

within six (6) load points either more or less during the Fall Term and six (6) load points either more or less during the Spring Term (*i.e.*, not less than 144 nor more than 156) to have fulfilled his/her contractual obligation for the respective term. Extra compensation for all overloads is also subject to the overload compensation requirements of Section 8.4(E).

- B. A faculty member on a College Year Contract must earn 150 load points or its equivalent in the Fall and Spring Terms and 120 load points or its equivalent during the Summer. While the expectation is that a faculty member on a College Year Contract will teach 150 load points in the Fall and Spring and 120 load points during the Summer, which may be split into two terms, the Administration shall consider a College Year Contract faculty member who is within 6 load points either more or less during the Fall and Spring Terms (not less than 144 nor more than 156 load points) and who is within 6 load points for the Summer (not less than 114 nor more than 126) to have fulfilled his/her contractual obligation.
- C. A full-time instructional faculty member who is offered and accepts a Twelve-Month Contract will perform the tasks assigned and will be compensated as set forth in Section 2.8(D).

8.4 – Instructional Faculty Overloads

- A. The Basic Year Contract requires the faculty member to teach 150 load points in the Fall and Spring Terms. If a faculty member chooses to teach overloads as provided by the Contract, the faculty member will be compensated for overloads as provided in Article 14.
- B. To request an overload, a full-time instructional faculty member will submit a written request for an overload to his immediate Administrative Supervisor prior to the first instructional day of the term. If the need arises, the Administration may request overload hours to meet the needs of the College.
- C. A tenured faculty member on a Basic Year Contract who teaches 150 load points in the Fall Term and 150 load points in the Spring Term may request an overload in each of the respective terms. If overloads are available within the discipline, a faculty member rated “Satisfactory” on his/her evaluation will be granted an overload of up to 60 load points by the immediate Administrative Supervisor. Faculty members rated “Acceptable but needs some improvement” may be permitted to teach an overload; the decision as to whether they are eligible to teach an overload and, if eligible, the number of overload points that can be taught are within the discretion of the immediate Administrative Supervisor. If such overload is granted, the overload shall not exceed 60 overload points.

Overload assignments within a discipline shall be distributed equitably by the immediate Administrative Supervisor among faculty with a “Satisfactory” evaluation who request an overload. Faculty members with a satisfactory rating will receive preference over those with an “Acceptable but needs some improvement” rating who are approved for an overload by his/her immediate

supervisor. Any additional overload in excess of those set forth above will be at the discretion of the faculty member's immediate Administrative Supervisor.

- D.
1. During the summer, a tenured faculty member rated "Satisfactory" on his/her evaluation will have first preference for up to 180 overload points after all full-time faculty within the discipline have met their minimum contractual load to the Board and provided further that additional load points are available within the discipline.
 - a. Due to the varying lengths of courses offered during the summer term, the preference for overload points for tenured faculty shall be determined based on the specific term length. The maximum load points shall be equivalent to 20 points per week. For example, if a faculty member teaches a six (6) week term, the maximum load points shall be 120 (20 points x 6 weeks), which is the equivalent of four, three hour courses.
 2. Faculty members rated "Acceptable but needs some improvement" may be permitted to teach overloads in the summer. The decisions as to whether they are eligible to teach an overload in the summer and, if eligible, the number of overload points that can be taught are within the discretion of the immediate Administrative Supervisor. If such an overload is granted, it will not exceed 30 overload points.
 3. Overload assignments within a discipline shall be distributed equitably by the immediate Administrative Supervisor among faculty with a "Satisfactory" evaluation who request an overload. Faculty members with a satisfactory rating will receive preference over those with an "Acceptable but needs some improvement" rating.
 - a. A tenured full-time faculty member rated satisfactory shall have priority for 60 load points over all part-time faculty on all campuses for an overload assignment during the Fall and Spring Terms and 180 overload points/adjunct during the Summer session, which will be compensated at the overload rate.
 - b. A tenured full-time instructional faculty member rated satisfactory shall have priority to teach an overload in his own regularly assigned area(s) of instruction and/or discipline over a full-time faculty member outside that area.
 - c. All overloads and adjunct assignments taught will be covered by sick leave as specified in Article 12.1, *Sick Leave*, of this Agreement.
 4. Except as otherwise provided for Health Science faculty, faculty members will be compensated for all load points during the Summer at the overload rate, provided the faculty member has met the 300 load point obligation to the Board as described in Section 8.3 above.

- E. College Year contractual faculty members who are (1) rated “Satisfactory” and (2) those rated “Acceptable but needs some improvement” who are permitted by immediate Administrative Supervisors to teach overloads, will be compensated for all such overloads in the term in which they are taught at the overload rate.
- F. Non-tenured faculty members who are rated “Satisfactory” will, after their first “Satisfactory” evaluation, be permitted to teach 30 overload points in the Fall and Spring Terms and 60 overload points during the summer.

8.5 – Librarian/Counselor Instructional Overload

For instructional overloads, a librarian and a counselor will be subject to the same provisions for an overload assignment as instructional faculty member, including a “Satisfactory” rating by his/her immediate Administrative Supervisor. The Board shall compensate the library and counseling faculty members for instructional overloads pursuant to Article 14 of this Agreement. Library and counseling faculty members will receive contracts for all teaching overload duties. If compensated for an overload, the individual remains responsible for those librarian/counselor duties as assigned by the Supervising Dean.

8.6 – Adjunct Instructional Duties

A tenured full-time instructional faculty member who is completing or has completed his Basic Year contractual obligations prior to or during the Summer Term may also request to teach an adjunct teaching assignment within his/her discipline during the Summer. To be eligible, the faculty member must be rated as set forth in Section 8.4(B) above. If the sections are available, a faculty member rated “Satisfactory” requesting an adjunct teaching assignment will be assigned up to ninety (90) load points at the established overload rate per Summer I and Summer II session. Beginning the 2002-2003 academic year, if the College calendar does not include a Summer I and Summer II session, faculty members who otherwise qualify under this Section and Section 8.4 will be assigned up to 180 load points during the Summer at the established overload rate. If assigned, the following criteria shall apply to adjunct instructional duties:

- A. A tenured full-time instructional faculty member rated satisfactory will have priority for adjunct instructional duties of up to 90 load points over part-time faculty at all campuses (180 load points beginning 2002-2003 if the College calendar does not provide for the Summer I and II sessions).
- B. To request a Summer adjunct teaching assignment, a tenured faculty member rated “Satisfactory” or “Acceptable but needs some improvement” will submit a written request for an adjunct teaching assignment to his/her immediate Administrative Supervisor at least six (6) weeks prior to the beginning of the term when the faculty member is eligible for an adjunct teaching assignment. At the discretion of the immediate Administrative Supervisor, the six (6) weeks’ notice can be waived.