose initial placement on Schedule 8 would be in column B step 3 or 4 will be moved to Column B step 5 to ensure at least 1% increase.
    - vi. Any adjunct whose initial placement on Schedule 8 would be in column D step 3 or 4 will be moved to Column B step 5 to ensure at least 1% increase.
    - vii. Any adjunct whose initial placement on Schedule 7 would be in column B step 3 or 4 will be moved to Column B step 5 to ensure at least 1% increase.
    - viii. Any adjunct whose initial placement on Schedule 7 would be in column D step 3 or 4 will be moved to Column B step 5 to ensure at least 1% increase.
3. Cost of Implementing new salary schedule, with 20 steps, for first year - \$824,422
  - a. \$781,244 for Implementation
  - b. \$43,178 for Hold Harmless

APPENDIX A: COLUMN PLACEMENT GUIDELINES  
SANTA CLARITA COMMUNITY COLLEGE DISTRICT  
COLLEGE OF THE CANYONS

**Effective July 1, 2020**

**Section A. (See Table A for hourly rates) - Initial Column Placement for Credit  
Adjunct Faculty and Enhanced Noncredit Faculty**

Disciplines Requiring the Master's Degree

Column A	1. Master's Degree 2. California Community College Credential 3. Equivalency
Column B	Column A and the completion of a District approved Skilled Teacher Program (STP).
Column C	Doctorate (Ph.D., J.D., Ed.D., etc.)
Column D	Doctorate and the completion of a District approved STP

Disciplines in Which a Master's Degree is Not Generally Expected or Available

Column A	1. Associate of Arts Degree and six years' experience in that discipline with any certificate or license required to do that work. 2. Bachelor's Degree and two years' experience in that discipline with any certificate or license required to do that work. 3. California Community College Credential 4. Equivalency
Column B	Column A and the completion of a District approved Skilled Teacher Program (STP).
Column C	Doctorate (Ph.D., J.D., Ed.D., etc.)
Column D	Doctorate and the completion of a District approved STP

**Section B. (See Table B for hourly rates) - Initial Column Placement for Noncredit Adjunct Faculty**

Column A	Noncredit Adjunct with a Bachelor's Degree
Column B	Noncredit Adjunct with a Bachelor's Degree and the completion of a District approved Skilled Teacher Program (STP).
Column C	Noncredit Adjunct with a Master's Degree
Column D	Noncredit Adjunct with a Master's Degree and the completion of a District approved STP.

**Section C. (See Table C for hourly rates) -Initial Column Placement for Noncredit TLC Adjunct Faculty**

Column A	Noncredit TLC Adjunct with a Bachelor's Degree	Column B	Noncredit TLC Adjunct with a Bachelor's Degree and the completion of a District approved Skilled Teacher Program (STP).
Column C	Noncredit TLC Adjunct with a Master's Degree		
Column D	Noncredit TLC Adjunct with a Master's Degree and the completion of a District approved STP.		

## **2017 - 2020 AGREEMENT SIGNATURE PAGE**

### SANTA CLARITA COMMUNITY COLLEGE DISTRICT COLLEGE OF THE CANYONS

#### 2017-2020 AFT AGREEMENT

This Agreement made and entered into on June 27, 2018, by and between the Santa Clarita Community College District ("District") and the Part-Time Faculty United, American Federation of Teachers, Local 6262 ("AFT") is as printed.

#### RATIFIED

PART TME FACULTY UNITED  
AMERICAN FEDERATION OF  
TEACHERS, LOCAL 626

SANTA CLARITA COMMUNITY  
COLLEGE DISTRICT

A handwritten signature of Dan M. Portillo, consisting of a stylized 'D' and 'P'.

Dan M. Portillo  
Authorized Representative

A handwritten signature of Dr. Diane Fiero, written in cursive.

Dr. Diane Fiero  
Authorized Representative

July 8, 2018  
Date

July 9, 2018  
Date