

AFT Proposals 2019-22 Contract

New language in bold (except Article and section Titles and section numbers)
~~Deleted language in strikethrough~~

ARTICLE 1: RECOGNITION

1.7 COMMUNICATION WITH MEMBERS: The district will not communicate with unit members regarding negotiations.

ARTICLE 2: ORGANIZATIONAL RIGHTS

2.4 LIST OF UNIT EMPLOYEES AND JOB INFORMATION: The Union shall have the right to be provided with a listing of all bargaining unit employees, their date of employment, and their primary job site within a reasonable time following request by the Union. **The District will provide to the Union the name, job title, department, work location, work, home, personal cellular telephone number, personal email address, and home address of any new employee within 30 days of hire or by the first pay period of the month following hire. The District will provide to the Union this information every 120 days for all employees. Thereafter, the Union will be provided with a current listing of additions and deletions to the bargaining unit within a reasonable time after request.**

2.6 REASSIGNED TIME FOR UNION BUSINESS: The Union will receive the equivalent of ~~24~~ **12 FLCs per semester of reassigned time for organizational activities. In addition, the District shall provide the equivalent of ~~24~~ **12** FLCs per semester for the purpose of negotiations and the processing of grievances. The Union will notify the District as early as possible of the name(s) of the person(s) who will be credited with this reassigned time so that necessary modifications of schedules may be made. In addition, the Union can buy up to an additional nine (9) FLCs per semester.**

2.7 AGENCY SHOP Language needs to be updated post-Janus

2.8 EMPLOYEE ORIENTATION: The District will provide the Union 10 days advance notice of any new employee orientation. The Union will participate in these new employee orientations.

ARTICLE 6: WORKLOAD

Define the role of faculty coordinators

ARTICLE 7: HOURS OF EMPLOYMENT

7.2 DEFINITION OF ACADEMIC YEAR: The academic year consists of two (2) separate instructional semesters, each of which begin on the first day of instruction **or flex day and end on the last day of final examinations.**

7.5 Workweek for Full-time Instructional Faculty: Full-time instructional faculty shall be present on campus in scheduled classes, offices or performing other assigned professional duties ~~for a minimum of twenty-five (25) hours per week, prorated for regular and contract faculty with less than a full-time assignment.~~ A faculty member may be assigned to less than a five-day per week schedule.

7.11.2 Renumber as 7.11.2.1

Add 7.11.2.2 In addition to the flex pay outlined in 7.11.2.1, part-time faculty who attend flex activities on the designated college flex days will be paid for their attendance according to the special rate schedule.

ARTICLE 8: PAY AND ALLOWANCES

8.5.1 From Step 1 through Step 8, employees will advance at the rate of one step per year. Two years of service at Step 9 are required for advancement to Step 11. Three years of service at Step 11 are required for advancement to Step 14. Four years of service at Step 14 are required for advancement to Step 18. Five years of service at Step 18 are required for advancement to Step 23. **Two years of service at Step 23 are required for advancement to Step 25.**

8.8 PART-TIME SALARY SCHEDULE: The part-time employees' salary schedule is listed in Appendix B. It applies to academic employees with assignments of sixty percent (67%) or less of full time for the college year. It also serves as the basis of compensation for summer session assignments ~~and of additional compensation for full-time academic employees assigned beyond their regular full-time assignments.~~ **Compensation for full time academic employees assigned beyond their regular full time assignments will be according to the Regular Faculty Overload Salary Schedule.** Summer Session compensation will be based on the part-time employee **and regular faculty overload** salary schedules in effect during the previous Spring semester.

8.14 LARGE CLASS PAY: A large class for the purpose of additional compensation under the terms of this Article is defined as having ~~40~~ **70** or more students enrolled at census.

Deans will engage in a collaborative process with department faculty to determine which courses can be appropriately designated as "large classes". Eligible courses are those that meet general education, UC, and CSU requirements, those that meet graduation requirements, major requirements, and vocational courses required for a certificate, degree, or transfer. (Ineligible courses are television courses, open skills labs, Cooperative Education, all matriculation activities, team sports, team taught courses, independent study, and all courses numbered in the 600's and 700's.

Assignment to teach a large class is voluntary.

Additional compensation is at the special rate of pay and does not affect the FLC for the course. The compensation is consideration for the extra time needed for required paperwork.

