

week and time of day for required department and division meetings shall be established at the beginning of each quarter. Furthermore, unless unusual circumstances dictate otherwise, no less than a ten-day notice shall be given of required meetings. Faculty shall not be required to attend department, division, or committee meetings during final exam week.

### **Student Learning Outcomes and Service Area Outcomes**

10.11 Regular and contract faculty shall participate in the SLO/SAO process, including providing students access to SLOs and assessing and documenting evidence, as needed by the department.

### **Annual Contracts**

10.12 All faculty employees shall be employed as ten-month employees, eleven-month employees, or twelve-month employees and not otherwise except as provided for in Section 10.11. All ten-month faculty employees shall be available to perform service for the regular academic year, i.e., for 175 contract days. All eleven-month faculty employees shall be available to perform service for the regular academic year plus 20 additional days, i.e., for 195 contract days. All twelve-month faculty employees shall be available to perform service for the regular academic year plus 40 additional days, i.e., for 215 contract days.

### **Service beyond the Regular Academic Year**

10.13 The scheduling of any service beyond the regular academic year or during an academic recess for a faculty employee employed in library science, counseling and the coaching of athletic activities, shall be through mutual agreement of the faculty employee and the Board or by a procedure established and approved by the faculty of the affected department, division, or program with the concurrence of the Board. In the absence of mutual agreement or an agreed upon procedure, qualified faculty employees may be assigned in reverse order of their seniority with the District. Such assignments shall not be made in an arbitrary, capricious or discriminatory manner and shall, to the extent practical, be rotated among faculty employees if such an assignment must be continued.

10.13.1 The Board recognizes that the scheduling of services beyond the academic year or during an academic recess, while providing a level of services not otherwise available, reduces those services during the regular academic year.

10.13.2 Any faculty employee who is required to perform services beyond their ten-month, eleven-month, or twelve-month employment status shall receive either additional salary at the rate of 2.5 percent of annual pay for each week of additional service required or one day of compensatory time off for each day of such service. If compensatory time is used, it shall be scheduled through mutual agreement when the alternate schedule is assigned.

10.13.3 The inclusion in 10.11 of any faculty employees in addition to those defined above shall be determined through the negotiation process.