

**From:** Stricker, Matthew

**Sent:** Monday, October 3, 2016 2:41 PM

**To:** Henderson, Silvester

**Cc:** Giambattista, Louie; Davi, Estelle; Norman, Janith; Townsend, Janice; Lewis, Mark; Sample, Alexander; Duldulao, Abigail; Rust, Tue; Goff, Christina; Garcia, Nicholaus; Godinez, Marco; Chuah, Cheong; Kyle Chuah; Noel, James; Erwin, Roseann; Sierra, German; Capes, Melinda; Cruz, William; Zimny, David; Huffman, Laurie; Haven, Edward; Bonner, Jeanne; Zuniga, Luis; Gardner, Kasey; Bearden, Joshua; Adkins, Theodora

**Subject:** FSA Discussion

Hi all,

Following up on item #11 from the last meeting, FSA's, I wanted to add that I think there is no inequity in the way FSA's are handed out in relation to how people are hired according to minimum qualifications. I think that the problem is that the district form is confusing and not written well.

According to section 16.4 of the contract there is an **AND** statement missing on the form. The contract says that the minimum qualifications still need to be met **AND** one or more of the other **OR** requirements. The contract is shown below:

16.4.1 The following criteria establish competency in an FSA. The faculty member is competent if he or she meets minimum qualifications for the discipline(s) **and:**

16.4.1.1 has taught at least one semester/quarter credit course during two different semester/quarters at an accredited college/university in the discipline of the FSA; or has performed the duties at least 20% of the hours per week indicated for a full load in assignments described in Article 7 of the District/United Faculty Agreement (for example: counseling - 6 hours/week, librarians/learning resource assignment - 7, school nurse - 7, tutoring coordinator - 6, learning specialist - 7), at least two different semesters/quarters at an accredited college/university;

**OR**

16.4.1.2 has completed the equivalent of 15 semester units of upper division and/or graduate level course work in the discipline;

**OR**

16.4.1.3 possesses a valid Subject Matter Area Credential; i.e., is eligible to teach those subjects listed on the credential or in the "GUIDE TO SUBJECT MATTER AREAS FOR COMMUNITY COLLEGE CREDENTIALS," September 1974 (or subsequent revision), and any certificate or license required in the discipline;

**OR**

16.4.1.4 in vocational areas has the combination of degree and work experience as stipulated in the Disciplines List, and submits evidence of occupational proficiency based upon at least two years of recent work experience, calculated either consecutively or cumulatively, which is directly related to the occupation to be taught or upon evidence of equivalent proficiency. (California State Plan For Vocational Education.)

Thanks,  
Matt