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**PROPOSED TENTATIVE AGREEMENT BETWEEN THE
SAN MATEO COUNTY COMMUNITY COLLEGE DISTRICT
AND THE SAN MATEO COMMUNITY COLLEGE FEDERATION OF TEACHERS,
LOCAL 1493, AFT, AFL-CIO
July 7, 2023 (Submitted November 21, 2023)**

This Tentative Agreement between the San Mateo Community College District and the San Mateo Federation of Teachers, Local 1493, AFL-CIO, is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Agreement between the parties. All other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed:

ARTICLE 20
FACULTY SERVICE AREAS (FSA)

20.1 **FACULTY SERVICE AREAS:** Faculty Service Areas (FSAs) in the SMCCCD will correspond to the Disciplines List as approved by the Board of Governors **and any disciplines established locally at the District.** The term “competence,” as related to Faculty Service Areas, will be defined as meeting the minimum qualifications approved by the Board of Trustees.

20.2 Each full-time unit member shall qualify in one or more FSA at the time of initial employment.

20.2.1 Initial assignment in an FSA or FSAs is shall be based on one or more of the following:

- a. **possesses the appropriate degree and/or experience, or equivalency, for the specific disciplines represented in that FSA, as provided for in the minimum qualifications list established by the California Community Colleges Chancellor’s Office; or**
- b. **possesses a valid California Community College Credential in the occupational discipline; or**
- c. **possesses a valid California Community College Credential and a bachelor’s degree in the academic discipline; or**
- d. **possesses a Lifetime California Credential for the discipline of the FSA; or**
- e. **is granted an equivalency by the Academic Senate.**

20.2.2 Upon hire, the District shall provide each new contract full-time unit member with a list of District Faculty Service Areas and the minimum qualifications for each. This list will be provided to all current faculty within 60 days of ratification of this contract.

20.2.3 A full-time unit member shall be eligible also qualify for any additional faculty service area in which the full-time unit member has met the above standards in 20.3.1 above. A full-time unit member meeting the competency standards may apply to add FSAs for which the full-time unit member qualifies. If full-time unit faculty members believe that they qualify for an FSA through

50 equivalency, a petition for equivalency in that FSA must be submitted and
51 approved through the Equivalency process. All applications shall be received
52 on or before February 15th in order to be considered in any reduction in force
53 proceedings during that academic year.

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55 **20.3 The District Human Resources Office shall maintain a list of the faculty service areas**
56 **and the faculty members who are competent in each FSA. Changes to the designation**
57 **of faculty service areas may be made through the negotiations process.**

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59 San Mateo County Community San Mateo Federation of Teachers, Local 1493,
60 College District AFT, AFL-CIO

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