

Memorandum of Agreement between
Office of Educational Programs, the Academic Senate and the Faculty Association
AP 7210 and TLU Assignments: Processes during Period of Study Regarding TLU Limits

Background

Santa Barbara City College has had an Administrative Procedure, AP 7210 Academic Employees: Faculty, in place for many years, which outlines the TLU loads an individual faculty member may carry in any given term. Though AP 7210 went through a revision, which was approved on May 16, 2016 with further revisions approved on September 29, 2016, the TLU load limits remained unchanged. Both the prior version and current version set the limit at 21 TLUs per semester and 7 TLUs during summer session.

Former EVP Jarrell identified the gaps in the practices outlined in AP 7210 needed to be addressed and asked deans in 2017 to begin working on bringing schedules into alignment with AP 7210. This process began with varying levels of implementation through Spring 2018.

Efforts in Fall 2018

Following up on that effort, Interim EVP Ralston sent a communication on October 4, 2018 to department chairs and deans to communicate the efforts to work toward consistency in how AP 7210 TLU limits impact the schedule. The goal was to allow time to adjust the Summer 2019 and Fall 2019 schedules before they would be shared with students. In that communication, IEVP Ralston asked chairs to schedule to a maximum of 21 TLUs during primary terms and 8 TLUs per session in summer terms. The memo also referenced the need for work to incorporate NTCC stipends and other faculty payment into load as part of future next steps to address load issues.

A workgroup of faculty and administrators met over the course of the Fall 2018 semester (October 31, November 7 and 9, and December 5) to discuss TLU limits. The workgroup agreed on exceptions that would apply to TLU overload situations in primary terms (i.e. fall and spring semesters) for the duration of this Memorandum of Agreement. Please see TLU Limit Exceptions Criteria.

Role of Technical Assistance

Recognizing that the Academic Senate has scheduled a January 18, 2019 Advisory Assistance Service with representatives of the Associated Senate of California Community Colleges and the League of California Community Colleges and that the recommendations of this visit will be helpful in reaching agreement about next steps for addressing TLU limits, Santa Barbara City College recognizes that allowing more time for discussion will contribute to the quality of the outcome.

Goals

Allowing more time before full enforcement of TLU limits will give all impacted groups more time to:

- Reach agreement on what the TLU limits will be,
- Create a plan for incorporating NTCC stipends and other faculty work in TLU limits, and
- Decide which body is most suited to negotiate TLU limit concerns.

Agreement

In order to allow time for this dialogue to occur, Santa Barbara City College agrees to temporarily suspend enforcement of TLU limits for Summer 2019 and Fall 2019 within these specified parameters.

- 1) For Summer 2019, faculty may be scheduled up to 10 TLUs maximum per session.
- 2) For Fall 2019, a faculty schedule may not exceed 21 TLUs maximum **unless**:
 - A. It falls within one of the exceptions endorsed by the AP 7210 Workgroup and is approved by the faculty member, chair, dean and EVP as outlined in AP 7210, or
 - B. It reflects the same or lower TLU load than the largest semester load that the faculty member taught in either Fall 2018 or Spring 2019.

Dates and Limits of Agreement

The terms of this agreement are limited to the period of Summer 2019 and Fall 2019. The terms outlined herein are not necessarily indicative of the final TLU limits that will be agreed upon after a more comprehensive assessment and negotiation process has been completed. Following this work, final TLU limits may differ from the 21 for primary terms and 10 for summer terms outlined in this document.

Patricia Stark President, Academic Senate	Cornelia Alsheimer President, Faculty Association	Pamela Ralston Interim Executive Vice President
Date: _____	Date: _____	Date: _____