

TENTATIVE AGREEMENT
ARTICLE 13: RELEASED/REASSIGNED TIME AND STIPENDS

Section 13.1. Additional Assignments. Reassigned time, released time, and stipends for additional assignments requiring minimum qualifications and the expertise of faculty shall be established in accordance with the guidelines of this section.

Section 13.2. Definitions. The definitions of Released and Reassigned Time are included in Article 3, Sections 16 and 17.

Section 13.2.1 Additional assignments ~~include all released and reassigned time and are~~ any other responsibilities for which faculty are awarded compensation beyond normal salary and benefits.

Section 13.2.2 Additional on-going assignments established by the district and approved by the Association are specified in Appendix H.

Section 13.2.3 Assignments excluded from this article include all not for credit programs.

Section 13.2.4 In the event that the District hires full-time faculty as coaches, the District will negotiate with the Association according to Section 4 of this article.

Section 13.2.5 Full-time Faculty Members shall not be paid stipends to attend committee meetings considered part of their professional activities as defined in **Article 12: Hours of Service, Section 1.**

Section 13.3. Released and reassigned time is based on a forty (40) hour work week. For example, if Faculty Members are released or reassigned for 3 SIU's or 20% of their assignment, they are required to spend at least eight (8) hours per week on the released or reassigned assignment. Conversely, other service to the college, such as office hours or committee assignments, shall be proportionally reduced for unit members granted release or reassign time.

Section 13.4. When the District determines the need for an additional assignment that is not listed in this agreement, the District shall notify the Association Executive Board of the scope and proposed compensation for the assignment. The District and at least two members of the Association Executive Board will meet to negotiate as needed to review the proposed scope and compensation for the assignment(s). ~~If no agreement can be reached, the District may go forward with the proposed assignment.~~ Any on-going assignments shall be added to Appendix H and will be an automatic reopener.

In no case shall a stipend or reassigned time agreement for additional services not otherwise provided for under this section be arranged, nor shall services be rendered, prior to agreement with the Association Executive Board.

Section 13.5. Not all reassigned time and stipends listed in this agreement must be funded. By the 8th week of the spring semester, the District will determine reassigned time and stipend assignments that will be funded for the following academic year. The District

may rescind the assignment prior to the start of a semester if it is deemed that adequate funding is not available.

Section 13.5.1 Full time faculty shall be provided an opportunity to apply for additional assignments before adjunct faculty are offered those assignments.

Section 13.6. Selection of Faculty for Additional Assignments. Reassigned time and stipends for additional assignments shall be given in a fair and consistent manner. The selection of faculty for additional assignments shall occur in accordance ~~within~~ with the following procedure and guidelines. The selection of the successful candidate will not be grievable, however any violation or misinterpretation of this process may be grieved.

Section 13.6.1 It shall be the responsibility of the Office of Human Resources to notify all full-time faculty and the Association via District email of the availability of an additional assignment and the opportunity to apply. The assignment, responsibilities, required qualifications, compensation, and application deadline, ~~and the selected faculty~~ will be stipulated in the employment agreement and maintained on the portal.

Section 13.6.2 Assignments will be open for at least five business days before being offered to the public.

Section 13.6.3 Interested faculty must apply in writing by the stipulated deadline.

Section 13.7. ~~These assignments shall be held for a period of no more than two years.~~ Upon the expiration of ~~Following~~ the current assignment ~~term limit~~, and if the District deems assignment is necessary, the release/reassigned time or stipend opportunity ~~positions~~ must be reopened for application of all unit members, ~~unless specified in this Article.~~

Section 13.8. Grant Positions: In most cases, an awarded grant will already have identified ~~those~~ faculty ~~role by discipline~~ ~~members~~ who shall undertake additional duties under the grant based upon their unique qualifications for the duty. In those situations, the identified faculty will be awarded the additional assignment and associated compensation specified in the grant. ~~The Association will be notified and the assignment published.~~

Section 13.8.1 In those cases where the grant will award extra duty contracts to unit members not already identified, then the procedures outlined in the grant for the selection of those individuals will justify and define the positions and compensation, but the positions will be subject to the provisions of Article 13 of this agreement.

Section 13.8.2 When such procedures or qualifications are not explicitly stated in the grant, the provisions of this Article will apply.

