

MEMORANDUM OF UNDERSTANDING
BETWEEN
CHABOT-LAS POSITAS COMMUNITY COLLEGE DISTRICT
AND
CHABOT-LAS POSITAS FACULTY ASSOCIATION

August 23, 2012

Articles 10D.10b and 10D.10e shall be changed to read:

10D.10 Overloads

- b. Regular and Contract unit members shall request in writing an overload assignment for the following Academic Year: Summer Session, and/or Inter-session by the end of the first week of December. The request shall specify each term desired for overload. If the unit member fails to declare his/her interest in an overload assignment by the deadline herein, then the normal assignment preference may be forfeited for that semester, Summer Session and/or Inter-session;

- e. If two (2) or more Regular or Contract unit members request assignment to the same course and section and cannot arrive at a consensus as to who will get the assignment, the most senior member who has not taught the course in the longest time shall receive the assignment. If no unit member requesting the same assignment has taught the course in the past, then the most senior unit member shall receive the assignment. This provision notwithstanding, if rotational seniority is requested by a Contract or Regular unit member, then each eligible unit member shall have the right to choose an assignment, in order of seniority (initially determined by date of hire) until either all the assignments are taken, or all unit members are assigned the desired amount of overload per Article 10D.11. The written request shall be specific to (a) the Academic Year (Fall and Spring); (b) Summer Sessions; or (c) Inter-sessions. The process shall proceed as follows:
 - (1) Once the most junior unit member receives an assignment in any round, the process shall wrap around to the most senior unit member who has the first right of choice in the next round;
 - (2) Each ~~semester~~ Term the process shall commence where it ~~ended~~ left off the previous ~~semester~~ Term (i.e., it does not automatically begin a ~~new round~~ each Term with the

most senior unit member). The following guidelines shall be followed:

(a) When rotational seniority is requested for the Academic Year, the process commences each Spring Semester where it left off the previous Fall, and commences each Fall Semester where it left off the previous Spring;

(b) When rotational seniority is requested for Summer Session, the process commences each Spring for each Summer Session where it left off for the previous Summer;

(c) When rotational seniority is requested for Inter-session, the process commences for each Inter-session where it left off for the previous Inter-session;

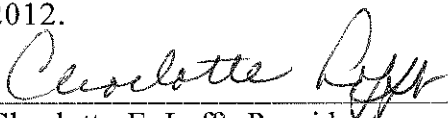
If two or more categories of rotational seniority are in effect concurrently, the rotations shall be independent and separate;

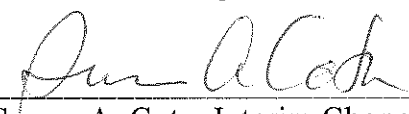
~~(3) If the unit member fails to request the assignment on time (as indicated in (b) above), then the normal assignment preference may be forfeited for that semester, Summer Session or Inter-session; (MOVED TO b)~~

(3) If some situations (e.g., if this process is invoked in accordance with Articles 10D.4 or 10D.7), it may be appropriate to follow the order of seniority in reverse. In such cases, the initial use should start with the most junior eligible unit member;

Once rotational seniority is implemented at the request of a unit member, it may be suspended by unanimous written consent of all Contact and Regular unit members assigned to the college-specific discipline or service area, as verified and approved by the Dean. If it is re-implemented within four (4) years, the process shall re-commence where it most recently left off.

Signed and entered into this 29th day of August,
2012.


Charlotte E. Lofft, President
Chabot-Las Positas
Faculty Association


Susan A. Cota, Interim Chancellor
Chabot-Las Positas
Community College District