

1 Tentative Agreement between the MiraCosta College Academic Associate Faculty
2 and the
3 MiraCosta Community College District
4 August 25, 2017
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6 ARTICLE 16 PROFESSIONAL GROWTH (FLEX)

7 16.1 Effective August 14, 2015 flex activities will be required of all instructional unit
8 members and paid flex activities will be limited to two (2) hours of flex per LHE assigned (for
9 instructional time) during the regular (fall and spring) semesters. Payment for required flex is
10 included in the unit member's paychecks base salary and failure to complete the work will result
11 in a deduction from the final check for that semester.

12 Presenters of flex activities may claim twice the hours scheduled for that activity to
13 reflect preparation time.

14 16.2 The District may require first-year instructional employees to use a portion of
15 their flex time to participate in District-designated training activities before classes begin. Unit
16 members shall be paid for any flex activities that are approved by the Professional Development
17 Program Committee as long as all procedures and deadlines are adhered to and contractual limits
18 in this article are not exceeded.

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20 ~~16.3 Flex obligations may be completed outside of the regular semesters, but if a unit~~
21 ~~member completes flex prior to the semester in which their assignment occurs, and the~~
22 ~~assignment is subsequently cancelled, the unit member may not be compensated for the flex~~
23 ~~hours performed.~~

24 16.3 Effective August 1, 2017 Professional growth activities for counselors and
25 librarians will be paid at the hourly rate when completion is assigned and required by the
26 District.

27 16.4 An instructional unit member may voluntarily participate in professional growth
28 activities, such as trainings, conferences, or seminars, outside of the regular academic semester.
29 Participation in professional growth activities outside of the regular academic semester is not
30 required by the District, will not increase or decrease a unit member's chance of being offered an
31 assignment in a subsequent semester, and will not result in any disciplinary action for failure to
32 attend. An instructional unit member may apply to have training completed outside of the
33 regular academic semester credited toward his or her flex obligation during the next regularly
34 scheduled academic year. The Professional Development Program Committee shall have the
35 discretion to credit an activity for flex completion purposes.
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