Additional weekly compensation for large classes:

70-94 students 3 hours

95-119 students 4 hours

120-144 students 5 hours

145-169 students 6 hours

AFT and the District agree to the above for a trial period of four (4) semesters beginning with the Fall 2005 semester. This agreement may be extended by mutual consent.

~~This shall remain in effect until June 30, 2015.~~

Teaching large classes result in additional preparation time and/or time grading, time, spent with individual students, etc. Faculty with such assignments shall be granted additional credit for such classes. Credit for oversize classes will be granted on the basis of actual enrollment on the first census for the class. Credit for oversize classes will be assigned using the following formula:

Number of Students	Lecture Hour Equivalents
40 or less	1.0
41- 55	1.2
56- 70	1.4
71- 85	1.6
86- 100	1.8
101- 115	2.0
116- 130	2.2
131- 145	2.4
146- 160	2.6

Hourly salaries of adjunct part-time teaching oversized classes will be multiplied by the appropriate Lecture Hour Equivalent as listed above.

This section also applies to online courses.

Compensate faculty for TBA Hours at the appropriate hourly rate.

Compensate part-time faculty for attending division meetings, attending committee meetings, and doing other professional responsibilities outside of teaching (e.g. program review, annual plans, SLO, etc.)

Define what constitutes lecture, lab and special rate.

District will reimburse faculty for tuition for courses taken.

COMPENSATION

Goals:

1. Formula for raises based on Property Taxes increase
2. Increase in Medical Cap
3. Improve program for Part-time medical benefits
4. Define Parity for part-timers
5. Create a salary schedule for part-time faculty that mirrors the salary schedule for regular faculty (steps and columns) bases on parity definition

ARTICLE 9: HEALTH AND WELFARE BENEFITS

Add language regarding medical coverage and benefits for faculty teaching in the District Study Abroad Program.

ARTICLE 11: LEAVES OF ABSENCE

11.1.5 Needs to be updated to reflect new legislation.

11.9 MATERNITY/CHILD BONDING LEAVE: The Board of Trustees shall grant **one month of paid** maternity and/or child bonding leave ~~without pay~~ to members of the unit **who qualify** in accordance with the Family Medical Leave Act, the California Family Rights Act, and the District Policy on Leaves of Absence. Accumulated sick leave may be used for any period of time **after the one month of paid leave** that the employee must be absent from work as prescribed by the physician in accordance with the provisions of the Family Medical Leave Act and the California Family Rights Act.. Such leave shall run concurrently with sick leave, extended leave and any other leave granted under the provisions of this Agreement. As with other leave without pay, no sick leave benefits shall accrue to employees on an unpaid portion of maternity/child bonding leave.

11.14 FAMILY MEDICAL LEAVE ACT (FMLA) AND CALIFORNIA FAMILY RIGHTS ACT (CFRA) BENEFITS: ~~Family care leave.~~ In accordance with the provisions of the Family Medical Leave Act and the California Family Rights Act and the District Policy on Leaves of Absence **family care leave** ~~and~~ will be applied concurrently with employee sick leave, extended leave, industrial accident/injury leave and/or other applicable paid District leaves.

11.16 Public Service Leave (new) Every unit member who is elected or appointed to a public office, either Local, State or Federal or who serves as an elected officer of any local community college district public employee organization, or of any statewide or national public employee organization, shall have the right, upon request, to a paid leave of absence of up to ten (10) days in any academic year without loss of

compensation for the purpose of enabling the employee to attend periodic, stated, special, or regular meetings of the body of the organization on which the employee serves.

Article 13: PROFESSIONAL DEVELOPMENT PROGRAM

13.3 LEVEL OF FUNDING FOR PROGRAM: The level of funding will be ~~two one~~ percent (2 1%) of the District budget for regular academic and third- and fourth-year tenure track academic employees of the unit plus \$50,000 from a combination of Partnership for Excellence and Faculty Development funds, to the extent those funds are available, for extended leaves.

ARTICLE 14: LAYOFFS

14.1 UNION WILL BE NOTIFIED OF POTENTIAL LAYOFFS: When it is reasonably certain that faculty layoffs are to be recommended in specific areas, the Union will be notified of the contemplated action and the reasons therefore. It is understood that the Education Code prohibits the retention of a junior employee when a more senior employee who holds an FSA and is competent to perform the service is laid off.

