

**MEMORANDUM OF UNDERSTANDING
BETWEEN
SAN FRANCISCO COMMUNITY COLLEGE DISTRICT
AND THE
AMERICAN FEDERATION OF TEACHERS, LOCAL 2121
MODIFICATION OF ARTICLE 18 – LOAD AND CLASS SIZE**

This Memorandum of Understanding ("MOU") has been jointly prepared by the designated representatives of the San Francisco Community College District ("District"), and the designated representatives of the American Federation of Teachers, Local 2121 ("AFT"), the sole and exclusive representative of all academic employees in the District, excluding retired faculty, temporary administrators, supervisory, confidential and management employees, to modify provisions of the Collective Bargaining Agreement ("Agreement") between the District and AFT for the period ending June 30, 2018, as follows:

WHEREAS, the parties are currently engaged in successor contract negotiations, including but not limited to, proposed changes to Article 18 – Load and Class Size; and

WHEREAS, the parties have reached agreement on proposed changes to Article 18.J. – Schedule Deviations; and

WHEREAS, the parties acknowledge that negotiations for a successor Agreement will not conclude by January 1, 2018; and

WHEREAS, the parties' intent is to implement the provisions of the agreed upon modifications to Article 18.J detailed below, effective with the Summer 2018 schedule.

NOW THEREFORE the parties do hereby agree to add the following language to Article 18.J upon ratification and Board adoption for implementation:

**ARTICLE 18
LOAD AND CLASS SIZE**

18. J. Scheduled Deviation (Underscore represents new language)

1. Any cumulative deviation which exceeds three (3) units from the contractual workload of a full-time faculty member shall be adjusted within the following three (3) semesters wherever possible and not inconsistent with this contract. No employee shall be assigned more than three (3) units or its equivalent of extra-load courses in one semester without the employee's consent. A faculty member who owes units (or hours) will be assigned sufficient extra load courses without pay until deficiencies are balanced, or, at the option of the faculty member, he/she shall have his/her salary reduced proportionately to balance part or all of the existing deficit. A faculty member may elect to forego pay for teaching a summer session course to reduce a load deficit.

For the District:


Dianna R. Gonzales

Vice Chancellor Human Resources

For the AFT:


Chris Hanzo

Executive Director, AFT