

ARTICLE 9/5

ASSIGNMENT OF RESPONSIBILITIES

[Plain text indicates language currently "agreed to," from whatever source]

[**Bolded text indicates differences from BOT Proposal, December 6, 2004**]

[**Gray highlighting indicates elements from 2001–2003 CBA or FH & not in BOT**]

[**Underlining/strikethroughs indicate key changes from BOT, 12/06/04, or old CBA**]

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___1 Policy.

(a) The University Administration and the UFF agree that the assignment of responsibilities to faculty members is one of the mechanisms by which the University establishes its priorities, carries out its mission, and creates opportunities to increase the quality and integrity of its academic programs.

(b) The professional obligation of faculty members **correlates to teaching, scholarship/creative activities, service, or other specific duties assigned for that year and** is comprised of both scheduled and non-scheduled activities.

(c) The University Administration and the UFF recognize that it is a part of the professional responsibility of faculty to carry out their duties in an appropriate manner and place. For example, while instructional activities, office hours, and other duties and responsibilities may be required to be performed at a specific time and place, other non-scheduled activities are more appropriately performed in a manner and place determined by the faculty member. ~~in consultation with his/her supervisor.~~ **Although the faculty member has the right to determine when and where to perform these non-scheduled activities, the faculty member should consult with his/her supervisor where appropriate.**

(d) Each faculty member ~~should~~ **shall** be afforded assignments that provide equitable opportunities, in relation to other faculty in the same department, to meet the required criteria for tenure, promotion, merit salary increases, and, if applicable, multi-year appointments.

(e) **The University Administration is obligated to make a reasonable and good-faith effort to provide faculty with sufficient and appropriate time, facilities, and resources for carrying out their duties and responsibilities.**

___2 Considerations in Assignment.

(a) In making assignments, the University Administration shall be guided by the following considerations:

- (1) the needs of the program or department/unit;
- (2) the faculty member's qualifications, experiences, professional growth and development, and preferences;
- (3) the character of the assignments, including but not limited to the number of hours of instruction, the preparation required, whether the faculty member has taught the course in the past, the average number of students enrolled in the course in past

1 semesters and the time required by the course, whether travel to another location is required,
2 the number of preparations required, the faculty member's assignments in other semesters,
3 the terms and conditions of a contract or grant from which the faculty member is
4 compensated, the use of instructional technology, the availability and adequacy of materials
5 and equipment, facilities, secretarial services, student assistants, and other support services
6 needed to perform the assignments, and any changes which have been made in the
7 assignment, including those which may have resulted from previous evaluations of the
8 faculty member; and

9 (4) the opportunity to fulfill applicable criteria for tenure, promotion, merit
10 salary increases, or, if applicable, multi-year appointments.

11
12 (b) The department officer who schedules courses shall consult with faculty
13 members about the course schedule and shall accommodate the faculty member's teaching
14 preferences to the extent practicable.

15
16 (c) **The University Administration shall make appropriate reductions or**
17 **adjustments in the number of hours scheduled in recognition of evening, night, and**
18 **weekend assignments, and for periods when a faculty member is on call. Evenings,**
19 **nights, and weekends when a faculty member is on call shall be considered in making**
20 **other assignments. See the article on Leaves regarding schedule adjustment for holiday**
21 **assignment. [old CBA: 9.8 and FH 4.6, Work Week]**

22
23 (e d) The Trustees and the UFF recognize that while the Legislature has described
24 the minimum full academic assignment in terms of twelve (12) contact hours of instruction or
25 equivalent research/scholarship and service, the professional obligation undertaken by a
26 faculty member will ordinarily be broader than that minimum. In like manner, the
27 professional obligation of a faculty member is not easily **susceptible of quantification**
28 **quantifiable. Therefore,**

29 (1) In making assignments, subject to the provisions of this Agreement, the
30 University Administration has the right to determine the types of duties and responsibilities
31 that comprise the professional obligation and to determine the mix or relative proportion of
32 effort a faculty member may be required to expend on the various components of the
33 obligation.

