

**WVMCCD AND WEST VALLEY-MISSION FEDERATION OF TEACHERS (WVMFT, AFT 6554)
TENTATIVE AGREEMENT, ADOPTION CONTINGENT ON SUCCESSFUL CONCLUSION
OF SUCCESSOR NEGOTIATIONS RESOLVING ALL
OPEN CONTRACT SECTIONS AND SUBJECTS**

June 30, 2021

ARTICLE 17

Load

17.1 Job Descriptions

Only the following job descriptions for full-time and associate faculty shall be included in the WVMFT, AFT 6554 contract (see Appendix D – Job Descriptions):

1. Instructor
2. Counselor
3. Librarian
4. Lab Faculty Specialist
5. Coordinator
 - a. Disabled Students Programs and Services (DSPS)
 - b. Learning Assistance and Tutorial Center (LATC)
6. Other
 - a. Department Chair
 - b. Work Experience Instructor
7. **Instructional Designer**
8. **Articulation Officer**
9. **Coach**

~~As of 7/1/09 all current faculty shall be considered hired under one or more of the above job descriptions.~~

Job descriptions for all positions shall be kept by Human Resources.

17.2 Faculty Load

~~Effective January 1, 2016, all 18-hour based lecture courses shall become 15-hour based (or .0667 Load/Unit).~~

Current loading for English courses will remain in effect until the first academic semester that is up for scheduling after Board approval of the collective bargaining agreement and after the State Chancellor's Office approves revised course outlines. All English composition courses requiring recursive writing assignments totaling at least 6000 words shall be 12-hour based (or .0833 Load/Unit).

Effective the first academic semester that is up for scheduling after Board approval of the collective bargaining agreement, a **All Health Occupation Regular/Contract Instructors shall have an 11-month contract. The payment for the 11th month shall be in June and is for additional work faculty must perform annually in order to be in compliance with legal requirements to maintain licensure with the Board of Registered Nursing and all other state licensing and regulatory agencies; required certifications and mandatory continuing education necessary for clinical content expert status; attendance at clinical worksite inservices and employee mandated training and competency validations; and the review and selection of nursing program applicants. Health Occupation Regular/Contract Instructors shall submit their work plan for their additional month in accordance with Article 18.9.**

Faculty shall be assigned a workload during the Academic Year (as defined in Article 16.1) based on the following charts:

<u>Load Chart**</u>	*1	*2	*3	*4	*5	*6	*7
Hrs. per week in primary assignment	16.4	19.7	21.9	23.0	26.3	32.8	32.8
Hrs. per week in preparation	16.4	13.1	10.9	9.8	6.5	3.3	0.0
Hrs. per week office or equivalent	3.3	3.3	3.3	3.3	3.3	0.0	3.3
Total	36.1	36.1	36.1	36.1	36.1	36.1	36.1

<u>Load Chart (Non-Instructional Faculty) **</u>	<u>Counselors & Librarians</u>	<u>Lab Faculty Specialists and Coordinators</u>
<u>Hrs. per week in primary assignment (Based on a 16-week semester)</u>	<u>32.8 hrs per week</u>	<u>32.8 hrs per week</u>
<u>Hrs. per week in preparation (Based on a 16-week semester)</u>	<u>3.3 hrs per week</u>	<u>0.0</u>
<u>Hrs. per week office or equivalent</u>	<u>0.0</u>	<u>3.3 hrs per week</u>
<u>Total hours per week (Based on a 16-week semester)</u>	<u>36.1 hrs per week</u>	<u>36.1 hrs per week</u>
<u>Institutional Responsibilities</u>	<u>78.75 hours per semester***</u>	<u>78.75 hours per semester***</u>

<u>Load Chart (Instructional Faculty) **</u>	<u>Instructional Faculty</u>
<u>Semester FTEF in primary assignment and preparation (Based on a 16-week semester)</u>	<u>1.0 FTEF per semester</u>
<u>Hrs. per week office or equivalent (Based on a 16-week semester for a 1.0 FTE Assignment)</u>	<u>3.3 hours per week</u>
<u>Institutional Responsibilities (Based on a 1.0 FTEF Assignment)</u>	<u>78.75 hours***</u>

** ~~This~~ These load charts are ~~is~~ based on the currently negotiated 32-week academic year consisting of two 16-week semesters. If an academic year is negotiated for semesters that span a different number of weeks, the hours in the load chart shall be adjusted accordingly.

