

ARTICLE 24

Administrative Change to Member's Permanent Assignment

24.1 Purpose

This article is for full-time members who are unable to continue fulfilling their load requirement in their current permanent assignment(s).

~~The purpose of this article is to insure that the joint assignment of regular or contract members is uniformly administered and minimum qualification requirements are met.~~

~~24.2 Member's Rights~~

~~24.2.1 Under this article, a member holding a permanent assignment in more than one department has the same rights and privileges of regular members of the involved departments.~~

~~24.2.2 The member who receives an administrative assignment to maintain load will have the same voting privileges in each department as other members in all departments to which the member is assigned. The member will have only one vote on any Division or College wide issue.~~

~~24.2.3 If seniority is used for any purpose within a department, then seniority within the department shall be based on the date a member enters the department.~~

24.3 Definitions

~~24.3.1 Joint Assignment~~

~~A member who holds permanent assignments in more than one department to maintain or obtain a full load.~~

~~24.3.2 Concurrent Assignment~~

~~A member who holds permanent assignments at more than one college to maintain or obtain a full load.~~

A. Permanent Assignment

A member's permanent assignment is the position or positions in the District Position Control File that the member is currently filling. As a result of implementing the options in this article, the member shall be filling all or part of a new permanent position or positions in the District Position Control File.

B. Transfer

A transfer is the reassignment of a member from the college or department where presently assigned to fill a full-time vacancy in which the member meets the minimum qualifications or equivalencies. The vacancy may be in another department at the same college or in the same or a different department at the other college.

- C. **Split Assignment**
A split assignment is one in which a member holds permanent assignments in more than one department in which the member meets the minimum qualifications or equivalencies within the District.
- D. **Concurrent Assignment**
A concurrent assignment is one in which a member holds permanent assignments in which the member meets the minimum qualifications or equivalencies at both Colleges.

24.4.3 Procedures

- A. The Division Chair **and the appropriate Vice-President** ~~will~~ **shall** be notified by the member and the Department Chair if it is determined that the member no longer is able to maintain a full load within the member's Department. The determination ~~will~~ **shall** be made through program review, **and** the performance goals process or by the member and/or the Department Chair. The **appropriate** Vice-President ~~will~~ **shall** notify the **Associate Vice-Chancellor** ~~Director~~ of Human Resources ~~who will notify~~ **and** ACE.
- B. After having met with the member to discuss assignment preferences and other options (**such as retraining**), the Division Chair ~~will~~ **shall** meet with the **appropriate** Vice-President to ascertain alternatives for the member. **The evaluation of alternatives shall include consultation with all affected departments and all affected departments may submit, in writing, an analysis of the impact on the department of any member reassignment.**
- C. After consultation with the appropriate college President, the Vice President ~~will~~ **shall** meet with the member to make the administrative assignment to maintain load.
- D. The member ~~will~~ **shall** receive written confirmation of the assignment within ten (10) days after the consultation meeting with the college President. Copies ~~will~~ **shall** be sent to the member's official personnel file, affected departments, ACE President, and the **Associate Vice-Chancellor** ~~Director~~ of Human Resources.

24.4 **Member's Rights**

- A. **Under this article, a member holding a permanent assignment in more than one department has the same rights and privileges of regular members of the involved departments.**
- B. **The member who receives an administrative assignment to maintain load shall have the same voting privileges in each department as other**

members in all departments to which the member is assigned. The member shall have only one vote on any Division- or College-wide issue.

- C. If seniority is used for any purpose within a department (such as the assignment of overloads), then seniority within the department shall be based on the date a member enters the department. Note, seniority within a department does not supersede the seniority rights established by law for purposes of a reduction in force (See Article 28).

~~24.5 Administrative Assignment~~

~~Notwithstanding any other provision of this agreement, the Chancellor or designee shall have the responsibility and authority to assign by administrative action any member meeting the minimum qualifications to any position when such assignment is deemed in the best interests of the District. Such assignments may include a plan of action for integration into the new assignment~~

~~24.6 Since the Chancellor has the right of assignment, this article cannot be grieved.~~