34 (2) Furthermore, the University Administration properly has the obligation
35 constantly to monitor and review the size and number of classes and other activities, **to**
36 **consolidate inappropriately small offerings, and to reduce inappropriately large classes**
37 **[old CBA: 9.2(d) and FH 4.5, Consideration in Assignment], as long as by doing so it does**
38 **not significantly erode the quality of the department's academic program.**

39
40 (e) **Faculty members in their first two years of employment shall not be**
41 **assigned more than five (5) new preparations. After the first two years of employment,**
42 **no faculty member shall be assigned more than two (2) new preparations in an**
43 **academic year, unless the faculty member agrees otherwise.**

1
2 (e f) A faculty member shall, upon written request, promptly be granted a
3 conference with the person responsible for making the assignment to express concerns
4 regarding the criteria listed in subsection __.32(a). If the conference with the person
5 responsible for making the assignment does not resolve the faculty member's concerns, **the**
6 **person responsible for making the assignment shall inform** the faculty member **of their**
7 **right to address the matter through the expedited Neutral Umpire procedure described**
8 **in Appendix "H." shall, upon written request, promptly be granted an opportunity to**
9 **discuss those concerns with an administrator at the next higher level.**

10
11 (e g) No faculty member's assignment shall be arbitrary or unreasonable.

12 (1) For the purpose of applying this principle to assignments, assignments
13 shall **be** deemed arbitrary or unreasonable if one or more of the following applies:

14 a. The assignment was made without consulting the faculty
15 member.

16 b. After consulting the faculty member, the University
17 Administration did not make a fair and reasonable attempt to accommodate the faculty
18 member's circumstances, **including providing assignments that make the most**
19 **reasonable use of the faculty member's time.** In this regard, the parties recognize the
20 following:

21 (i.) assignments are driven primarily by the program and
22 curricular needs of the students in the programs in the department. The preferences and
23 desires of the faculty members are secondary to these program and curricular needs.

24 (ii.) not all circumstances can be accommodated, and that
25 inability to accommodate does not in and of itself represent an arbitrary or unreasonable
26 assignment.

27 c. An assigned course is outside the faculty member's area of
28 expertise and the faculty member has not agreed to teach the course.

29 **d. The assignment would require more than two (2) new course**
30 **preparations in the academic year, except in the faculty member's first two years of**
31 **employment, and the faculty member has not agreed to such an arrangement. Faculty**
32 **members in their first two years of employment shall not be assigned more than five (5)**
33 **new preparations.**

34 **e. The time between the beginning of the first assigned course**
35 **and the end of the last assigned course in any one day exceeds eight hours, unless the**
36 **faculty member has agreed to such an arrangement or there is no other viable**
37 **alternative.**

38 **f. The time between the end of the last assigned course on one**
39 **day and the beginning of the first assigned course for the next day is less than twelve**
40 **(12) hours, unless the faculty member has agreed to such an arrangement or there is no**
41 **other viable alternative.**

42 **g. The assignment does not provide an equitable opportunity,**

1 **in relation to other faculty members in the same department/unit, to meet the required**
2 **criteria for promotion, tenure, multi-year appointments, and merit salary increases,**
3 **without provision for a timely appropriate adjustment that fully corrects the inequity**
4 **and is acceptable to the faculty member.**

5 (2) If a faculty member believes that the assignment of a course is arbitrary
6 or unreasonable, the faculty member should proceed to address the matter through the
7 expedited Neutral Umpire procedures in Appendix “H” of this Agreement, which shall be the
8 exclusive method for resolving such disputes. ~~During the processing and resolution of the~~
9 ~~dispute, the faculty member shall perform the assigned duties in question.~~ *[parallels*
10 *Summer Article; unnecessary: in Appendix “H”]* Other claims of alleged violations of the
11 Agreement with respect to faculty assignments are subject to the provisions of the Grievance
12 Procedure and Arbitration Article.

13
14 **__3 Initial and Subsequent Assignments.**

15 (a) Communication of Assignment. Each faculty member shall be provided a
16 **general** written statement of his/her annual assignment of responsibilities **in teaching,**
17 **research and other creative activities, public service, and of or any other specific duties**
18 **assigned for that year [old CBA: 9.3(a)].** For returning faculty members, this assignment of
19 responsibilities shall be included as part of the annual evaluation. New faculty members
20 shall be informed of assigned duties as part of their letter of offer.

21
22 (b) In order to facilitate planning of course schedules, tentative written teaching
23 assignments for the next academic year shall be provided no later than April 1 for returning
24 faculty members, ~~if possible,~~ and as soon as **practicable it can be done** for new faculty
25 members. If **practicable it can be done,** the final assignment shall be communicated in
26 writing no later than six weeks prior to the starting date of each term.

