

The switch to remote instruction has come with a lot of anxiety and uncertainty for everyone, but particularly for adjunct faculty. There are still issues surrounding remote instruction left to resolve in negotiations with the District, but we wanted to share some answers that we can provide thus far. *Please see the FAQ below.*

If you have any other questions, or if you need more detail about the information provided here, please respond to this message.

Frequently Asked Questions and Answers for Adjunct Faculty

Q1. Will adjuncts be paid the same amount after the switch to remote instruction as before the switch?

A. Yes. Adjuncts who maintain the same assignment after the switch to remote instruction will be paid for the same number of hours each week, and at the same hourly pay rate, as before the switch. You will see change in your paycheck, which will be issued as usual on the 10th of the month.

Q2. Are adjuncts being paid for the week after spring break, when no classes were held?

A. Yes. Adjuncts will be paid for that week as if the class cancellation had not occurred. The presumption is that all faculty used the hours for which they would normally be paid that week to convert classes to remote instruction.

Q3. During the week classes were cancelled, and beyond, I worked more than the hours for which I am being paid to convert my classes to remote instruction. Will I be paid for that extra time?

A. The District agreed to negotiate with AFA over pay for adjuncts to cover extra time spent converting classes to remote instruction. Those negotiations are underway but will take time. And we can't guarantee how those negotiations will turn out.

Q4. The side letter says that "AFA and the District agree to negotiate over compensation for adjunct faculty members who transition their courses to remote modalities." What does that mean?

A. This refers specifically to negotiations over extra pay for adjuncts who worked beyond their normal hours converting classes to remote instruction. It doesn't mean that the District is requiring AFA to negotiate some new lower pay rate for adjuncts who perform remote instruction after the switchover. As we said above, adjuncts will receive the same pay for classes switched to remote instruction as they did for the face-to-face versions of those classes before the switch.

Q5. Since I switched over to remote instruction this semester, does that mean I can be required to teach remotely in an upcoming term?

A. No. The side letter signed by AFA and the District makes very clear that switching a class to remote instruction as a result of the "Stay at home" order does not create a remote-instruction precedent for either the class or the faculty member.

Q6. Can I cover my flex obligation using some of the extra time I spent converting my classes to remote instruction?

A. Yes. To claim flex credit for extra hours spent converting classes to remote instruction, go into your faculty portal, select "Instructor flex" in the menu, tick the "Spring 2020" button, click on the "Flex verification form" button, then select "Menu of activities". In the dropdown box, select "111 A: Converting classes to remote instruction." You may claim up to 12 hours of flex credit.

Q7. My class was cancelled after we switched to remote instruction. Will I be paid?

A. Yes. If the District cancelled your class after the switch to remote instruction, you will be paid the same dollar amount on the same schedule as if you had continued to teach your class through the remainder of the semester.

Q8. I couldn't transition some of my classes to remote instruction, so I decided not to continue teaching those classes. What happens to my pay?

A. Any faculty member, including adjuncts, who decides that they are not able to transition successfully to remote learning can go on leave. You will use your sick leave and any other accumulated leave during that time. Provided you have enough leave, you will be paid for the remainder of the semester as if you had continued the entire assignment you had before the transition to remote instruction.

Q9. I went on leave, but I don't have enough to cover the rest of the semester. What happens to my pay?

A. After your leave is fully exhausted (see Q8), you can draw on a leave bank that the District is putting together. Faculty members will be able to donate sick leave to the bank. Once AFA and the District determine how this leave bank will be maintained and the leave distributed, we will announce those details. Once this program has been negotiated, faculty members will contact HR about the leave bank.

Q10. If I don't continue my full assignment after the transition to remote instruction, and I do not use my leave or I don't have enough leave, can I file for unemployment?

A. It is up to the Employment Development Department (EDD) to accept or reject unemployment claims, but according to the announcement posted at the link below, employees who have their hours reduced or who cannot work because of illness or quarantine are eligible for unemployment benefits (https://www.edd.ca.gov/about_edd/coronavirus-2019.htm).

Q11. I signed up to teach a summer class. What will happen in the summer?

A. The District is waiting for more information, such as the continuation or lifting of the statewide "Stay at Home" order, before making decisions on the summer session. AFA and other faculty groups are being consulted, but the final decision rests with the District.

Q12. What about assignments for the fall semester?

A. The District is also waiting for more information before making decisions on the fall semester. AFA and other faculty groups are being consulted, but this decision also rests with the District.

Sent bcc to DL.STAFF.FAC.ADJ.ALL and AFA Executive Council

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-- AFA is working for you. The strength of faculty working together.