



**Resolution 00.9.1 – District Classroom Substitutes Policy:** Lloyd Kelly

September 25, 2000

Move: Chagnon

Second: Kelly

Whereas the current district policy on the use of class substitutes which prohibits adjuncts who have a semester assignment of 60 percent from substituting is resulting in an increased number of classes being cancelled which negatively impacts the quality of education...

And whereas the restrictions against giving adjunct faculty combined assignments, such as part time counseling and part time teaching Personal Growth in the Counseling Department, and giving adjunct faculty in the Consumer Studies Department combined assignments such as part time in the child development center and part time classroom teaching, are detrimental to the effectiveness of those programs...

And whereas paragraph 87482.5 of the California Education Code states that:

- (a) ...any person who is employed to teach adult or community college classes for not more than 60 percent of the hours per week considered a full-time assignment for regular employees having comparable duties shall be classified as a temporary employee, and shall not become a contract employee....
- (b) Service as a substitute on a day-to-day basis by persons employed under this section shall not be used for purposes of calculating eligibility for contract or regular status.

Be it therefore resolved that the president of the Mesa College Academic Senate, in consultation with the presidents of the academic senates of City College and Miramar College, be directed to petition the Board of Trustees to change the above policies and allow adjuncts and contract faculty to substitute on an as-needed basis and to allow department chairs and deans to make combined assignments as they see fit.

Approved by the Academic Senate: September 25, 2000 (Carried 26 for; 2 opposed; 4 abstentions)  
Rules were suspended for a discussion and vote 9/25/00

# The San Diego Community College District

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# MEMO

CITY COLLEGE | CONTINUING EDUCATION CENTERS | MESA COLLEGE | MIRAMAR COLLEGE

October 11, 2000

**Human Resources  
and  
Administrative Services**

To: Carl Strona  
Academic Senate President  
Mesa College

RE: RESOLUTION CONCERNING ADJUNCT FACULTY

Carl, the purpose of this memorandum is to respond to the proposed resolution in which the Mesa College Academic Senate proposes to petition the Board of Trustees to change certain policies concerning the assignment of adjunct faculty. These policies concern (1) the hiring of .60 FTEF adjunct faculty as substitutes and (2) the combining of classroom and non-classroom adjunct assignments.

Please be aware that these policies are the matter of collective bargaining and are currently contained in the agreement with AFT Guild. The following are some sections of that agreement which are pertinent to these issues:

Article V, Section 5.2.1(c): "Adjunct faculty who maintain an annualized assignment exceeding .50 FTEF shall not be eligible for substitute assignments. If court decisions or changes in law show that substitute assignments cannot be counted toward contract or regular status, this subsection shall be deleted."

Article V, Section 5.7: "Adjunct faculty shall not be eligible for combination classroom and non-classroom assignments. Any exceptions must be approved by the appropriate Vice President."

Because these policies are properly part of the bargaining agreement, any proposed changes to that agreement should be proposed by the AFT Guild in accordance with collective bargaining procedures. Certainly the Academic Senates should make their concerns known to AFT Guild.

Wayne Murphy

WM:jk

c: Mary Meiners, Senate President, Miramar  
Sally Deaton, Senate President, City  
Augie Gallego  
Constance Carroll  
Jim Mahler

H:aft-col/corres/strona00

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