

College District	Policy or Practice
Allen Hancock	Only exempt employees allowed to teach. Paid at the PT hourly rate of pay.
Antelope Valley	Does not allow FTE to teach PT on campus.
Barstow	Does not allow FTE to teach PT on campus. Became an issue during CSEA negotiations. Did not agree to language. One of the arguments for this is that it creates a bridge for classified that want to become faculty to get experience. An idea that came up that would require some thoughtful coordination, was to have a kind of agreement between schools for opportunities for this to occur outside of a classified member's own district. This would potentially eliminate the blended rate issue. It was a creative idea, so I thought I would share, but it would have much to overcome for it to be practical. We have had a classified manager who had their management position and a part-time teaching contract for one class.
Chaffey	Does not allow FTE to teach PT on campus.
City College of San Francisco	Does not allow FTE to teach PT on campus.
Coast	Pending information from VCHR.
College of the Desert	Both the leadership and classified are able to have PT faculty positions. For leadership, the handbook allows for administrators to teach one course per semester, provided the Dean of the school has offered an assignment and the Administrator meets the minimum qualifications as set forth by the California Community Colleges Chancellor's Office and the District. The course must be scheduled outside the regular work assignment (8:00 a.m. to 5:00 p.m.). Immediate supervisor and the Superintendent/President must approve teaching assignments. For Classified staff, they receive a blended rate. Classified staff can only teach outside of their regular assignment.
Compton	Does not allow FTE to teach PT on campus.
Cuesta	Managers are not allowed to work faculty assignments. Classified can request to work a faculty assignment but it can't be during their normal business hours. If approved, then they get paid their faculty rate and then on their classified they would get a combined overtime stipend which is a blended rate.
El Camino	At El Camino, we do not allow administrators/management to teach on our campus. They can teach somewhere else on their own personal time as long as it doesn't interfere with their essential duties at El Camino. For Classified Staff, they are required to take a leave of absence from their Classified position in order to work as a part-time instructor. We do allow a partial leave of absence (i.e., a 50% LOA in order to take on a 50% teaching load.) It's something we encourage and very few Classified staff do it ..... maybe one or two people.
Glendale	Does not allow FTE to teach PT except for one employee who has a verbal promise to teach until they retire.
Imperial	Does not allow FTE to teach PT on campus.
LACCD	Teach outside their work hours at an hourly rate scale/LOA of time conflicted with workshift. Mgmt could teach but cannot teach in the area they supervise.
Long Beach	Blended rate both for classified and management. Only a few in each capacity.
Miracosta	Only allow full-time employees who are exempt from overtime can work in associate faculty assignments. We will allow non-exempt employees who are part-time to work as associate faculty, so long as they do not exceed 8-hours in a day or 40-hours in a week for all assignments combined. I am attaching a memo that our VP sent out with the guidelines we use from a few years ago. We had a lot of issues of overtime, blended rates, leave accruals, etc. before we put this practice into place. People were unhappy at first, but got used to it quickly.
Mt. San Antonio	On a case by case basis, we do allow some management to have teaching assignments. We also allow classified part time to have some teaching assignments as well. It is dependent on need or technical expertise that we cannot otherwise find elsewhere.
NOCCD	Does not allow FTE to teach PT on campus.
Rio	Does not allow FTE to teach PT on campus.
Santa Barbara	No Management allowed.
	Classified CSEA: 24.1 MINIMUM QUALIFICATIONS AND ASSIGNMENT. Bargaining unit members desiring to teach part-time must meet "Minimum Qualifications for Faculty and Administrators in California Community Colleges" as adopted by the California Community Colleges Board of Governors. 24.1.1 Bargaining unit members are required to go through established recruitment processes for adjunct faculty. 24.1.2 Adjunct faculty assignments must be scheduled outside the assigned work hours of the bargaining unit member's classified position. 24.1.3 Adjunct faculty assignments shall not cause the reduction in hours of the bargaining unit member's classified position. 24.1.4 Adjunct instructional faculty assignments are limited to no more than one (1) class throughout the District per academic semester. 24.1.5 Adjunct non-instructional faculty assignments are limited to no more than ten (10) hours throughout the District per week. 24.1.6 Bargaining unit members shall not be allowed to provide instructional services on a voluntary basis

	<p>24.2 COMPENSATION. Bargaining unit members shall be remunerated for all adjunct faculty hours at the appropriate hourly rate negotiated by the DISTRICT and SBCCDTA-CTA/NEA. For bargaining unit members whose adjunct faculty assignment causes the bargaining unit member to work beyond forty (40) hours per week, the overtime rate be calculated in accordance with the weighted blended rate method per Fair Labor Standards Act (FLSA). If the weighted blended overtime rate of pay for the adjunct faculty assignment is less than the appropriate faculty hourly rate, the bargaining unit member shall be paid the appropriate faculty hourly rate for the assignment. If the weighted blended overtime rate of pay for the adjunct faculty assignment is greater than the appropriate faculty hourly rate, the bargaining unit member shall be paid the weighted blended overtime rate of pay for the assignment.</p>
SMC	Does not allow FTE to teach PT on campus.
SOCCD	Does not allow FTE to teach PT on campus.
Yosemite	<p>Academic - Leadership Team</p> <p>7. Leadership Team Members and Teaching</p> <p>7.1 Leadership Team members who hold the applicable minimum qualifications may teach as adjunct outside their regular work hours.</p> <p>7.2 As adjunct, Leadership Team members will be evaluated following the processes outlined in Article 6 of the YFA contract.</p> <p>7.3 If the Leadership Team member teaches in their own administrative area, a dean from another area will be chosen with mutual agreement of their immediate administrator to serve as supervisory dean, and YFA will be informed. The supervisory dean will lead the evaluation team and attend to any student concerns arising in the Leadership Team member's class.</p> <p>7.4 The Leadership Team member will be compensated in accordance with their placement on the adjunct hourly faculty pay schedule.</p> <p>7.5 Although Leadership Team members are to be evaluated and compensated as adjunct faculty, they remain members of the Leadership Team and are not represented by the Yosemite Faculty Association.</p>
	<p>CSEA 21.3 TEMPORARY ADMINISTRATIVE/FACULTY ASSIGNMENTS - A bargaining unit member who has obtained the appropriate degree may serve as a faculty or administrator while retaining their classified assignment.</p> <p>21.3.1 The District shall not compel a bargaining unit member to temporarily reduce his/her regular classified assignment.</p> <p>21.3.2 With the approval of the bargaining unit member's immediate management supervisor, s/he may temporarily adjust his/her classified assignment/duty hours. 21.3.3 For this assignment a bargaining unit member shall be placed on the appropriate step and column of the adjunct salary schedule.</p> <p>21.3.4 Income earned from adjunct teaching assignments shall not be reported to CalPERS.</p> <p>21.3.5 Bargaining unit members who are otherwise eligible for district paid fringe benefits shall not forfeit those benefits by taking on a temporary faculty/ administrative assignment.</p> <p>21.3.5.1 Bargaining unit members not eligible for district paid fringe benefits shall not become eligible by accepting a temporary faculty/administrative assignment.</p>
Yuba	Allowed under a blended rate.