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3 **TENTATIVE AGREEMENT BETWEEN THE**  
4 **PALO VERDE COMMUNITY COLLEGE DISTRICT**  
5 **AND THE**  
6 **PALO VERDE COLLEGE FACULTY ASSOCIATION, CTA/NEA**  
7 **February 7, 2023**

8 This Tentative Agreement between the Palo Verde Community College District and the Palo  
9 Verde College Faculty Association, CTA/NEA, is expressly made pursuant to the Education  
10 Employment Relations Act and the Collective Bargaining Agreement between the parties. All  
11 other provisions of the Collective Bargaining Agreement shall be deemed to remain unchanged  
12 except as set forth below or as otherwise mutually agreed:  
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14 **ARTICLE 4**  
15 **CALENDAR AND HOURS OF WORK**

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18 4.10. SPECIAL CONDITIONS

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20 The Association recognizes that assignment and course scheduling are a management  
21 prerogative and responsibility. All assignments and schedules must be approved by the  
22 appropriate Chief District Officer in order to ensure college coverage.  
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24 When the District's needs for college coverage demand changes in a faculty member's  
25 assignments or course schedule after the start of the semester the District agrees to inform the  
26 instructor and division chair on or before the last day to register for the course.  
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28 All parties agree that under no circumstances will schedules and assignments be made in an  
29 arbitrary or capricious manner.  
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31 a. Preparations:

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33 No instructor will be assigned more than five preparations as part of a full annual  
34 load other than on a voluntary basis. No extra CTLCs for up to four (4) different  
35 courses on an annual basis will be awarded. Additional CTLCs will be assigned  
36 when the number of preparations (except P.E. activity courses) exceeds four (4).  
37 One (1) CTLC will be awarded for each different course above four (4) on an  
38 annual basis for purposes of load calculation.  
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40 Counselors shall receive CTLCs for teaching assignments as set forth in 4.9, and  
41 shall be paid for preparations.  
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43 b. Simultaneous Courses.

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45 (1) Simultaneously taught courses are two or more courses with different  
46 course numbers and/or letters which are taught during the same period  
47 by the same instructor. (See 4.9.a.5 above.)  
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49 (2) No additional CTLC will be awarded for simultaneously taught courses  
50 unless the combined courses exceed fifteen (15) students.  
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c. Overload Limits:


The Association recognizes that assignment and course scheduling are a management prerogative and responsibility. All assignments and schedules must be approved in writing by the appropriate Chief District Officer.

- (1) Overloads and/or under loads for fall semester will be balanced against the spring semester load and only those CTLCs in excess of 30 for both semesters will be compensated. No faculty member may be assigned more than 30 CTLCs per year without the faculty member's consent, and without the written approval in advance of the appropriate Chief District Officer.
- (2) All overload requests must undergo review by the faculty member's Division Chair, and have the appropriate Chief District Officer's written approval, prior to the preparation of the draft schedule for the next semester's classes.
- (3) Ordinarily no faculty member shall be assigned a teaching load in excess of 20 CTLCs during a single semester or 39 CTLCs during the academic year. When such an assignment becomes necessary in emergency circumstances, no instructor shall be assigned more than nine (9) overload CTLCs for any academic year without the written approval of the faculty member, and the appropriate Chief District Officer.
- (4) Summer Inter-Session teaching loads shall in no case exceed ten (10) CTLCs without prior written approval from the Chief Instructional Officer.
- (5) Overload for the fiscal year will be paid as earned. Equal monthly 315 payments would be expected to start in the Spring semester and be 316 paid during the February, March, April, May, and June payroll.

The parties agree that this MOU does not set precedent and may not be utilized as the basis for any current or future claim of a past practice.

Palo Verde Community College District

Palo Verde College Faculty Association, CTA/NEA

  
Randy Erickson (Feb 11, 2023 13:21 PST)

*Richard Castillo*  
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Derek Copple RN (Feb 12, 2023 14:50 PST)

Stephanie M. Slagan  
Stephanie M. Slagan (Feb 13, 2023 15:11 PST)

*Nidhi Patel*  
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Graciela Milke  
Graciela Milke (Feb 13, 2023 10:21 PST)












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Final Audit Report


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