*1—Lecture Instructors

*2, *3, *4, *5—Lab Instructors

*6—Counselors and Librarians

*7—Lab Faculty Specialists and Coordinators

***** Institutional responsibilities may be conducted outside primary semester.** Instructional faculty members are assigned a ~~total load of 32.8 hours per week~~ **1.0 FTEF per semester, consisting of their scheduled instructional hours and preparation hours, plus 3.3 hours per week for scheduled office hours.** **Full-time faculty teaching in excess of a 1.0 instructional load (not including reassigned time and non-instructional load) must add 30 minutes per week of scheduled office hours for each course above the 1.0.**

Non-instructional faculty members are assigned a load of 32.8 hours per week ~~consisting of their scheduled hours, plus 3.3 hours per week of either preparation hours or scheduled office hours~~ **towards their primary assignment.** For non-instructional faculty members with 11- and 12- month contracts, ~~an~~ **each additional month consists of 105 hours towards their primary assignment and 10 hours in scheduled office hours or scheduled preparation hours.** ~~3.2 weeks of load of 32.8 hours per week, consisting of their scheduled hours, plus 3.3 hours per week of either preparation hours or scheduled office hours, is required. (The total scheduled hours for each additional month are determined by multiplying the weekly scheduled hours of 32.8 by 3.2 weeks. The total scheduled office hours~~

or preparation hours are determined by multiplying the weekly hours of 3.3 by 3.2 weeks.)

The parties recognize that institutional responsibilities are an essential part of the effective operation of each college under the philosophy of **participatory and** shared governance. In addition to the work load prescribed above, each member is responsible for 78.75 hours per semester of institutional responsibilities. A member on a reduced load shall have his/her institutional responsibility hours reduced proportionately. For non-instructional faculty members with 11 or 12 month contracts, each member is responsible for an additional 15.75 hours per month. Only the member's performance evaluation team may request a specific accounting of these hours. The issue of compliance regarding institutional responsibilities rests with the performance evaluation process. A member may, at times, conduct institutional responsibility activities outside of a primary semester, as might occur with participation on a hiring team or other activities shown in Article 21. **By April 30 of (on non-appraisal years) each year, the full-time faculty member will submit as a report of their institutional responsibilities to their division dean. Full-time, tenure-track faculty in their first year are not required to submit the form.**

Assigning Load on the Basis of Hours by Arrangement:

Hours by Arrangement shall be loaded based on the number of faculty contract hours with students with a base of 275

X/275

hour base

Where X = total hours of assignment during the semester

17.3 Full Load

A full load consists of a sufficient number of courses or other assignments worked during the academic year (as defined in Article 16.1) to total a combined load factor of 2.0. (A 2.0 load factor is equivalent to 2.0 FTEF.) It is agreed and understood that faculty members who carry a full load each semester that results in a fraction of .995 up to a 1.005, shall be credited with 1.0 load.

17.3.1 Assigning Load Value on the Basis of a Course

Courses in the curriculum shall be loaded based on whether the course is a

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lecture type class or a lab type class: in accordance with their load base(s). Load bases refer to the number of in-class instructional hours per week a faculty member is required to perform to achieve a 1.0 load for a semester. For example, a load base of 15 represents a faculty member working 15 in-class instructional hours to achieve a 1.0 load over a 17.5- week semester. WVMCCD operates on a 16-week semester, thus requiring adjusted hours per week and load bases.

Adjusted load bases for a 16-week semester are mathematically derived by multiplying the original 17.5-week base by 17.5, and then dividing by 16. As an example, multiplying 15 hours per week by 17.5 weeks, and then dividing by 16 weeks makes a load base of 15 equivalent to a load base of 16.4 for a 16-week semester.

Load for a specific course is computed as follows: X/ Load Base Where X is the number of weekly contact hours when offered over the whole semester.

