

**AFT Proposal 5/2/2018**  
**Article 18: Workload**

Introduction:

Currently, full-time instructors in non-credit teach 25 hours per week in the classroom. This is a burn-out schedule that impacts faculty lives, interferes with hiring, and lowers available services for students. Non-credit includes some of our most vulnerable student populations, so this is an issue of equity as well.

However, non-credit comprises almost 40% of CCSF, so improving non-credit load is difficult. Improvements would impact budgets, scheduling, and facilities use across the college.

AFT's Proposal:

Recognizing these difficulties, AFT proposes to form a joint faculty-administration committee to engage in a formal non-credit workload study. The study could take place over the three years of this contract. The results would inform the college community about options to improve load factors. The committee would look at the following factors, as well as any others it judges appropriate:

How much do faculty actually work? How much work outside the classroom is involved with supporting classroom hours?

How much would improvements cost?

How could departments schedule classes and faculty around a load improvement?

How would courses and curriculum be affected? Would some classes have to change their hours?

How would students be affected?

What is the practice for non-credit workload in other colleges?