

Memorandum of Understanding
Between the Ventura County Community College District
and the American Federation of College Teachers
AFT Local 1828, AFL-CIO

December 12, 2014

The Ventura County Community College District and the American Federation of College Teachers AFT Local 1828, AFL-CIO agree as follows:

1. For those disciplines already split within the thirty-six (36) months preceding the date of execution of this Memorandum of Understanding (including Business/Accounting, Physical Education/Martial Arts, Self Defense, and Art/Art History at Oxnard College; Photography/Photographic Technology, Commercial Photography, Art/Art History, Business Accounting at Moorpark College; Art/Commercial Art/Art History, Business/Accounting, Business/Law at Ventura College; the Human Resources Department will review the teaching history of those faculty who possess the minimum qualifications for the new discipline, and shall award longevity based on the total number of semesters during which the faculty member taught a class associated with the new discipline. The faculty member shall continue to retain their accumulated longevity in the original discipline. As such, the regular longevity calculation formula will apply, meaning a break of eight or more semesters in relevant teaching will reset longevity to zero. Faculty members with the minimum qualifications in the new discipline who have not taught classes associated with the new discipline during the prior eight semesters shall be included in the prelongevity pool for the new discipline with a longevity of zero.

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The District shall notify all affected faculty via U.S. Mail of the split in the longevity lists and the opportunity to indicate their desire for inclusion in the new disciplines no later than January 31, 2015. ^{AFT} If a faculty member does not submit their request within sixty (60) days of the notice (the deadline will be included in the notice), they will not be considered for the newly-identified discipline/longevity list. If a requestor does not meet the minimum qualifications for the newly identified discipline, he or she will remain on the original longevity list.

2. Upon the split of a previously existing discipline, any faculty member who has taught classes associated with the new discipline during any of the prior eight semesters from the term the split is implemented shall possess a longevity in the new discipline identical to their longevity in their original discipline, assuming they meet the minimum qualifications for the new discipline. Faculty members with the minimum qualifications in the new discipline who have not taught classes associated with the new discipline

during the prior eight semesters shall be included in the prelongevity pool for the new discipline with a longevity of zero.

3. Upon a discipline split, the following process will apply to implement the above:
 - a. HR will send notice of the discipline split upon final approval of the split.
 - b. Faculty in the old discipline will indicate their desire for inclusion in the new discipline no later than sixty (60) days from the notice date.
 - c. Faculty are reviewed for MQs in the new discipline under existing procedures as outlined in AP 7120-E. #1-3.
 - d. If found to possess MQs for the new discipline, interested faculty will be reviewed for longevity per above.
 - e. The transfer of longevity will need final approval from the college president. If the college president disapproves a transfer, then he/she will provide his/her reasons in writing to the faculty member and AFT. The disapproval must be reasonable, and not arbitrary or capricious.
 - f. Approved faculty members will be eligible to accept assignments in the new discipline, by submission of ARFs.

For the Ventura County Community
College District



Michael W. Shanahan
Vice Chancellor, Human Resources

For the Ventura County Federation
of College Teachers
AFT Local 1828, AFL-CIO



Steven Hall
Chief Negotiator