APPENDIX H: RELEASED/REASSIGNED TIME AND STIPENDS

Reassigned Time

Assignment	Selection By	Term Length Limit	FTEF	SIU's
Articulation	Dean	25 yrs	50%	7.5
Career Center	Dean	2 yrs	50%	7.5
Credit for Prior Learning Coordinator	Dean	2 yrs	20%	3.0
HSAD Coordinator	Dean	15 yrs	10%	1.5
HSAD Coordinator	Dean	15 yrs	10%	1.5
Transfer Center	Dean	2 yrs	50%	7.5
Tutorial Liaison/Mathematics	Dean	1 yr	26.67%	4.0
Tutorial Liaison/Communications	Dean	1 yr	26.67%	4.0
Marks Art Gallery	Dean	5 yrs	50%	7.5
Musical Theatre Production	Dean	2 Semesters	26.67%	4.0 in Fall Semester 3.0 4.0 in Spring Semester (any additional summer work shall be paid hourly at the lab rate)
Physical Therapy Assistant Coordinator	Dean	5 yrs	50%	7.5 per semester
Theatre Production Coordinator	Dean	2 semesters	26.67%	4.0 in Fall Semester 3.0 4.0 in Spring Semester (any additional summer work shall be paid hourly at the lab rate)
SLO Coordinator(s)	District	1 year One Semester	20%	3.0 in each semester of service
Nursing Faculty Lead	Director of Nursing	1 year	13.33-20%	2.0 - 3.0 per semester
MSSC Facilitator (Math)	Dean	1 semester	up to 33.33%	up to 5.0 per semester
MSSC Facilitator (Science)	Dean	1 semester	up to 33.33%	up to 5.0 per semester

Released Time

Assignment	Selection By	Term LengthLimit	FTEF	SIU's
Senate President	Faculty	2 yrs	60%	9.0
Faculty Development Chair	Faculty	2 yrs	20%	3.0
Curriculum Chair	Faculty	2 yrs	40%	6.0
Outcome(s) and Assessment Chair	Faculty	2 yrs	20%	3.0
Educational Policies & Practices Chair	Faculty	2 yrs	20%	3.0
Educational Technology and Distance Education Chair	Faculty	2 yrs	20%	3.0
LGBTQIA+ Liaison	Faculty	2 yrs	20%	3.0

See Article 6: Rights of the Association, Section 1 for released time for the Association.

Stipends

Assignment	Selection By	Term Length	Stipend Amount
Music 99 Individual Instruction	Dean	semester	Half of current Lab Rate ½ hour lesson
Culturally Responsive Curriculum Review Lead	Dean	Semester	Paid Hourly at Lab Rate for hours worked
ESLN Level Leads	Dean	semester	\$600 \$750/semester
Faculty Mentor Lead	Dean	1 year	\$600/Month, 10 months
Faculty Mentor(s)	Dean	1 year	\$1000/semester
Department Chairs	Faculty	2 years	\$1,100 1,300/Per Month 10 months = \$11,000 13,000 11 months = \$12,100 14,300 OR SIU buyback per 12.11.3
Hiring Committee participant outside of Fall/Spring	Senate	N/A	Paid at Hourly Lab Rate for hours worked
Any work required outside of Fall/Spring	District	N/A	Paid at Hourly Lab Rate for hours worked
CTE Level Leads	Dean	Semester	\$600 \$750/semester
Faculty Curriculum Review Eligibility must be a substantial change for the curriculum as defined by the Curriculum Committee	Dean	Per Academic Year	First five courses completed no stipend; 1 hour per course paid at current lab rate after five courses.

Guided Pathways Lead	Dean	Semester	\$600 \$750/semester
Dual Enrollment Lead Liaison	Dean	Semester	Paid at Hourly Lab Rate for hours worked per agreement with the Dean
Correctional Facility Faculty Liaison	Dean	Semester	Paid at Hourly Lab Rate for hours worked per agreement with the Dean
Nursing Content Expert	Director of Nursing	Semester	Paid at Hourly Lab Rate for hours worked per agreement with the Director

All reassign time can be converted to a stipend at the initiation of the unit member or the supervisor with mutual agreement. The request to convert to a stipend must be requested before the start of the semester.

Nursing Clinical Lab Stipend: It is recognized by the District and Association that Nursing Clinical Lab Settings are unique in their design and implementation. The training necessary to care for patients safely, coupled with the rigor and time duration in an uncontrolled environment make these Clinical Lab Settings unique. A defining characteristic of these labs is the requirement of patient safety, health, and life unlike any other lab setting. This uniqueness and the critical connection with safeguarding the well-being of individuals is done in a real-time clinical setting. Tenured and tenure track nursing faculty shall receive a stipend in addition to their regular salary \$154.35 of per hour based on the for the total assignment hours of a Clinical Section for each assigned Clinical Day in one week. For example, if a faculty member is assigned to a clinical section of two clinical days for a total of 13.5 hours per week, they shall be compensated 13.5 hours times \$154.35. for a total of \$2,083.73 for that semester.

FOR DCCD



Diana Galinde
Vice President, Human Resources
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Desert Community College District

FOR CODFA



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Chapter President
College of the Desert Faculty Association

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HSAD Coordinator	Dean	5 yrs	10%	1.5
Tutorial Liaison/Mathematics	Dean	1 yr	26.67%	4.0
Tutorial Liaison/Communications	Dean	1 yr	26.67%	4.0
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