



SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT

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## SAN LUIS OBISPO COMMUNITY COLLEGE DISTRICT

### TENTATIVE AGREEMENT

May 16, 2023

Pending CCFT Ratification and Board of Trustees Approval

The San Luis Obispo County Community College District and the Cuesta College Federation of Teachers have completed negotiations of Article 6.21 – Load-Bank Leave, for the 2023-2024 and 2024-2025 academic years. This article will be amended as follows:

- 6.21 Full-time faculty may bank work hours that are in addition to the faculty member's regular assignment in lieu of compensation for the additional work in order to accumulate paid time off in a subsequent academic semester or semesters.
- 6.21.1 A full-time faculty member in an instructional position who has a regular workload (teaching or service assignment) in excess of 107% for an academic year may elect to bank all or part of the additional hours. A full-time faculty member in a non-instructional position who has an on-going work assignment in excess of the regular forty (40)-hour assignment also may elect to bank the additional hours.
- 6.21.2 A full-time faculty member who wishes to bank hours must initiate the process by completing the Load Bank Leave Form and submitting the form to their division chair (or designated Manager), dean, and HR before the payroll deadline for the first month of the semester. Submissions after the deadline may be denied or may cause disruptions in pay for that semester.
- 6.21.3 No more than the equivalent of two (2) semesters of the faculty member's regular workload may be banked. Once the requested banked time has been earned, banked hours may be retained for a maximum of five (5) years. A faculty may take a full semester of banked leave no more than two (2) times in any five (5) year period. Hours not included in the banked time are hours designated for division/program responsibilities, governance participation, and professional growth. Faculty utilizing a full semester of banked load can continue to fulfil these obligations or use personal leave time for any missed divisional or committee meetings.
- 6.21.4 The faculty member, the Division Chair, and the appropriate Vice President shall reach mutual agreement as to the semester or semesters when the



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faculty member will utilize the banked time. Faculty intending to utilize banked load will notify the Division Chair and the appropriate Dean or Director in advance of class or service schedule development for the semester in which banked leave is to begin. Requests for banked load leave that are submitted after schedule sign off may not be granted. Approval of leaves shall be contingent in part upon the ability of the district to maintain its offerings and serve students. Where two or more Unit Members from the same division or department/area request load banking leave during the same regular semester and all cannot be accommodated, the Unit Members who have not previously taken load banking leave shall have priority for consideration.

6.21.5 If a request to take time off is denied by the District, at the request of the faculty member, the banked time will be carried forward or will be paid out at the appropriate temporary faculty salary rate in effect for the semester for which the time off was denied.

6.21.6 If the banked time is not utilized by the faculty member, the time will be paid off at the appropriate temporary faculty member salary rate in effect for the semester in which the time was earned. Banked load may be paid out at the temporary faculty salary rate in effect at the time of banking upon request by the faculty. In the case of death of a FT faculty member, any banked load will be paid at the current temporary faculty rate to the designated primary beneficiary (if one is on file with the district).

ACCEPTED AND AGREED TO:

  
Heather Tucker (May 18, 2023 14:49 PDT)

May 18, 2023

Heather Tucker  
Chief Negotiator

Date

CUESTA COLLEGE FEDERATION OF TEACHERS, AFT Local 4909

*Melissa Richerson*

May 18, 2023

Melissa Richerson  
Vice President Human Resources & Labor Relations

Date

SAN LUIS OBISPO COUNTY COMMUNITY COLLEGE DISTRICT









# Tentative Agreement - Article 6.21 - Load Bank

Final Audit Report

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