

SUMMER LOAD ASSIGNMENT

Building upon the language of the Master Agreement, the University and the Union agree that in making summer session assignments for members of the AFT bargaining unit, the following provisions shall apply:

-First consideration for summer load assignment must go to faculty with approved agreements for "Alternative Period for Faculty Workload" and for those who are required to teach beyond the 32 week instruction period due to teaching below the required amount during the academic year due to course cancellation and /or other scheduling difficulties.

-Provided there is no time conflict, employees shall have priority consideration in appointments to teach regular summer session courses within their individual competency, except in unusual circumstances (Article XI,D).

-Assignments to teach summer session courses shall be voluntary and consistent with normal college procedures. Summer session assignments shall be distributed on an equitable basis (Article XI, D).

1. There must be equity in opportunity for summer load assignment (see local agreement C100). Academic departments may need to develop a system of rotation for such assignments across two or more summers in order to assure equitability of distribution within areas of individual competency.
2. Full-time faculty who are assigned to teach during the five, six or eight weeks summer sessions may receive a maximum of six (6) load hours or two (2) courses (sections), whichever is greater but not more than twelve (12) load hours, as described below.
 - 2.1 Individuals assigned six (6) load hours or more of non-teaching assignments may not receive a teaching assignment until all available full-time staff in the AFT bargaining unit competent in the field have had an opportunity to request and decline the assignment.
 - 2.2 Individuals assigned six (6) or more load hours, whether teaching or non-teaching, will NOT be considered for additional summer teaching assignments until every full-time department member qualified to teach a regular summer session offering has been given the opportunity to do so.
3. During the three weeks' session, no more than six (6) load hours will be permitted. This assignment will be counted as part of the maximum permissible load hours set forth in number two above.
4. Compensation in the form of stipends for attendance at College or school sponsored workshops shall not be included within the credit load limitations.
5. Each department and/or office will distribute a listing of all summer load hour assignments to each member of the department and/or office. Two weeks before the beginning of in-person registration, the Union will be advised of all summer load assignments. Within two days of the close of drop/add, the Union will be advised of the final load assignments.

6. Courses or other non-teaching assignments shall not be offered to individuals outside the AFT bargaining unit until the course or assignment has been offered according to the following priority schedule:
 - a. Full-time faculty inside the department
 - b. Full-time faculty, professional staff, and librarians outside the department
 - c. Part-time faculty inside the department
 - d. Part-time faculty, professional staff and librarians outside the department
 - e. Adjunct faculty
7. The principle of equitable distribution of summer session assignments is contractually mandated. Any claims of inequitable distribution should be referred to the bargaining agent.
8. The Administration and the Union agree to review the status of the processes and procedures relating to this agreement as needed.
9. Nothing in these principles abrogates or supersedes any managerial or Union rights or responsibilities as stipulated in the master contract or in State regulation.

Revised: April 25, 2008