

1 PROPOSAL FROM  
2 THE ANTELOPE VALLEY COMMUNITY COLLEGE FEDERATION OF TEACHERS to the  
3 ANTELOPE VALLEY COMMUNITY COLLEGE DISTRICT  
4

5 March 13, 2026  
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7  
8 Article X  
9 Faculty Assignment  
10 (Partial)  
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13 3.5 Overload Limit

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15 3.5.1 Classroom faculty may not teach beyond their regular full-time assignments  
16 more than ten (10) LHE, except by mutual agreement between the faculty  
17 member and the supervising college administrator.

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19 3.5.2 Faculty shall not teach beyond their regular full-time assignment for the  
20 purpose of extra pay (overload) until their regular assignment has been  
fulfilled.

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22 3.5.3 Faculty may not be assigned to extra pay academic assignments without  
23 prior approval from their immediate supervising college administrator and  
academic dean having jurisdiction over the assigned academic course(s).

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25 3.5.4 Non-classroom faculty may not work for more than 40% beyond their full-time  
26 assignment, except by mutual agreement between the faculty member and  
the supervising college administrator.

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28 4.0 Reassigned Time

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30 4.1 The governing board shall award to each of the following no less reassigned time  
31 than the number of LHE stated in this section. This list shall not limit the ability of  
32 the District to assign reassigned time to unit members for responsibilities not  
33 included in this section:

34 Academic Senate President 9 15 LHE/semester  
35 ~~Honors Program Chair 6 LHE/semester~~  
36 ~~Faculty Prof. Develop. 6 LHE/semester~~  
37 ~~Chair~~  
38 ~~Basic Skills Co-chair 3 LHE/semester (Contingent on Basic~~  
39 ~~Skills Funding)~~  
40 Tenure Review Committee Chair 0.5 1 LHE/Fall Semester

~~Program Review Coordinator 9 LHE~~  
~~Student Learning Outcomes Chair 6 LHE~~  
~~Distance Education Chair 6 LHE~~  
~~AP&P Co-chair 6 LHE~~

Tenure Review Coordinator

<u>No. of Committees</u>	<u>Fall</u>	<u>Spring</u>
<del>1- 15</del>	<del>3 6 LHE</del>	<del>3 6 LHE</del>
<del>16- 30</del>	<del>6 9 LHE</del>	<del>6 9 LHE</del>
<del>31- 45</del>	<del>9 12 LHE</del>	<del>6 12 LHE</del>
<del>45- 60</del>	<del>12 LHE</del>	<del>6 12 LHE</del>
<del>60-75 Over 60</del>	<del>12 15 LHE</del>	<del>9 15 LHE &amp;</del>
	<del>\$1000 Stipend per additional 5 Committees</del>	
<del>76-90</del>	<del>12 LHE</del>	<del>12 LHE</del>
<del>91-105</del>	<del>15 LHE</del>	<del>12 LHE</del>

Faculty Accreditation Coordinator --This 3-year position is selected by the Academic Senate after consultation with the college president and the accreditation liaison officer per mutual agreement to oversee the self-study process. The Faculty Accreditation Coordinator shall receive 6 LHE each semester for the duration of the 3-year position cycle and 3 LHE in each summer session.

4.2 The Board shall provide an additional 75 LHE of reassigned time each fall and spring semester and 30 LHE of reassigned time each summer term to the Academic Senate. The Senate will award this reassigned time to faculty serving in current and future Senate-based leadership roles and will determine the use of this time and who it will be awarded to for each term. The Academic Senate and the District will determine the time when the Senate will inform the District of who will be awarded reassigned time and how much is being awarded to each person.

4.3 Reassigned time for the aforementioned activities is subject to budget considerations that impact program continuation and can be discontinued at any time.

4.4 Duty Hours for Unit Members Having Reassigned Time

Unit members who receive reassigned time shall have a proportionate reduction in the 30/35-hour workweek, respectively. For each 3 LHE of reassigned time, the number of office hours shall be reduced by one hour and the number of hours for preparation shall be reduced by one hour. Each 3 LHE of reassigned time granted therefore represents 5 hours of time to be spent on the task for which the reassigned time is granted.