

AFT 1493 Proposal #1 to SMCCCD
April 25, 2025

ARTICLE 18: SUMMER SESSION EMPLOYMENT

18.1 CONTRACT ARTICLES THAT APPLY DURING SUMMER SESSION: The only articles of this Agreement, which apply to summer session employees, are the following:

- a) Article 1: Recognition
- b) Article 2: Organizational Rights
- c) Article 3: Payroll Deductions (as per Section 3.2)
- d) Article 4: Management Rights
- e) Article 5: Peaceful Settlement of Differences
- f) Article 7: Hours of Employment
- g) Article 8: Pay and allowances
- h) Article 9: Health and welfare benefits
- i) Article 11: Leaves of absence
- j) Article 16: Safety Conditions of Employment
- k) Article 17: Grievance Procedure
- l) Article 19: Part-Time Employment
- m) Article 22: Unit Banking
- n) Article 23: Handling of Informal Complaints and Formal Misconduct Investigations of Unit Members
- o) Article 24: Discipline
- p) Article 25: Reasonable accommodations

18.2 SUMMER PAY: Compensation for summer session is provided in Section 8.8.

18.3 SICK LEAVE FOR SUMMER: Sick leave for summer session is provided for in Section 11.1.2.

18.4 Office Hours: The District agrees to pay all ~~part time~~-faculty teaching summer school paid office hours **at a rate of hours taught divided by three (3).** ~~pro-rated one and one-half (1.5) office hours per week for every three (3) FLCs (Faculty Load Credit) taught. The formula used by payroll for the monthly pay will be the hours worked for this course this month divided by the total contact hours for this course times the FLC for this course divided by two (2) times the total number of weeks the course meets.~~

Monthly office hours = **hours taught/3** ~~Hrs worked/(total contact hrs) * (FLC/2) * (total weeks for the course)~~

For part time faculty who have been assigned office space, the syllabi should reflect actual office hour availability to meet with students. For part-timers without assigned office space, the syllabi should indicate how and when students can reach them for assistance by providing e-mail and phone contact information.