Article 17: GRIEVANCE PROCEDURE

Add binding arbitration as the last step of the grievance procedures.

17.5.3 The function of the arbitrator shall be: a) To hold a hearing concerning the grievance, and b) To render an ~~advisory~~ award within thirty (30) days after the close of the hearing.

17.5.4 The decision of the arbitrator shall be final and binding on all parties.

~~**17.6** LEVEL IV: Either the grievant or the responding party may appeal the advisory award of the arbitrator to the Board of Trustees within ten (10) working days after the receipt of such advisory award.~~

~~17.6.1 The Board of Trustees shall render its decision within twenty (20) working days after receipt of the appeal at this level, or twenty (20) working days after receipt of the transcript of the arbitration hearing, whichever comes later. The decision of the Board of Trustees shall be final and binding on all parties, except that no rights of the grievant to further legal action shall be abrogated.~~

ARTICLE 18: SUMMER SESSION EMPLOYMENT

18.1 CONTRACT ARTICLES THAT APPLY DURING SUMMER SESSION:

Add Article 19: Part-Time Employment

ARTICLE 19: PART-TIME EMPLOYMENT

19.2.4 When feasible, each College Division will make reasonable efforts to provide part-time faculty with ~~the same or similar faculty load as~~ an assignment of at least the same or similar faculty load **as the highest load ever assigned to each part-time faculty, in the previous term,** if **provided that** the part-time faculty member has received two (2) consecutive satisfactory evaluations or has been given an assignment for six (6) semesters with no negative evaluations.

19.2.6 If, during any semester, there are more part-time faculty members than there are available assignments, and if all of the criteria for determining assignments that are defined in 19.2.1 and 19.2.2 above have been met to the satisfaction of the appropriate administrator then the remaining available assignments shall be offered to those part-time faculty members who are most senior according to the Seniority Lists as described in 19.1, with the most senior part-timers being offered at least the same faculty load as **the highest load each part-timer ever had in the previous term,** before a part-time faculty member with less seniority is offered an assignment.

19.2.9 **After assignments have been determined as provided in all preceding sections of this article, if there are any remaining classes to be assigned, or if additional classes become available at any time,** ~~As provided in 19.2, 19.2.4, 19.2.6 and 19.2.8, when additional classes become available, after all the criteria for determining assignments that are defined in 19.2.1 and 19.2.2 have been met~~ classes will be offered to the most senior part-time faculty members until their faculty load request is met (not to exceed 67% of full time or as prescribed by law.)

APPENDIX F: FACULTY LOAD CREDIT (FLC) ALLOCATION

Make the following changes:

LABORATORY ASSIGNMENT SCHEDULE:

Biological and Physical Sciences	1 .80 FLC per hour
Art laboratory classes	1 FLC per hour
Music classes	1 FLC per hour
Physical Education/Athletics	1 FLC per hour

Define what “a majority of their teaching load in laboratory assignment” means.

APPENDIX G: EVALUATIONS

Determine how are full-time temporary faculty evaluated.

New Language:

I. Add the following language on class assignment:

Class Assignment

Before teaching schedules are assigned, each faculty member shall be provided an opportunity to present in writing his/her schedule preferences with regard to courses to be taught, day and evening classes (minimization of time period between the Instructor's first and last class each day and maximization of the time period between the end of the Instructor's last class one day and the beginning of the Instructor's first class the following day), off-campus classes, number of different course preparations, maximum consecutive hours of lecture/laboratory hours, the desire for overload, and room preferences.

The administrator shall not arbitrarily disregard the faculty member's preferences. When the work assignment for each teaching faculty member is prepared, primary consideration will be given to the preferences, qualifications, seniority, experience, and job performance of the faculty member. At the request of the affected faculty member(s), the administrator will put in writing the reasons for denying the preference and forward the response to the affected faculty member(s) and a copy to the Union. If the faculty member, after discussing the schedule with his/her administrator, is not satisfied, he/she may appeal to the appropriate Vice President.

The assignment for a regular teaching faculty member shall be limited to a maximum of three (3) different preparations during any semester unless the faculty member agrees to accept additional preparations or additional preparations are needed to complete the employee's full annual load. Laboratories that are part of a lecture course and are delivered separately from the lecture course constitute a different preparation than the lecture course.

II. Add the following language on class cancellation:

XX.X CLASS CANCELLATION: Scheduled classes shall be cancelled only after written notification by the appropriate administrator/designee is sent to the instructor. The written notification is to be issued on or around twenty days before the first day of instruction.

