

ARTICLE XXIII - FACULTY SERVICE AREA/REDUCTION-IN-FORCE

23.1 FACULTY SERVICE AREA (FSA)

23.1.1 Definition

A faculty service area (FSA) is a discipline area in which faculty have seniority rights in the event of a reduction in force. A FSA is identical to catalog disciplines and services.

23.1.2 Qualifications

In order to qualify for a faculty service area, faculty must:

23.1.2.1 Meet minimum qualifications as adopted by the Board of Trustees, and

23.1.2.2 Be competent as defined by the AB 1725 FSA Committee in their January 5, 1990 report which states:

Competencies for bumping and layoff in FSA's will be based upon minimum qualifications (any faculty member who has a credential is deemed to meet the minimum qualifications consistent with any limitations on that credential) for the disciplines including any license and/or certifications in the subject field and course or series of courses, in the assigned disciplines. Therefore, recency of teaching or experience in the specific discipline is not a requirement except under the provisions of this license or certification.

23.1.3 Establishment

23.1.3.1 Human Resources will establish initial FSA's for faculty hired before July 1, 1991, utilizing credential records. Relevant information will be sent to each tenured/tenure-track faculty member by October 15 of each year. Faculty hired on or after July 1, 1991, will have initial FSA's established at the time of hire.

23.1.3.2 Faculty may apply for additional FSA's by enumerating the additions on the FSA application form. These forms must be returned to Human Resources by November 15 of each year.

23.1.3.3 Human Resources will verify minimum qualifications for any additional FSA's based upon the District's approved FSA list. FSA declarations which do not clearly meet the District's minimum qualifications list will be referred to the FSA Commission. The Commission's decision must be rendered by December 15.

23.1.3.4 The FSA Commission will be composed of four (4) voting members (two [2] AFT representatives and two [2] Instructional Executive Deans/Vice Presidents), standing advisory (non-voting) representatives from Human Resources, and up to six (6) non-voting discipline specialists. Half of the discipline specialists are to be selected by the faculty member and half by the voting members of the Commission. The discipline specialists will advise the Commission as to the validity of the additional FSA declaration(s). The decision on the FSA declaration(s) will be made by a majority vote of the voting members of the Commission.

23.1.4 Appeals

Appeals of the decisions of the FSA Commission will be through the grievance procedure as delineated in Article IV.

23.2 REDUCTION-IN-FORCE

23.2.1 Recommended layoffs and recall shall be in accordance with the appropriate Education Code provisions.

23.2.2 The District shall furnish the Guild a seniority list of tenured/tenure track faculty by no later than the first teaching day of each spring semester.

23.2.3 The Guild and District administration, at least thirty (30) working days before the date of the Board meeting at which the recommendations for layoff are to be made, shall meet and negotiate regarding the impact of the proposed layoffs.

23.2.4 Tenured/tenure-track faculty who are laid off shall be entitled to receive health and welfare benefits beyond their last actual date of service to the District up to September 30 of the year in which the faculty member was laid off.

23.2.5 Tenured/tenure-track faculty who are laid off shall have the right to buy into the District's health and welfare insurance program, at their own expense, for a period of time not to exceed one (1) year beyond September 30 of the year in which they were laid off. Premiums are due and payable quarterly, in advance, on October 1, January 1, April 1, and July 1.