The following examples apply to full semester courses:

- A 3 hour/week course with a load base 15 offered under a 16-week calendar would be assigned a load equal to 3.28 weekly hours /16.4 hour base = .200
- A 3 hour/week course with a load base 15 offered under a 17.5-week calendar would be assigned a load equal to 3/15 hour base = .200
- A 3 hour/week course with a load base 18 offered under a 16-week calendar would be assigned a load equal to 3.28 weekly hours/19.69 = .167
- A 3 hour/week course with a load base 18 offered under a 17.5-week calendar would be assigned a load equal to 3/18 hour base = .167
- A 3 hour/week course with a load base 20 offered under a 16-week calendar would be assigned a load equal to 3.28 weekly hours/21.88 = .15
- A 3 hour/week course with a load base 20 offered under a 17.5-week calendar would be assigned a load equal to 3/20 hour base = .15
- A 3 hour/week course with a load base 21 offered under a 16-week calendar would be assigned a load equal to 3.28 weekly hours/22.97 = .143
- A 3 hour/week course with a load base 21 offered under a 17.5-week calendar would be assigned a load equal to 3/21 hour base = .143

Load calculations are rounded to three decimal places.

Because lecture and lab contact hours that make up the unit are in multiples of 18, load for any class, regardless of class duration, can also be computed by taking $Y/(18 * \text{Load Base})$ where Y is the maximum number of contact hours on the course outline of record.

For example, a three-unit class that has two units of lecture (36 contact hours) loaded at base 15 and one unit of lab (54 contact hours) loaded at base 21, will be assigned a load of $36/(18 * 15) + 54/(18 * 21) = 0.133 + 0.143 = 0.276$.

All lecture type classes shall be assigned a 16.4 hour base and the load for an individual course shall be computed as follows:

$X / 16.4 \text{ hour base}$

Where X = number of weekly lecture hours assigned to a particular lecture type course.

A 3 unit course offered under a 16 week calendar would be assigned a load equal to

~~$3.28 \text{ weekly lecture hours} / 16.4 \text{ hour base} = .200$~~

All lecture classes currently assigned a 19.7 (old 18) hour base shall be changed to a 16.4 (old 15) hour base effective July 1, 2007 in the Load Book. This load change provision shall sunset on December 31, 2008, unless negotiated otherwise following the recommendations of the Load & Enrollment Cap Committee per Article 17.7.

For lab type classes, criteria shall be determined (see Article 17.7 below) for assigning the appropriate hourly base to the class and the load for an individual lab course shall be computed as follows:

$Y / \text{assigned hourly base}$

Where Y = number of weekly lab hours assigned to a particular lab type course.

The hourly base assigned to existing lab courses shall be based on the current **electronic** Master Course Listing unless negotiated otherwise **in this contract or** following the recommendations of the Load & Enrollment Cap Committee per Article 17.7.

17.3.2 Assigning Load on the Basis of Individual Instruction.

Work experience and directed studies assignments shall be loaded based on the total number of students for which the member is assigned responsibility:

$X / 125 \text{ student base} = \underline{0.008 \text{ load per student}}$

Where X = the number of work experience/directed studies students for which the member is responsible.

For example, a member assigned responsibility for 25 work experience students would be assigned a load equal to $25 / 125 \text{ student base} = .200$

17.3.3 Assigning Load Value on the Basis by Arrangement

Hours by Arrangement shall be loaded based on the number of faculty contract hours with students with a base of 275

X/275 hour base

Where X = total hours of assignment during the semester

17.3.4 Assigning Load for Reassigned Time

Reassigned time shall be loaded based on the total hours of re-assignment during the semester:

$X / 525 \text{ hour base}$

Where X = total hours of reassignment during the semester.

For example, a member performing 105 hours of reassigned time activities would be assigned a load equal to

$105 / 525 \text{ hour based} = .200$

Reassigned time is part of the regular full load. Reassigned time activities shall not be allowed as overload per Article 17.6. Any single or combination of release time assignments shall not exceed 1.0 per semester.

17.3.5 Assigning Load Value on the Basis of Other Activities

Other activities shall be loaded based on the total hours of assignment during an individual semester:

X / 525 hour base

Where X = total hours of assignment during the semester.

For example, an assignment totaling 105 hours during a semester would be assigned a load equal to 105 / 525 hour base = .200

17.3.6 Compensation for Activities Not in a Faculty Member’s Job Description and/or Professional Institutional Responsibilities

Activities not included in a faculty member’s job description and are not part of their professional institutional responsibilities may be paid by a stipend. Stipends are not for instructional service and are never to exceed the non-instructional rate. All stipends must have a clear project scope that is approved by the appropriate administrator, with a defined start and stop date. Human Resources must approve all stipends prior to the start of the activities for which faculty are compensated.

