

Appendix V Covers Concurrent Classes

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Although the practice is not widespread, some departments at Foothill and De Anza offer large classes, often known as “oversize” or “double/triple load,” terms that do not appear in the *Agreement*. The term “concurrent sections” will now contractually be used to describe these classes, which are designed to maximize productivity and efficient use of facilities and staff by bundling assignments offered at a particular time and/or by particular faculty.

FA brought the issue of concurrent sections to the bargaining table three years ago after a number of conciliation cases revealed systemic problems and uneven practices related to assigning these classes, setting seat count, or determining appropriate pay. In addition, for the past twenty years, FA had been objecting to the De Anza practice of compensating part-time faculty with 8 and 17 percent stipends (*Article 7* pay) for the same large classes that brought full-time faculty double and triple load credit.

As a result of recent negotiations, the new *Appendix V*, which becomes effective Fall 2008, regularizes and codifies concurrent sections assignment, load credit, and compensation. The specific classes governed by its provisions are identified in the accompanying “Attachment A” on file in Human Resources and the *FA* office. *Appendix V* will not apply to large classes with attached labs as these assignments have their own set of factors and requirements. Additions to the list require the department faculty and division dean to provide a written rationale verifying the pedagogical soundness of such an offering to the VP of Instruction for approval; the VP then forwards any such approval to the District and *FA* negotiators for inclusion on the list.

A fundamental proviso of concurrent sections is acknowledgement—by the District, *FA*, and faculty who request and accept such assignment—that they operate on a risk/return basis. This means that faculty who accept assignment to a concurrent section risk the possibility that they may teach additional students without additional compensation in return for a reduced number of student contact hours (since the multiple assignments in a concurrent section meet simultaneously).

The first step in developing the new appendix was setting the maximum class size for a “double” or “triple” concurrent section. In the past, a “double” for full-time faculty load varied widely, with seat counts of 87, 90, 100, 101, 140, or twice the class size—depending on the department, while part-time faculty earned *Article 7* pay for a single class plus an 8 percent stipend for a seat count of 61-110 and 17 percent for 111 or more. (To further exacerbate this discrepancy, the part-time stipend was eliminated if the enrollment at the seventh week fell below the 8 or 17 percent threshold.)

Instead of the current array of (sometimes) arbitrary “cut points” for extra load or pay, *Appendix V* uses the maximum established class size for a single section as the basis for the maximum size of a concurrent section: a double is twice the single class size; a triple is triple the single class size.

For purposes of crediting concurrent sections toward full-time faculty annual load, faculty must drop no-shows during the first two class meetings, and then the official enrollment is determined either after the second meeting of the class or at 11:59 p.m. of the fifth instructional day of the quarter, whichever occurs later. The threshold for a double or a triple section is 90 percent of the maximum class size defined above. Concurrent sections taught as annual load work on an “all or nothing” basis: credit for 1, 2, or 3 courses, no

"halves." As an example, for a double concurrent section with a single class size of 60, this is how the process works. The dean informs the scheduling office to use 120 as the maximum class size during the registration period. A wait list is generated after 120 students register. Once adds and drops have been recorded, if the official enrollment (see paragraph above for the date on which this count is taken) is 90 percent of 120 (108 students), the instructor is credited with two classes toward annual load. If the official enrollment is below this threshold, the instructor receives load credit for one class.

For purposes of crediting/compensating concurrent sections when they are assigned in part or in their entirety under *Article 7* (including overload, for full-time faculty), official enrollment is determined by the number of students enrolled on the third Monday of the quarter at 12:01 a.m. If the official enrollment is at least 90 percent of twice the maximum class size, the faculty member will be compensated and/or credited for two assignments as scheduled. In cases where the official enrollment fails to meet this threshold but is at least 1.5 times the maximum class size, the faculty employee will be paid for one assignment plus a large class stipend (LCS) equal to 50 percent of the compensation for one assignment. If the official enrollment is at least 90 percent of triple the maximum class size, faculty will be credited with three assignments as scheduled. In cases where the official enrollment fails to meet this threshold but is at least 2.5 times the maximum class size, the faculty employee will be paid for two assignments plus a large class stipend (LCS) equal to 50 percent of the compensation for one assignment. Note: The LCS is a stipend and does not carry a load factor; therefore, it is not used as part of the 60 percent load calculation for part-time faculty.

For Article 26 summer session assignments, official enrollment is determined by the number of students enrolled on the second Tuesday at 12:01 a.m. Concurrent sections assigned during summer session are paid in accordance with *Article 26.4* (70 percent of the regular faculty salary schedule, *Appendix A*) and the maximum class sizes, thresholds, and LCS formulas specified above apply.