

LAKE TAHOE COMMUNITY COLLEGE DISTRICT

DEFINITIONS

D.1. Full-time Faculty Member

A community college faculty member is any non-administrative academic employee who is required to meet the minimum qualifications for hire as established in *Education Code* section 87356 or whom is determined by the governing Board to possess qualifications that are at least equivalent to the minimum qualifications as authorized in *Education Code* section 87359.

Full-time instructors are those who serve on least 75% of the school days in the college year and perform an assignment more than 60% of that considered to be full-time, or who are employed to serve more than 75% of the cumulative hours that would have been served in a college year by a person serving full-time in a similar position.

D.2. Continuous full-time employment

A faculty member who meets the definition of full-time employment and has no break in service during a period of time is considered to be in continuous full-time employment. A break in service is when a faculty member is not employed by the District. Approved leaves are not a break in service.

D.3. English Composition Classes

English Composition classes are listed below:

ENG 101

ENG 102

ENG 103

ENG 152

ENG 211

D.4. Excellence in Teaching Workshop (ETW) and Excellence in Online Teaching Workshop (EOTW)

Excellence in Teaching and Excellence in Online Teaching Workshops are staff development activities that consist of 20 hours (10 hours each) of expert-led teaching improvement activities.

D.5. Advanced Excellence in Teaching Workshop (AETW) and Advanced Excellence in Online Teaching Workshop (AEOTW)

Advanced Teaching Workshops are staff development activities directed at adjunct faculty members who have completed Excellence in Teaching Workshops. They consist of 20 hours (10 hours each) of expert-led activities.

D6. Right of Assignment:

Defined in Education Code: [70902\(B\)\(4\)](#).

Also defined as follows in Gov. Code 3540.1(m):

“Supervisory employee’ means an employee, regardless of job description, having authority in the interest of the employer to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to assign work to and direct them, or to adjust their grievances, or effectively recommend that action, if, in connection with the foregoing functions, the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment.”

Also, according to Cal PERB: 1000.00000 – SCOPE OF REPRESENTATION
1000.02085 – Management Rights:

“The direction of work force and determination of what work is to be performed by employees is a managerial prerogative, at the core of managerial control, and not subject to bargaining. However, the employer’s discretion to allocate work duties applies only to those tasks that are reasonably understood to be among the duties of the classification as established by the job description.”

D.7 Ancillary Duties:

“Defined as service in professional ancillary activities by persons employed under this section, including, but not necessarily limited to, governance, staff development, grant writing, and advising student organizations...” (Education Code: [87482.5](#))

D.8 Faculty on Special Assignment (FOSA):

FOSA are full-time faculty reassigned to a special project for conducting specific assignments outside of their regular assignment within a designated period of time. A unique list of duties and responsibilities for FOSA is developed in coordination with the Faculty Association and the District.