

MEMORANDUM OF UNDERSTANDING

The Los Angeles Community College District and the American Federation of Teachers College Guild Local 1521 agree that under the provisions of Article 16, Adjunct Assignments, Retention and Seniority, colleges may create integrated seniority lists in disciplines that offer courses or specialized counseling areas which require additional training, coursework, demonstrated special expertise, or certification in order to teach the course.

Faculty teaching hourly who are on a seniority list will continue to be assigned in seniority order as described in Article 16. Faculty who have completed the required training, coursework, or certification will have a designation on the seniority list. Only instructors with such designations shall be offered the corresponding course(s). If the faculty member so designated declines the assignment, that decline is counted as a refusal for the purposes of calculating seniority as described in Article 16. Should a faculty member no longer desire to teach the designated course(s) or have an assignment in a specialized counseling area, he/she may request in writing that such designation be removed from the seniority list. The request to change one's designation will be effective the next term and declining designated assignments in the next and subsequent terms will not be counted as a refusal. The designation can be reinstated by written request of the faculty member, effective the next term.

Justification:

There are certain courses offered in the District which require that faculty undergo additional training, coursework, or obtain certification in order to teach course or have an assignment in a specialized counseling area. Allowing for an integrated seniority list which will designate which faculty have obtained the additional training, coursework, or certification will facilitate the offers of assignment while maintaining adjunct assignment rights under the provisions of Article 16.

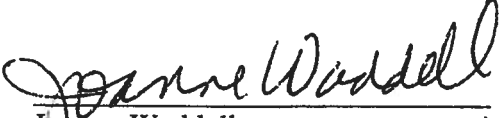
Dated: May 2, 2012

For the District:



Daniel LaVista
Chancellor

For the AFT:



Joanne Waddell
President
7/6/2012