27
28 (c) The assignment of responsibilities document shall be signed and dated by both
29 the faculty member and the faculty member’s chair/supervisor.

30
31 (d) **Instructional Assignment. The period of an instructional assignment**
32 **during an academic year shall not exceed an average of seventy-five (75) days per**
33 **semester and the period for testing, advisement, and other scheduled assignments shall**
34 **not exceed an average of ten (10) days per semester. Within each semester, activities**
35 **referred to above shall be scheduled during contiguous weeks with the exception of**
36 **spring break. [old CBA: 9.3(b)]**

37
38 **[The following sections were dealt with in Article 21 of the old CBA]**

39 (e) **Travel Expenses for Professional Meetings.** Faculty members shall be
40 entitled to attend professional meetings, conferences, and other professional activities,
41 unless their immediate supervisor explicitly denies approval for a specific occasion because
42 such attendance would not be in the University’s best interest.

1 **(1) Travel expenses, including overnight lodging and meals, incurred**
2 **for such professional activities shall be considered necessary expenses and shall be paid,**
3 **if practicable, at the state rate for Class A travel (Florida Statute Section 112.061),**
4 **regardless of the length of stay.**

5 **(2) If it is not practicable to pay travel expenses at the state rate, then**
6 **all faculty members in a department/unit shall be paid at the identical rate or by the**
7 **identical system.**

8 **(3) Travel Advances and Travel Reimbursement Options. The**
9 **University Administration shall, pursuant to Section 112.061(12), F.S., provide travel**
10 **advances, upon request, of up to eighty (80) percent of budgeted expenses for**
11 **authorized travel. The Board shall provide faculty travel reimbursement based on**
12 **receipts presented by the faculty member, or per diem tied to the federal government**
13 **rate during that travel period.**

14
15 **___.4 Change in Assignment.**

16 **(a) Should it become necessary to make changes in a faculty member's**
17 **assignment, the person responsible for making the change shall notify the faculty member**
18 **prior to making such change and shall specify such change in writing.**

19
20 **(b) The change in assignment shall be communicated to the faculty member in**
21 **writing no later than four (4) weeks in advance of its starting date, if practicable. If a change**
22 **in a faculty member's teaching assignment is made later than four (4) weeks in advance**
23 **of its starting date, then**

24 **(1) Any reassigned course shall be one that the faculty member has**
25 **taught before or a new preparation that the faculty member has agreed to teach.**

26 **(2) The faculty member has the option of whether to administer**
27 **student evaluations for that course. The faculty member shall not be disadvantaged**
28 **discriminated against in any evaluative process if he/she chooses not to administer such**
29 **student evaluations.**

30 ***[(b)(1) & (2) parallel Summer Article ___.2(c)]***

31 **(3) The faculty member cannot have his/her teaching assignment**
32 **changed within four (4) weeks again for another two academic years, unless the faculty**
33 **member agrees otherwise or there is no other viable alternative.**

34
35 **___.5 Equitable Opportunity. Each faculty member shall be given assignments that provide**
36 **equitable opportunities, in relation to other faculty members in the same department/unit, to**
37 **meet the required criteria for promotion, tenure, merit salary increases, and, if applicable,**
38 **multi-year appointments**

39 **(a) For the purpose of applying this principle to promotion, assignments shall be**
40 **considered over the entire period since the original appointment or since the last promotion if the**
41 **faculty member has been promoted, not solely over the period of a single annual assignment. If**
42 **it is determined that a faculty member has not received assignments that provide equitable**
43 **opportunities to meet the required criteria for promotion, then the faculty member must**

1 **receive a timely appropriate adjustment that fully corrects the inequity and is**
2 **acceptable to the faculty member.** The faculty member's annual assignment shall be
3 included in the promotion file.
4

5 (b) For the purpose of applying this principle to tenure, assignments shall be
6 considered over the entire period of tenure-earning service and not solely over the period of a
7 single annual assignment. **If it is determined that a faculty member has not received**
8 **assignments that provide equitable opportunities to meet the required criteria for**
9 **tenure, then the faculty member must receive a timely appropriate adjustment that**
10 **fully corrects the inequity and is acceptable to the faculty member.** The faculty
11 member's annual assignments during his/her period of tenure-earning service shall be
12 included in the tenure file.
13

