

Side Agreement Between the San Francisco Community College District
and the American Federation of Teachers Local 2121

TENURE REVIEW COMMITTEES

A. Background

Given multi-year budget deficits and a strong desire to avoid faculty layoffs, the parties have explored various cost saving measures for Academic Year 2010-2011 and beyond. The parties have examined the size of tenure review committees under the current provisions of the Collective Bargaining Agreement. They have determined that it would be in the District's interest to limit the size of tenure review committees where involved departments have significant numbers of new probationary faculty undergoing tenure review or other significant workload issues confronting the departments. Accordingly, this side agreement provides authority for department chairpersons ("immediate supervisors") to select fewer tenured faculty members to serve on tenure review committees within respective departments.

B. Terms

Effective Fall 2010, Article 9, Section 9.D.3.2 is modified as follows:

The Tenure Review Committees shall ordinarily consist of four faculty members and the immediate supervisor of the contract employee. The immediate supervisor is the lowest level non-bargaining unit member who has supervision over the employee. A department of eight tenured faculty members or fewer may choose to use only two faculty members and the immediate supervisor of the contract employee, or it may choose to function as a committee-of-the-whole, provided that the committee-of-the-whole has at least three members, including the supervisor. Departments who have a significant number of faculty under tenure review, or significant other workload beyond tenure review, may opt to have Tenure Review Committees that consist of either two or three faculty members and the immediate supervisor of the contract employee. All faculty members of the Tenure Review Committees must be tenured.

A copy of this side agreement shall be distributed to relevant administrators and support staff to insure that the terms of this side agreement are adhered to as intended by the parties.

For the District

For the Union

Date: _____

Date: _____