17.4 Large Classes. Large face-to-face, hybrid or distance education courses will be designated and approved as part of a traditional scheduling process, including approval by the appropriate department chair and division dean. Large face-to-face or hybrid classes will be scheduled in classrooms with an appropriate seat count, subject to room availability.

Course section loads will be set as follows:

- a. Course sections with an enrollment cap of less than 50 will have a standard load.
- b. Course sections with an enrollment cap from 50 to 69 will be loaded at 1.5 times the standard load.
- c. Course sections with an enrollment cap of 70 or above will be loaded at 2.0 times the standard load.
- d. No course sections will be loaded at more than 2.0 times the standard load.

17.5 Underloads

17.5.1 Involuntary

In the event a member’s full-time load for the academic year (the fall and spring semester) is less than 2.0, ~~it~~ **the underload** shall be adjusted within two (2) years after the semester in which the underload occurs.

~~The faculty member shall also have the option of choosing more than one of the a-d options to make up the underload, subject to availability, as follows:~~

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The faculty member shall have the option(s) of selecting which solution among a – c below is used to make up the underload. The faculty member shall also have the option of choosing more than one of the a-c options to make up the underload, subject to availability, as follows:

- a. ~~accepting~~ **agreeing to** additional teaching load, including winter and/or summer sessions, to the extent such additional load is ~~offered by the department chair and division dean~~ **available (this load can be with the faculty member’s primary assignment or where the member has an FSA ;**
- b. **voluntarily** withdrawing available banked hours to cover the deficit; **or**
- c. accepting an assignment to fulfill other duties, if offered by the Vice President; ~~or~~
- d. ~~reducing compensation until load worked and compensation collected are in balance.~~

The two-year period starts in the semester immediately following the semester in which the underload occurs. If the member cannot achieve a full load and make up any underload within two (2) years of incurring the underload, other options as outlined in Articles 22 and 23 are available.

No overload may be paid or banked while a member has an unresolved underload.

~~At the time a faculty member receives an assignment which is under loaded, he/she shall sign an agreement, as part of the load sheet, to authorize deducting the cost of the underload from the faculty member’s last regular paycheck (excluding summer work) if the member retires or otherwise resigns without repaying the underload, in accordance with the terms of this section.~~

17.5.2 Voluntary:

A faculty member who wishes to voluntarily reduce his/her workload must request a leave of absence subject to one of the Leave Articles in this contract.

17.6 Overloads

Regular/contract members in satisfactory status may provide services beyond their regular load. Such overloads are subject to the provisions of Article 18.7 on Scheduling of Assignments. Underload requirements shall be fulfilled prior to banking or receiving compensation for an overload.

Faculty members in the following categories shall not be eligible for an overload assignment:

- a. all early retirement programs specified in Article 15.1
- b. reduced contract including flexiload per Article 18.6 ~~(does not refer to reassigned time)~~
- c. all leaves contained within the WVMFT, AFT 6554 agreement (except conference leaves and legal & civic duty leaves). ~~however, members on a partial banked load leave may teach overloads.~~

Members eligible for an overload may choose to receive compensation per Article 13 or may choose to bank the load per Article 36; however, first-year contract members are not eligible to bank load from an overload assignment.

17.7 Master Course Listing and Load & Enrollment Cap Committee

17.7.1 Load & Enrollment Cap Committee

The Load & Enrollment Cap Committee's membership shall consist of the Vice Presidents of Instruction from each college and two WVMFT, AFT 6554 representatives (one from each college). The Associate Vice Chancellor of Human Resources shall be an ex-officio non-voting member of the Load **& Enrollment Cap** Committee.

Unanimous decisions and three-to-one decisions of the Load & Enrollment Cap Committee shall be **implemented in the next scheduling cycle, referred to contract administration. Within two weeks of the approval, the Office of Instruction shall notify the department chair, the division dean, and the appropriate administrative specialist.** In cases where the Committee remains evenly split, those cases shall be brought to ~~the table for negotiation~~ **Contract Administration and resolved within one semester.**

17.7.2 Master Course Listing

The Vice President of Instruction's office at each college ~~will~~ **shall** maintain an **electronic** master course listing for the college that will include all state approved courses, the number of lecture units, lab units, enrollment caps and the total load for each course. The Master Course Listing will be digital, accessible, standardized, auditable, and shared with the WVMFT, AFT 6554 President and designee. The Master Course Listing ~~will~~ **shall** be updated annually in accordance with the college's catalog production to reflect any load and/or enrollment cap decisions agreed upon by the Load & Enrollment Cap Committee. The Vice President of

Instruction's office at each college ~~will~~ **shall** maintain the signed load and enrollment cap agreements from the Load & Enrollment Cap Committee. Any changes to the Master Course Listing must be noticed to Contract Administration for information.