14 (c) **If it is determined that a faculty member has not received assignments**
15 **that provide equitable opportunities to meet the required criteria for merit salary**
16 **increases, then the faculty member must receive a timely appropriate adjustment that**
17 **fully corrects the inequity and is acceptable to the faculty member. The University**
18 **Administration shall also increase the faculty member's base salary an amount**
19 **commensurate with the merit salary increases that the faculty member would likely**
20 **have received, judging from the average merit salary increases received by comparable**
21 **faculty members in the same department during the period in question.**
22

23 (d) **If it is determined that a faculty member has not received assignments**
24 **that provide equitable opportunities to meet the required criteria for an applicable**
25 **multi-year appointment, then the faculty member must receive a timely appropriate**
26 **adjustment that fully corrects the inequity and is acceptable to the faculty member. If**
27 **the faculty member has been on a multi-year appointment, the University**
28 **Administration shall extend the multi-year appointment for a period at least equivalent**
29 **in length to the period during which the faculty member was not provided an equitable**
30 **opportunity.**
31

32 (e e) If an arbitrator determines that a faculty member was not provided an equitable
33 opportunity as described in this Section, the arbitrator **may shall** award an additional period
34 of employment requiring the university to provide the equitable opportunity as described
35 herein **and may award a salary increase commensurate with the salary increase(s) the**
36 **faculty member would have received if he/she had been provided such equitable**
37 **opportunity.** The arbitrator may retain jurisdiction for purposes of determining whether the
38 ensuing assignment provides such equitable opportunity. ~~The arbitrator cannot award~~
39 ~~tenure or promotion.~~
40

1 **[We have merged the section previously titled "Workweek" into the following section]**

2 **__6 Teaching Schedule of Assigned Duties and Office Hours Schedule.**

3 (a) The total number of scheduled hours for instructional faculty shall not
4 exceed the customary periods for class time, office hours, committee assignments, and
5 other activities directly related to those assigned duties. ~~__9~~ Scheduled hours for non-
6 instructional faculty members shall not **normally** exceed forty (40) hours per week.

7
8 (a b) ~~Teaching schedules should be established, if practicable, so that~~ No faculty
9 member shall be required to work a schedule in which the time between the beginning of
10 the first assignment and the end of the last assignment for any one day exceeds eight (8)
11 hours, **unless the faculty member chooses otherwise or there is no other viable**
12 **alternative.**

13
14 (b c) ~~Teaching schedules should be established, if practicable, so that~~ No faculty
15 member shall be required to work a schedule in which the time between the end of the
16 last assignment on one day and the beginning of the first assignment for the next day is ~~not~~
17 less than twelve (12) hours, **unless the faculty member chooses otherwise or there is no**
18 **other viable alternative.**

19
20 (e d) **Office Hours.** Faculty members shall, ~~at a minimum,~~ normally maintain
21 office hours at a ratio of ~~two (2)~~ one (1) office hours to every ~~three (3)~~ four (4) credit hours
22 of instruction, **if practicable.**

23
24 **__7 Equipment.**

25 (a) **If it can be done, the University Administration shall provide faculty**
26 **members with sufficient and appropriate facilities, resources, and equipment for**
27 **carrying out their assigned duties.**

28
29 (b) When equipment is required in classes, labs, studios, recitals, practica, or other
30 such performances or exhibits, ~~it is desirable that there be the University Administration~~
31 **shall provide faculty with sufficient and appropriate facilities and** equipment to
32 accommodate the students assigned to the class, **if that accommodation can be done.** The
33 University Administration ~~recognizes the necessity to~~ shall maintain an adequate inventory
34 of technologically current equipment, ~~and is committed to seek funding to provide for the~~
35 **replacement of obsolete equipment.**

36
37 **[The following sections were previously dealt with in Article 21 of the old CBA]**

38 (c) **Office Space.** The Board shall provide each faculty member with enclosed
39 office space with a door lock, office equipment commensurate with assigned
40 responsibilities, and ready access to a telephone, a computer, and an internet
41 connection. Within a department, tenured or tenure-earning faculty shall be given first
42 priority to receive new equipment, including computers or computer paraphernalia,
43 internet connection, or software.

