

The College proposes to delete all current contract language in Article 35 and replace the existing language with the proposed language below. The College also proposes to delete any and all existing side letters of agreement between the parties related to workload because these would be replaced by the proposed language below.

ARTICLE 35 – WORKLOAD

- 35.1. **Exemption Status.** As per ORS 653.020, faculty are professional employees exempt from overtime compensation. Workload issues may be addressed as outlined in Article 35.9.
- 35.2. **Contracted Faculty Work.** Contracted faculty work consists of all activities, teaching and otherwise, that contribute to the achievement of student learning outcomes and which are focused on furthering the college mission and goals at a program, subunit, department/division, and college-wide level. Examples include but are not limited to the following: teaching and associated course assignment responsibilities (including assessment of learning outcomes); student mentoring and advising; new course and long-term curriculum development; committee work and like functions; and work in the community. Non-instructional/non-teaching workload is expected to comprise approximately 15% (approximately 6 hrs/week) of the faculty member's load, averaged over the academic year. Contracted faculty may choose their non-instructional assignments subject to the ability of the College to accomplish its mission.
- 35.3. **Part-time Faculty Work.** Part-time faculty work consists of all activities that contribute to the achievement of student learning outcomes such as teaching and associated course assignment responsibilities (including assessment of student learning).
- 35.4. **Instructional Faculty Workload.** The normal faculty teaching load per term is fifteen (15) Teaching Load Credits (TLCs) or forty-five (45) TLCs on an annual basis. 1.0 FTE assignments may vary up to 18.5 TLCs per term (pro-rated for 1.0 FTE assignments other than 45 TLCs). The range is intended to allow flexibility in achieving 1.0 FTE assignments on an annual basis. Faculty workload may be balanced over the academic year. Courses assigned to reach 1.0 FTE that result in overloads shall be involuntary. Annual TLCs in excess of 1.0 FTE shall be paid as overloads in Spring term and compensated as per Article 26.2.3.

Exceptions:

- A. The following have term maximums of 17 TLCs and annual maximums of 51 TLCs: Advanced Technology, Apprenticeship, Automotive Technology, Aviation Maintenance, Construction Technology, Culinary Arts, Diesel Technology, Manufacturing/CNC Technology, Welding/Fabrication Technology.

35.4.1. One Instructional Credit is Equivalent To:

Instructional Format	Scheduled contact hours per week	TLCs per weekly student contact hours	TLC Equivalent
Lecture	1	1.000	1.000
Lecture/Lab	2	0.700	1.400
Laboratory	3	0.682	2.046
Nursing Clinical Assignment	3	0.841	2.523

Note: Cooperative Education, Independent Study, Flight Instruction, and Music Lessons (MUP) excluded from TLC calculation.

* Per OAR 589-006-0050:

"Laboratory or lab" means an instructional setting in which students work independently with the instructor available in the instructional area for assistance and supervision.

"Lecture" means an instructional setting in which the instructor presents academic subject information.

"Lecture and laboratory" is an instructional setting in which the instructor gives short presentations and supervises student application of content. Instructional methods are integrated, and lecture and lab are dependent upon each other for the student's educational success.

35.5. Large Class Size. Where appropriate, class sections may be offered in a large class format up to 150% of established class maximums.

35.5.1. Whenever a class section is designated as a large class, the schedule of payment below shall apply.

35.5.2. Schedule of payment as a percent of established enrollment caps

Class Size	Extra Compensation
110% to 130%	Plus 15% of regular part-time contract or

	full-time overload for that class
131% to 150%	Plus 25% of regular part-time contract or full-time overload for that class

- 35.5.2.1. Any fractional class size percentage shall be rounded to the nearest whole percent.
- 35.5.2.2. All extra pay shall be in the form of a stipend and based on enrollments at the end of the fourth week of a class each term. Final determination as to the percent a class is above the cap will be made at the end of the fourth week of the class.
- 35.6. **Non-Instructional Faculty Workload.** The normal workload for non-instructional faculty during a primary term is forty (40) hours per week consisting of thirty-four (34) assignable hours plus six (6) hours of mutually agreed upon college service.
- 35.6.1. **Teaching Load Credits for Non-Instructional Faculty Workload.** The total load for a full-time non-instructional faculty member is fifteen (15) TLCs per term. This equates to 34 non-instructional assignment hours per week.
- 35.6.2. Non-instructional faculty assignments may include any combination of instructional and non-instructional workload pursuant to the TLC guidelines in **Article 35.4 and 35.7.1.**
- 35.7. **Contracted Faculty Overload.** Contracted faculty may have priority assignment up to 0.5 FTE overload during their primary terms. Full or proportional TLCs in excess of a 1.0 FTE contractual limit shall be compensated as per Article 26.2.3.
- 35.8. **Contracted Faculty Summer Teaching.** Contracted faculty may teach an overload during summer intersession after part-time faculty with seniority are offered assignments as per Article 34.5.3. TLCs in summer intersession shall be compensated as per Article 26.2.3.