XX.X.1 Without the Consent of the Instructor

XX.X.1.1 A class may be cancelled within twenty (20) days before the class starts if the enrollment is less than 50% of the class enrollment minimum;

XX.X.1.2 During the first two weeks of instruction, a class may be cancelled if enrollment is less than 60% of the class enrollment minimum;

XX.X 1.3 Classes shall not be cancelled after the second week of instruction without the consent of the instructor.

XX.X.2 With the Consent of the Instructor: Classes may be cancelled with the consent of the instructor at any time.

XX.X REASSIGNMENT OF FACULTY WITH CANCELED CLASSES

XX.X.1 A faculty member, whose regular load (1.0) has been displaced through cancellation and the immediate dean shall consult and agree on the alternative(s) to complete the faculty member's regular load.

XX.X.2 If no agreement can be reached between the dean and the faculty member, the faculty member may choose among any unstaffed instructional assignment in one of the faculty members FSA's.

XX.X.3 If no such unstaffed instructional assignment which falls within the normal work assignment exists, then the faculty member and the division Dean will collaboratively choose an instructional assignment in one of the faculty members FSA's, first among those staffed by academic adjunct faculty or second among those staffed as an overload by a full time faculty member.

XX.X.4 If none of the above is chosen, the dean may assign any instructional assignment to the faculty member in one of his/her FSA's.

XX.X.5 In the situation where the above alternatives do not exist or are not chosen, the faculty member shall work with the dean a plan to make up the deficit within three (3) years.

III. Add the following new articles:

Article XX: Academic Freedom

1. The District and AFT are unequivocally and unalterably committed to the principle of academic freedom in its true sense which includes freedom to study, freedom to learn and freedom to teach and provide educational professional services to students. Freedom of expression and academic freedom support the District's belief in inquiry, informed debate and the search for truth. Freedom of expression and academic freedom are necessary to provide students and employees with a variety of ideas, to encourage them to engage in critical thinking and to help them understand conflicting ideas and opinions.

2. Academic freedom encompasses the right of an instructor to teach and discuss in the classroom unpopular and controversial subjects, and for counselors, librarians and other academic employees to provide relevant and appropriate student services.

3. Interference with or censure of an academic employee by District officials or by outside individuals or groups because of the faculty member's introduction of unpopular and controversial subjects or provision of relevant and appropriate educational professional services to students is precluded by the principle of academic freedom.

4. The parties acknowledge the fundamental need to protect faculty from censorship or restraint which might interfere with their obligation to pursue truth in the performance of their teaching or other educational functions. The District's faculty have the right to express their opinions on issues directly or indirectly related to their professional activities, and any other issues, whether these opinions are expressed in the classroom, in shared governance or labor relations matters, elsewhere on campus, at college-related functions or in other media or settings. The rights of academic freedom and freedom of expression apply to the reasonable use of District computing resources, including e-mail and internet access.

5. Employment by the District does not in any way restrict or limit the Federal First Amendment and California Constitutional rights of expression that faculty enjoy as members of their communities. Faculty members are free to speak and write publicly on any issue, as long as they do not indicate they are speaking on behalf of the District.

6. Protecting freedom of expression and academic freedom is the responsibility of the college community. Therefore, in a climate of openness and mutual respect, free from distortion and doctrinal obligation, the District protects and encourages the exchange of ideas, including unpopular ones which are presented in a spirit of free and open dialogue and debate.

7. Academic freedom does not include use of discriminatory, discourteous, offensive, abusive conduct or language while in performance of District employment.

8. Faculty members shall maintain the exclusive right and responsibility to determine the grades they assign on the basis of their professional judgment. The grades given to each student for any course of instruction taught shall be determined by the instructor of the course, and the determination of the student's grade by the instructor--in the absence of mistake, fraud, bad faith, or incompetence--shall be final.

ARTICLE XX: COMPLAINTS AGAINST A UNIT MEMBER

If a student or other person files a complaint about a unit member, the District shall notify the unit member and AFT in writing within five (5) working days of its receipt of the complaint.

This notification shall include the specific nature of the complaint and the District's intention to investigate.

