

Article 24 Contracting for Instructional Services

Both the LRCCD and the LRCFT recognize the benefits of offering certain instruction through outside contracts. For example, some instruction that may be so specialized as to make it difficult, if not impossible, to find qualified instructors within the LRCFT's bargaining unit, such as those courses taught through the Sacramento Regional Public Safety Training Center, is more effectively addressed through outside contracts. Also, courses offered through high schools in conjunction with agreements between the LRCCD and the local high school district can bring needed funding to Los Rios, funding that can serve to support ongoing instructional programs within the Los Rios district. In entering into these outside contracts, the benefits of which are recognized by both parties to this agreement, it is the intent of the parties to avoid the loss of jobs in the LRCFT bargaining unit as a result of any decision to contract out instruction. Furthermore, the parties to this Agreement wish to maintain the primacy of Los Rios faculty in developing curriculum, determining course content, equivalencies, standards and grading practices, the evaluation, assignment and hiring processes.

A. Only "for credit" classes are subject to this Agreement.

B. Employment of Faculty

1. Faculty employed by other agencies or school districts and performing instructional activities for the Los Rios district shall be subject to the compensation schedules established by their employers.
2. With the exception of those contract instructors employed at the Sacramento Regional Public Safety Training Center (SRPSTC), apprenticeships, and noncredit courses at The Training Source, contract instructors shall be subject to the performance review process for adjunct faculty outlined in Section 8.8

C. Contracts

1. Existing apprenticeship contracts, contracts initiated to provide instruction through the SRPSTC, and credit courses at The Training Source may remain in force for a period not to exceed the life of the individual contract years unless provisions concerning the nature of the employment are changed. Changed contracts are subject to review by the LRCFT.
2. Contracts for credit instruction which do not utilize District employees shall be subject to the following approval process:
 - a. The Chancellor (or designee) shall consult with the LRCFT President regarding a proposed contract. The District may seek a waiver in writing at least ninety (90) days prior to the effective date of any such contract. The LRCFT President (or designee) shall respond in writing within forty-five

(45) days.

- 1) For the purposes of this article, “waiver” is defined as the approval by the LRCFT to have an individual instructor teach a specific course for a defined period of time at a particular location.
- b. The District may contract for instruction with outside entities and use instructors who are not District employees providing the contract does not exceed nine (9) months in duration. Contracts exceeding nine (9) months in duration and any subsequent contract with the same contractor will use only District employees as instructors unless a waiver is granted.
- c. A further condition of any waiver shall be that all preferenced adjunct faculty in a subject area and all tenure-track/tenured faculty seeking overload assignments must be accommodated before any instructors who are the subjects of a waiver can begin teaching the course for which they have been contracted.

D. Faculty Oversight of Contracted Programs

1. The Academic Senate at the Los Rios college from which the contract originated shall have responsibility for adopting the course as part of the curricula of the Los Rios district through the normal curriculum development process, approving a course outline, assuring that grading standards are adhered to, overseeing the performance review process, verifying that contracting District instructors meet the appropriate academic standards, and that courses and programs offered by the contracting districts meet accreditation standards.
2. LRCFT shall be notified of the terms of contracts such that they can provide input on the working conditions of faculty members.