

- 2.1.2 The unit shall exclude all other employees, including day-to-day substitutes, deans, directors, and all other management, supervisory and confidential employees. All faculty serving in an assignment as an interim manager shall not be a member of the faculty bargaining unit for the duration of the interim assignment, and shall instead be bound by the terms and conditions of the collective bargaining agreement or handbook of the bargaining unit within which the interim assignment is located. Faculty serving in an interim assignment shall retain full rights without any loss in seniority upon returning to their regular faculty assignment.
- 2.2 The parties will meet to attempt to agree on any proposed additions or deletions to the job categories specified in section 2.1.1.

### **ARTICLE 3**

#### **ACADEMIC FREEDOM AND INTELLECTUAL PROPERTY**

- 3.1 The parties encourage the concept of academic freedom related to course content and the expression of ideas by unit members in the workplace in accordance with the provisions stated below:
- 3.1.1 Unit members may examine or support unpopular or controversial ideas and activities that are appropriate and relevant to course content, including discussion with students, research, or publication, provided the unit member's attempts to be reasonably accurate and the unit member demonstrates respect for differing viewpoints.
- 3.1.2 Unit members may select or recommend for selection instructional materials, course materials, and library and reserve materials appropriate and related to the courses taught by the unit member that may contain unpopular or controversial ideas and activities.
- 3.2 In all cases, unit members shall present points of view or information related to the subject being taught with respect for the nationality or race, or the political, religious, sexual orientation, gender, gender identity/expression, economic status or social view of the unit member.
- 3.3 Unit members shall retain the right of academic freedom regarding the expression of ideas related to the District's academic policies.
- 3.4 The provisions of this Article are not intended to diminish or to modify a unit member's obligation to fulfill the unit member's duties and responsibilities as set forth in job descriptions and course outlines or the unit member's obligation to conform to state and District policies and regulations, and applicable law.
- 3.5 Ownership of works and inventions that are created or developed by faculty shall be determined by application of Appendix E, Intellectual Property.

### **ARTICLE 4 COMPENSATION**

#### Fringe Benefits

- 4.1 Commencing January 1, 2019, the monthly (12-month equivalent) fringe benefits will be:

Employee Only -- \$634.24/month (Full-Time) / \$317.12/month (Part-Time)  
Two Party -- \$871/month (Full-Time) / \$435.50/month (Part-Time)  
Family -- \$1090/month (Full-Time) / \$545/month (Part-Time)