The unit member shall have the right to provide a written response to the complaint. If the member prepares a written response, it shall be attached to the document(s) in any folder such documents are held. Further, the affected unit member shall have the right to request a meeting with his or her Dean/Immediate Supervisor and other affected parties to attempt to settle the allegations informally.

If the complaint leads to a misconduct investigation, the procedures and protections of Article (Investigations of Unit Members) shall apply.

The unit member and AFT shall be notified of the District's intention to take disciplinary action and shall promptly receive copies of all materials/documents (including the investigative report or summary) utilized by management and the Governing Board as a basis for the proposed disciplinary action.

Any complaint not called to the attention of the employee may not be used as the basis for any reprimand, discipline or discharge.

Article XX: INVESTIGATIONS OF UNIT MEMBERS

Mutual Respect For A Fair Investigative Process

The parties understand and agree that the District has the authority and obligation to investigate complaints, reports and/or other credible information that a unit member has engaged in misconduct. The parties further understand and agree that unit members are entitled to be presumed innocent of wrongdoing during the investigation process and are entitled to certain protections during the investigation process.

Misconduct Investigation Defined

A misconduct investigation is a District-initiated investigation of a unit member into allegations that the unit member has violated District policy and/or law, based on information received from a formal or informal complaint made by an identifiable author; a report of misconduct; manager observations; or other credible sources of information. An investigation is initiated at the point that the District determines to go beyond meeting with the accuser and the accused to interview other potential witnesses. An anonymous accusation shall not form the basis for initiating an investigation.

Non-Investigatory Interviews

The parties understand and agree that in the day-to-day operation of the District, managers and unit members meet regularly to share information. These are not investigatory interviews. However, the parties further understand and agree that, if a manager reasonably expects that such a meeting may elicit information that warrants discipline, the manager shall notify the unit member in advance. The unit member so notified shall have the right to bring the AFT Grievance Officer or his/her designee to the meeting. In addition, a unit member may act independently to bring the appropriate AFT Grievance Officer or his/her designee to the meeting if the unit member reasonably believes that it could lead to discipline.

Notice of Investigation

An employee who is under investigation shall be sent a notification no later than five (5) business days before his/her appointment for an investigatory interview. The notification is intended to provide employees subject to misconduct investigations with a description of the subject matter of the investigatory interview, and shall include the following:

a. An introductory statement that:

- 1. The District takes a neutral stance when investigating possible misconduct and no findings of wrong-doing have been made;**
- 2. The District maintains the confidentiality of the investigation to the fullest extent possible;**
- 3. No findings will be made prior to completion of the investigation, and the investigation will not be closed until after the scheduled date of the employee's interview;**
- 4. The information received could lead to discipline and the employee is entitled to have representation at the meeting;**
- 5. The investigation is confidential and the employee should refrain from discussing it with other members of the campus community while the investigation is pending (except for the purpose of receiving representation during the investigation or exercising other rights as recognized under the Educational Employment Relations Act (EERA));**
- 6. Every effort will be made to complete the investigation within ninety (90) days of when the District first received the complaint or information triggering the investigation. Where this is not possible two things will occur: the employee will receive a status update on where the District is in its investigation and when it expects to be completed; and the District and the AFT will have a check-in meeting in person or by telephone;**
- 7. The employee will receive notice of the findings of the investigation, and whether the allegations investigated were or were not sustained;**
- 8. In the event the investigation leads to disciplinary action, the employee will be afforded all of the pre-discipline due process rights to which he/she is entitled. This includes providing the employee, and AFT with the employee's consent, with a copy of the information relied upon to issue the charges; and**
- 9. District policy and law prohibit retaliation of any kind against anyone the employee believes to have provided information or otherwise cooperated in the investigation, and that such conduct constitutes an independent basis for serious discipline up to and including termination.**

b. A summary of the subject matter of the interview including:

- 1. If appropriate, and at the discretion of the Vice Chancellor of Human Resources or his/her designee, the name of the complainant(s), or individual(s) whose concerns caused the District to initiate an investigation. To the extent the Collective Bargaining Agreement (CBA) provides for greater notice, the CBA prevails;**

- 2. What allegedly occurred. The employee shall be entitled to a description of the subject matter or allegations of the investigation;**
- 3. When the incident(s) allegedly occurred. The notice will be as specific as possible, based on the information available at the time the Notice is given; and**
- 4. Where the incident(s) allegedly occurred. The notice will be as specific as possible, based on the information available at the time the Notice is given.**