All load calculations shall be made to four decimal places and rounded to three decimal places as follows:

a. If the fourth digit is 5 or higher, the third digit is rounded up.

b. If the fourth digit is 4 or lower, no change is made to the third digit.

17.7.3 Load & Enrollment Cap Committee Decisions **Criteria**

~~1. Existing Curriculum~~

~~Issues concerning load, for example, current load calculations that are outside the contractual norm or computational errors in the schedule, shall be brought to the attention of either the Associate Vice Chancellor of Human Resources or the WVMFT, AFT 6554 Council. Upon receiving notification of the issue, the matter shall be referred to the Load & Enrollment Cap Committee.~~

~~Decisions which correct the loading of a course shall be implemented after the revised curriculum is approved by the Curriculum Committee and the Board of Trustees in the next semester in which the course is offered. There shall be no retroactive recalculation of load for an individual course.~~

~~2. New Curriculum~~

~~All new curriculum shall be reviewed by the Load & Enrollment Cap Committee. The Load & Enrollment Cap Committee shall determine whether the class has been assigned the correct load before the new curriculum is given final approval by the Curriculum Committee and the Board of Trustees.~~

WVMFT, AFT 6554 and the District agree to include the following **evaluation** criteria and any others the Load & Enrollment Cap Committee deems appropriate **when evaluating a course load or enrollment cap:**

1. Any criteria developed must be based on the appropriate pedagogy, not on historical precedent; ~~and~~
2. An analysis of impact on the budget and performance goals; ~~for any recommended load changes must be included as part of the recommendation; and~~
3. An analysis of the load and enrollment cap of similar ~~disciplines~~ shall be

considered; and

4. The reasonable workload required to satisfy expected pedagogical standards.

17.7.4 ~~Initial~~ Implementation of Enrollment Cap Decisions

1. Existing Curriculum

Issues concerning load and class caps, for example, current load calculations that are outside contractual norms or that have computational errors, shall be brought to the attention of the Load & Enrollment Cap Committee.

Using the criteria above, all existing curriculum shall be reviewed by the Load & Enrollment Cap Committee. Decisions which change the loading or class cap of a course shall be implemented in the next scheduling cycle in which the course is offered. There shall be no retroactive recalculation of load for an individual course.

Initial maximum enrollment caps will be set for transfer level English at 25 students and it is at the discretion of faculty to add additional students.

2. New Curriculum

Using the criteria above, all new curriculum shall be reviewed by the Load & Enrollment Cap Committee to determine whether the class has been assigned the correct load and class cap after the new curriculum is given final approval by the Board of Trustees.

~~Using the criteria above, the Load & Enrollment Cap Committee, in collaboration with discipline faculty and division deans, will audit and set the enrollment cap for the different, existing broad classifications of course types and will apply those standards as new courses are approved through the curriculum process.~~

- ~~3. Initial maximum enrollment caps will be set for transfer level English at 25 students and it is at the discretion of faculty to add additional students.~~

17.7.5 Exceptions to an Enrollment Cap

The appropriate Vice President or designee may change a class cap that is different than the enrollment cap in the Master Course Listing. Reasons for modifying a class cap are limited to:

1. When the department chair and division dean intend to apply large class loading;
2. When the classroom is too small to accommodate the enrollment cap;
3. Equipment limitations that preclude accommodating a number of students equal to the enrollment cap;
4. Other extenuating circumstances.

When the Department Chair and Dean change a course enrollment cap the change will be temporary and the class cap will be returned to the enrollment cap in the Master Course Listing the next time the course is offered.

Faculty may elect to add students above the enrollment cap.

17.8 Noncredit Courses

17.8.1 Course Load

The load for all noncredit classes shall be determined following the same process as credit classes.

- a. Noncredit courses in the areas of instruction that fall under ESL, basic skills, short-term vocational, or workforce preparation AND are part of an approved College Development and Career Preparation (CDCP) program (either certificate of competency or certificate of completion) shall be loaded using base 18.
- b. Noncredit Older Adult courses shall be loaded using base 24.
- c. All other noncredit courses (courses that are not attached to approved CDCP programs nor Older Adult course) shall be loaded using base 21.