1 **(1) Such office space may be on a shared basis only when appropriate**
2 **individual office space is unavailable.**

3 **a. If there is not adequate office space available to provide each**
4 **faculty member with an individual office, office space shall be shared within a**
5 **department according to the following priority ranking:**

6 **1. Faculty who have access to two separate offices.**
7 **2. Part-time faculty.**
8 **3. Non-tenure-accruing faculty.**
9 **4. Retired faculty or faculty in the Phased Retirement**
10 **Program.**

11 **5. Tenure earning faculty by years at UNF.**
12 **6. Tenured faculty by rank and years in rank at UNF.**

13 **b. Regarding the prioritized categories listed in Section**
14 **__6(e)(1)a.1–6., above, a faculty member in a higher-priority category (e.g., 6.) shall not**
15 **be forced to share office space if there is a faculty member in a lower-priority category**
16 **(e.g., 1.) who has an individual office.**

17 **c. In departments in which faculty are not eligible for tenure,**
18 **the priority ranking shall be according to rank and years in rank.**

19 **(2) Each faculty member shall, consistent with building security, have**
20 **reasonable access to the faculty member's office space and laboratories, studios, music**
21 **rooms, and the like used in connection with assigned responsibilities; this provision may**
22 **require that campus security provide access on an individual basis.**

23 **(3) Before a faculty member's office location is changed, or before**
24 **there is a substantial alteration to a faculty member's office to a degree that impedes**
25 **the faculty member's work effectiveness, the affected faculty member shall be given**
26 **written notice at least one (1) month prior to such change. Such notice shall contain the**
27 **reasons justifying the alteration or change in location. If the faculty is on sabbatical or**
28 **leave, a letter with return receipt shall be sent to the faculty member's home address to**
29 **inform the faculty member of the change in office assignments.**

30
31 ***[The following sections were previously dealt with in Article 21 of the old CBA]***

32 **(d) Safe Conditions. Whenever a faculty member reports a condition which**
33 **the faculty member feels represents a violation of safety or health rules and regulations**
34 **or poses an unreasonable hazard to persons or property, such conditions shall be**
35 **promptly investigated.**

36 **(1) The appropriate administrator shall reply to the concern within**
37 **seven (7) days after notification of the faculty member's concern. The reply shall be in**
38 **writing, if the faculty member's concern was communicated in writing.**

39 **(2) Consistent with Section 21.9, and Section 112.3187, Florida Statutes**
40 **(The "Whistleblower's Act"), no faculty member shall suffer retaliation for making a**
41 **report under this section.**

1 ***[The UA and UFF have agreed that the following section shall be maintained with***
2 ***necessary minimal changes, subject to renegotiation of only this section of the***
3 ***Assignment Article in the reopener in one of the next two years. Markings indicate***
4 ***changes from old CBA.]***

5 **__8 Assigned Development/Use of Instructional Technology.**

6 (a) “Instructional technology material” includes video and audio recordings,
7 motion pictures, film strips, photographic and other similar visual materials, live video and
8 audio transmissions, computer programs, computer assisted instructional course work,
9 programmed instructional materials, three dimensional materials and exhibits, and
10 combinations of the above materials, which are prepared or produced in whole or in part by a
11 faculty member, and which are used to assist or enhance instruction.
12

13 (b) The University Administration and the UFF recognize the increasing
14 development and use of instructional technology, such as videotapes, interactive television,
15 and computer software, to support teaching and learning and to enhance the fundamental
16 relationship between faculty members and students. This technology may be used in the
17 context of distance learning. Furthermore, the University Administration and the UFF also
18 recognize that this technology should be used to the maximum mutual benefit of the
19 University and the faculty.
20

21 (c) The University Administration shall review the considerations stated in (1)
22 through (4) below, which may be raised by faculty development and use of instructional
23 technology/distance learning. It is recognized that these considerations may already apply to
24 other faculty ~~member~~ instructional activities and, therefore, be addressed by existing
25 University policies and procedures **in effect on January 6, 2003**. If the University
26 **Administration** concludes that new or revised policies, **other than those in effect on**
27 **January 6, 2003**, are needed, it shall develop those policies **and provide a copy to the UFF**.
28 If new or revised policies have a direct and substantial impact on terms and conditions of
29 employment of faculty members, the University **Administration** shall negotiate the impact
30 of the new or revised policies prior to implementing them.