Placement On Paid Administrative Leave Of Absence While An Investigation Is Pending

Placement of a member on Paid Administrative Leave of Absence while an investigation into alleged misconduct is pending shall conform to the following standards and procedures:

- a. Placement on Paid Administrative Leave of Absence while an investigation is pending constitutes a non-disciplinary action;**
- b. Placement on Paid Administrative Leave of Absence shall not be automatic and it is not an action that the District takes lightly. The District will not take this step unless:**
 - 1. The allegations, if true, indicate that the employee poses a safety threat to him/herself or others;**
 - 2. The allegations, if true, involve harassment, retaliation and/or dishonesty; and/or**
 - 3. Other extenuating circumstances with the written approval of the Chancellor, which approval will state the nature of the extenuating circumstance.**
- c. The notice placing an employee on Paid Administrative Leave of Absence will provide information about the Leave, including but not limited to:**
 - 1. The basis or bases on which he/she is being placed on Paid Administrative Leave of Absence;**
 - 2. That, as this investigation could lead to discipline, the employee is entitled to representation during his/her investigatory interview;**
 - 3. That placement on Paid Administrative Leave of Absence constitutes a directive not to attend work or perform work duties and that the employee is not to be present at work or in the work area without prior written consent; and**
 - 4. That placement on Paid Administrative Leave of Absence does not constitute a directive to stay away from public events or public areas of campus.**

Completion of Investigation and Notice of Completion

Every effort will be made to complete the investigation within ninety (90) days, and where this is not possible, the member under investigation will receive a status update on where the District is in its investigation and when it expects to be completed.

ARTICLE XX: JUST CAUSE AND PROGRESSIVE DISCIPLINE

Just Cause

A faculty member shall not be reprimanded, suspended, or dismissed without just cause.

The purpose of this article is to provide additional guidance and oversight for a faculty member experiencing difficulties in his/her work and to substantiate efforts at improvement.

If a faculty member receives a notice of discipline, the District shall include in that notice the faculty member's right to request AFT representation regarding the issue.

If a faculty member receives a written recommendation for a suspension or dismissal, the District shall include in the written recommendation the faculty member's right to request AFT representation prior to any further meeting(s) regarding the issue. In addition, the District shall notify AFT at the same time as the faculty member of the written recommendation for a suspension or dismissal.

The following just cause guidelines shall be recognized:

- a. The faculty member shall be adequately informed of the potential consequences of his/her conduct.**
- b. A fair and objective investigation should reveal the necessity for disciplinary action.**
- c. Rules and penalties should be applied fairly and equitably.**
- d. Disciplinary action should be appropriate and reasonably related to the nature of the offense.**
- e. Progressive discipline shall be utilized except for conduct which is of such a nature that progressive discipline normally would not result in corrective conduct. The elements of progressive discipline shall be administered in a timely manner.**

Steps in the discipline process include (exceptions to the due process steps may occur when the nature of the conduct warrants an exception):

Step 1: If discipline/corrective action is being considered, the manager shall discuss with the faculty member his/her actions/omissions for further fact finding prior to issuing an oral reprimand.

Step 2: If an oral reprimand does not result in corrected conduct, a counseling letter may be issued.

Step 3: Prior to administering subsequent discipline, a faculty member shall be provided notice and an opportunity to be heard. Notice shall include a

statement of the incident(s) or misconduct which form the basis for the disciplinary action and a statement of the discipline to be imposed. Such notice shall be given within five (5) working days of the decision to administer the discipline.

Step 4: If suspension without pay is recommended as a disciplinary action, the offense shall be severe or preceded by at least two (2) related written reprimands issued within the last two (2) years prior to the proposed suspension.

Corrective Action

Throughout the progressive discipline process, when supporting information indicates that improvement is needed, the District may initiate a work plan that should set forth observable and measureable performance goals. Such goals are to be met within a specific, achievable time frame. If such a plan is contemplated, the AFT shall be notified. At the faculty member's request, the AFT shall participate in developing the work plan.

Article XX: ADDITIONAL FACULTY RIGHTS

EVALUATION OF ADMINISTRATORS: Annual Evaluations for administrators with responsibility for instruction or student services will include an opportunity for the faculty within the unit, division, or college to provide anonymous performance feedback. College administration and/or Human Resources will oversee the evaluation process, evaluation content, and all other matters related to the evaluation of administrators.