17.8.2 Mirroring

A noncredit course is a mirror of a credit course if the student learning outcomes, objectives, courses content, course hours/units, and homework requirements are the same or comparable. In addition, the noncredit course must have grade options as indicated on the approved course outline of record. A Noncredit course that is attached to an approved CDCP program may be offered concurrently with its mirrored credit course. Mirrored courses offered concurrently shall have their load adjusted to be the higher of the two course loads, even if the course with the higher load is cancelled. Instructors teaching mirrored courses must meet the minimum qualifications for both disciplines. The determination on whether the courses are sufficiently comparable is made by the appropriate Vice President.

Letter of Understanding — 10/10/06

The District and WVMFT, AFT 6554 agree that if any lab faculty specialist positions in the District Position Control File as of December 31, 2006 are vacated and subsequently replaced, the replacement lab faculty specialists must spend over 50% of their time with students.

Letter of Understanding — 2/11/09

WVMFT, AFT 6554 and the District agree to the following:

- (1) ~~The West Valley College Assessment Coordinator shall have the choice of~~
 - a. ~~Retaining the job title of Assessment Coordinator. If this option is chosen, when this member vacates the position, "Assessment Coordinator" shall not be a WVMFT, AFT 6554 job description or~~
 - b. ~~Changing her job title to Counselor. If this option is chosen, the member shall receive the appropriate level of reassigned time to continue performing the assessment duties. The member shall have seniority as a Counselor as of her hire date. The "Assessment Coordinator" shall no longer be a WVMFT, AFT 6554 job description.~~
 - c. ~~The Assessment Coordinator shall notify Human Resources of her decision and the decision shall be effective as of 7/1/09.~~
- (2) ~~Those faculty currently in Child Development Coordinator positions shall retain those titles until those jobs are moved to administration as of 7/1/09 — at this point, this shall no longer be a WVMFT, AFT 6554 job description.~~
- (3) ~~The Tutorial Center Coordinator and Education Transition Coordinator shall retain those titles until their retirement as of 7/1/09 — at this point, these shall no longer be a WVMFT, AFT 6554 job descriptions.~~
- (4) ~~The West Valley College Athletic Trainer's job description shall be changed from 30% Full Time Instructor/70% Athletic Trainer to 100% Full Time Instructor as of 7/1/09.~~
- (5) ~~The Mission College Distance Learning Coordinator shall be changed to a Lab Faculty Specialist as of 7/1/09.~~
 - a. ~~Retain the title of Distance Learning Coordinator. If this option is chosen, this position shall be moved to administration as of 7/1/09 and "Distance Learning~~

~~Coordinator" shall not be a WVMFT, AFT 6554 job description or~~

~~b. Change to one or more of the job descriptions above in either A1 and/or A4. If this option is chosen, "Distance Learning Coordinator" shall not be a WVMFT, AFT 6554 job description.~~

~~The Distance Learning Coordinator shall notify Human Resources of her decision and the decisions shall be effective as of 7/1/09.~~

~~(6) Any "coaches" who are not assigned as the official instructor of record for scheduled classes are not WVMFT, AFT 6554 members.~~

~~The District's position control file shall be changed as required to comply with the provisions of this agreement as of 7/1/09.~~

Letter of Understanding 3/24/09

~~The Mission College Distance Learning Coordinator shall retain that job title and continue as a WVMFT, AFT 6554 member until either (1) the member retires or resigns or (2) a change in the position is negotiated. In the event the member retires or resigns, "Distance Learning Coordinator" shall not be a WVMFT, AFT 6554 job description.~~

Letter of Understanding July 7, 2011

~~The West Valley Mission Community College District ("District") and the West Valley Mission Federation of Teachers, ("WVMFT"), AFT 6554, hereby agree that when vacant, the positions of Director and Coordinator for the departments of Disabled Students Programs and Services and Extended Opportunities Programs and Services may become administrative positions subject to the requirements outlined in Title V of the California Code of Regulations.~~

FOR THE WVMFT:

FOR THE DISTRICT:

DocuSigned by:
Kate Disney
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DocuSigned by:
Dr. Eric Ramones
B435A8551D1A4D8...

Dated: 7/15/2021

Dated: 7/15/2021

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