

Article 29: Substitutes and Reporting Faculty Absences

29.01 REPORTING FACULTY ABSENCE: All faculty members (regular and associate) shall report an absence whenever they will not be present to conduct class or meet work obligations for any reason. A *Notice of Absence Form* needs to be generated except for absences due to District business. A *Travel Request Form* needs to be generated for out-of-District travel or travel for which reimbursement is sought. Absences must be reported daily; however, if an absence of longer than one (1) day is expected, the faculty member shall attempt to indicate the anticipated length of the absence when reporting the faculty member's need for sick or other requested leave.

- A. **Notice of Absence:** For ALL absences from assigned duties, class(es) or work hours/days, including absences covered by a colleague, the faculty member must submit a *Notice of Absence Form* or a *Travel Request Form*, as specified below. If a faculty member has not filed a *Notice of Absence Form* indicating a valid reason for absence or a *Travel Request Form*, faculty pay will be docked.
1. **Full or Partial Days:** For a faculty member who misses a full day of work, a full day of leave will be deducted, no matter how many hours were scheduled for actual classes or assigned duties. A faculty member who is absent for less than one (1) full day shall have the pro-rata portion of a day based on the ratio of duty hours absent to the total number of required assigned hours for that day deducted from the faculty member's accumulated leave. (See [Article 18: Leaves](#), paragraph 18.02.A.4.a-b.)
 2. **Absence for District Business or Travel:** If a faculty member is performing approved District business, attending a professional conference, coaching a traveling team, or participating in a hiring committee or other designated assignments, the period of absence is considered work-time and does not require a *Notice of Absence Form*. For travel outside of the District, a *Travel Request Form* is required. For Athletics or other group trips, the department, group, or program may submit one (1) *Travel Request Form*.
 3. **Incomplete Flex Hours:** If a faculty member does not complete the required number of Flex hours, the faculty member must file a *Notice of Absence Form* for any remaining Flex hours. (See [Article 22: Professional Development](#), paragraphs 22.03.B—Contract Faculty Obligation and 22.03.C—Associate Faculty Obligation.)
 4. **Regular Faculty Absence from Graduation:** Graduation is one (1) of the one hundred seventy-seven (177) required working days in the AFA Contract. Faculty members who anticipate an absence due to a matter of personal importance, such as a family graduation or wedding, must send a written inquiry (email is acceptable) to the District Superintendent/President for approval. If approved, the absence is considered "personal necessity," and a *Notice of Absence Form* is required. The department chair and the supervising administrator shall approve all other absences. A *Notice of Absence Form* or *Travel Request Form* is required for all other approved absences.

29.01.A. 5. Faculty Absences During Final Exams Week: A faculty member may be allowed to deviate from the published final schedule only if the change will not create a final schedule conflict or other hardship on students or if it is in the best interests of the District and students. Any such change requires prior approval of the department chair and supervising administrator, and must be communicated to the students and the Vice President of Academic Affairs immediately.

B. **Doctor's Release:** Whenever a faculty member claims Sick Leave for ten (10) or more consecutive working days, the District may require the faculty member to provide a written verification by the faculty member's physician of the need for Sick Leave. (See [Article 18: Leaves](#), paragraph 18.02.A.2.)

29.02 QUALIFICATIONS OF SUBSTITUTES: Substitute assignments must be offered to a qualified person who meets the required minimum qualifications for the assignment.

29.03 DESIGNATING A SUBSTITUTE ASSIGNMENT: Only the District can appoint a substitute or determine class coverage.

A. **Decision to Hire:** The department chair, or program director in Health Sciences or Public Safety, will recommend to the District the necessity of hiring a substitute. The supervising administrator must approve the substitute and any increase to faculty load. The supervising administrator will consider the impact on students, the nature of the assignment, the opportunity for collegial coverage, and the anticipated duration of the absence when making approvals for substitute assignments. The District will not compensate a substitute that has not been authorized. A *Schedule Change Form* is needed to initiate the hiring of a substitute.

B. **Regular Faculty:** Regular faculty members may occasionally "cover" assignments for absent colleagues, in lieu of the District hiring a substitute instructor. A faculty member who has arranged for a regular faculty colleague to cover a class must notify the department chair prior to the absence. This coverage is considered a professional courtesy, and the faculty member covering the assignment will not be paid. The absent faculty member must follow the absence reporting procedures set forth in this article.

C. **Associate Faculty:** Associate faculty members shall not "cover" assignments without compensation, but may be hired by the District as substitutes. Associate faculty loads exceeding 67 percent require the approval of the appropriate Vice President before the assignment is offered. The District has the right to limit short-term substitute and leave replacement assignments such that an associate faculty member does not exceed 67 percent in any given semester or does not exceed 67 percent for more than two (2) semesters in a six-semester period. (See sections 29.04.B and C.)

29.04 TYPES OF SUBSTITUTE ASSIGNMENTS: There are three (3) different types of substitution, defined below. The substitute and leave assignments itemized below do not count toward the "usual load" or "established load" provisions of Article 16: Hourly Assignments.

29.04.A. Day-to-Day Substitute Assignment

1. A "day-to-day substitute" assignment is defined as one in which a faculty member acts as a substitute when it is not known from one day to the next whether the substitute assignment will continue to be needed (for example, a substitute for a faculty member with jury duty or for a faculty member with an illness or injury of unknown duration). Single-day substitute assignments will be considered day-to-day substitute assignments.
2. This type of assignment is not to be used for the purpose of calculating eligibility for contract or regular faculty status (i.e. the assignment is "not loaded").
3. Substitutes will teach classes and perform routine grading.
4. Day-to-day substitutes must be approved by the supervising administrator.

B. Short Term Substitute Assignment

1. For the purposes of this article, a "short term" substitute assignment is defined as an assignment of less than a semester when the period of absence is known to the District (for example, when a doctor's letter is received by the District specifying the duration of a faculty absence due to illness or injury).
2. A short-term substitute assignment is used for the purpose of establishing eligibility for a regular or contract load (i.e., the assignment is considered "loaded"). The short-term substitute does not become the instructor of record, except in the case of resignation or termination of the instructor of record.
3. Substitutes will teach classes and perform routine grading.
4. A short-term substitute assignment is paid at the hourly assignment rate, whether above or below 67 percent.
5. The supervising administrator, in consultation with the Vice President of Academic Affairs, approves short-term substitute assignments.

C. Leave Replacement Assignment

1. A "leave replacement" assignment is a semester-length assignment exceeding 67 percent in which a faculty member is temporarily replacing a full-time faculty member who is taking an approved leave, such as a Sabbatical Leave or an extended medical leave. The temporary faculty member is identified as the instructor of record.
2. Associate and temporary faculty members are allowed to perform such assignments for no more than two (2) semesters during any six-semester period, except for clinical nursing faculty. As authorized by Ed Code [87482\(b\)](#) and (c1), clinical nursing faculty may be assigned for up to four (4) semesters in any three (3) consecutive academic years between July 1, 2007 and December 31, 2015, inclusive.
3. A leave replacement load exceeds 67 percent, and it will be paid on a pro-rata basis. A leave replacement faculty member may be eligible for pro-rated benefits.
4. Leave replacement assignments must be approved by the Vice President of Academic Affairs or the Vice President of Student Services, as appropriate.

29.05 SUBSTITUTE BUDGET: The District shall create and fund a budget to cover payment for substitute assignments.