31 (1) Recognition that a faculty member’s effort spent in the assigned
32 development of instructional technology/distance learning materials and in providing
33 instruction assigned in this manner may be appreciably greater than that associated with a
34 traditional course;

35 (2) Training and development resources available to faculty members who
36 have been assigned to provide instruction through the use of instructional
37 technology/distance learning;

38 (3) Provisions for clerical, technical, and library support in conjunction
39 with the assigned use of instructional technology/distance learning; and

40 (4) Compensation, including recognition in a faculty member’s assignment
41 or provisions for extra State compensation, for appreciably greater workload associated with
42 the assigned development and use of instructional technology/distance learning.
43

1 (d) The faculty member shall not make use of appreciable University support in
2 the creation or revision of instructional technology materials unless the University
3 Administration approves such use in advance and in writing.

4
5 (e) **No faculty member shall be required to teach a course in a distance-**
6 **learning format, unless the faculty member was hired with the explicit understanding**
7 **that distance-learning would be an important part of the faculty member's duties.**

8
9 (e f) Property Rights and Releases.

10 *[The following subsection was previously dealt with in Article 21 of the old CBA]*

11 **(1) Working Papers Rights. Consistent with law, and the provisions of**
12 **the Articles governing Academic Freedom and Responsibility and Inventions and**
13 **Works, faculty shall have the right to control their personal correspondence, (including**
14 **e-mail), notes, raw data, teaching-related materials, and other working papers,**
15 **including working papers related to instructional technology materials.**

16 **(1 2)** Provisions governing releases to be obtained when the **Trustees or the**
17 University Administration has an interest in instructional technology are contained in the
18 Inventions and Works Article. Consistent with such provisions and prior to the use of the
19 instructional technology materials described in Section **__8(a)**, above, releases shall be
20 obtained from persons appearing in, or giving financial or creative support to their
21 development or use, and the faculty member shall certify that such development or use does
22 not infringe upon any existing copyright or other legal right. The faculty member shall be
23 liable to the **Trustees and** University Administration for judgments resulting from such
24 infringements.

25 **(2 3)** The University Administration shall assist the faculty member in
26 obtaining releases regarding instructional technology materials when:

27 a. the University Administration has asserted an interest in such
28 materials; or

29 b. the University Administration has assigned the faculty member
30 to develop such material.

31
32 **__9 Weekend Course Assignments.**

33 (a) **All weekend course assignments are part of a faculty member's regular**
34 **assignment. When weekend course assignments occur, the Department Chair shall ask**
35 **for volunteers from those faculty members qualified to teach the assignment.**

36
37 (b) **If the exact number of faculty volunteers equals the weekend courses**
38 **offered in each discipline, then the selection priority of the weekend course taught shall**
39 **be first by rank (first priority to the highest rank) and then, for faculty members in the**
40 **same rank, by time in that rank (first priority to longest time in rank).**

41
42 (c) **However, if the Department Chair receives more or fewer volunteers to**
43 **teach the weekend courses than courses offered, then the rotation policy shall be the**

1 same as that used for summer assignments, except only those faculty members qualified
2 to teach in those courses offered (i.e. graduate courses must be taught by the graduate
3 faculty) shall be included in the ranking based on weekend courses taught rather than
4 summer courses taught.

5
6 .10 Overload Assignments.

7 (a) An overload assignment ~~involves work performed~~ is defined as any duties
8 (including work activities previously designated as “extra State compensation
9 appointments”) in excess of a faculty member’s customary full-time ~~appointment~~
10 assignment. Overload assignments should be made only as a last resort.

11
12 (e b) No faculty member shall be required to accept an overload ~~appointment~~
13 assignment.

14
15 (b c) Overload assignments shall be offered equitably and as appropriate to qualified
16 faculty members in sufficient time to allow voluntary acceptance or rejection.

17
18 (e d) ~~A faculty member shall receive \$1500 per credit hour for the overload~~
19 ~~appointment.~~ When a faculty member teaches an overload in a semester, a
20 corresponding equitable reduction in teaching assignment shall be made in the
21 following semester or academic year, unless the faculty member agrees to the reduction
22 at another time.

23
24 (d) ~~— Compensation for overload appointment shall be paid from OPS, not~~
25 ~~Salary dollars. OPS payments do not qualify for retirement compensation or credit,~~
26 ~~and no retirement compensation shall be provided for the portions of the faculty~~
27 ~~member’s overload appointment made by OPS payment.~~