

Memorandum

TO: All Faculty
FROM: Diana Bennett, District Academic Senate Governing Council President, SMCCCD
RE: Flex Obligations for 2014-2015
CC: College Presidents, Vice-Presidents, Deans and Flex Coordinators

There are five (5) Flex days in the 2014-2015 academic calendar: Thursday and Friday, August 14 and 15, 2014 and Wednesday, November 26, 2014 as well as, Monday and Tuesday January 20 and 21, 2015. All Flex obligations are on "flexible time"; however, all faculty members are encouraged to attend Opening Day activities on Thursday, August 14th and other special activities that are being designed at each college on Friday, August 15th.

You can meet your full-time faculty Flex time obligation of 25 hours by participating in staff, student, and instructional improvement activities of your choice. These activities may be conducted at any time during the year between June 1, 2014, and May 31, 2015, outside of regularly scheduled workdays/hours. Five hours of professional improvement activities equal one Flex day. Activities will be self-certified, reported on the form below, and submitted to the appropriate Division Dean upon completion. **It is vitally important that the reporting form be completed. Failure to do so can result in the loss of time or wages, e.g., paid or unpaid leave.**

Full Time Submission Due Dates:

- **FALL - December 15th**
- **SPRING - June 15th**

Post-retirement and hourly faculty who are scheduled to teach during the day on scheduled Flex Days may report Flex activities up to the total number of hours normally worked on that day(s) in order to receive compensation. Those Flex activities may be conducted at any time during the year between June 1, 2014, and May 31, 2015, outside of regularly scheduled workdays. Additional hours will not be compensated. In addition to the reporting form, hourly faculty must submit a time sheet to their Division Dean in order to receive pay. **Flex days for post retirement and hourly faculty MUST be reported during the semester in which they were observed but NO later than December 15th for Fall semester and June 15 for Spring Semester**

Below is a guide to the types of activities that can be used to meet the Flex time obligation. Please check with your college Academic Senate President if you are in doubt about an activity that you are interested in. If you have any questions about this obligation or the process, please direct them to your college Academic Senate President or your Division Dean.

Flexible Activity Obligation: Activities which college personnel will be engaged in during flexible staff, student and instructional improvement days may include, but need not be limited to:

1. Course instruction and evaluation
2. Staff development, in-service training and instructional improvement
3. Program and course curriculum or learning resource development and evaluation
4. Student personnel services
5. Learning resource services
6. Related activities, such as student advising, guidance, orientation, matriculation services, and student, faculty and staff diversity

7. Departmental or division meetings, conferences and workshops, and institutional research
8. Other duties as assigned by the district
9. The necessary supporting activities for the above

Title 5, Article 2. Flexible Calendar Operations, Section 55724

Reporting form below:

SMCCD Flex Activity Reporting Form

Name: _____ Division: _____

List of Professional Development Activities

Date of Activity 1: _____ Number of Hours: _____

Description of Activity 1: _____

Date of Activity 2: _____ Number of Hours: _____

Description of Activity 2: _____

Date of Activity 3: _____ Number of Hours: _____

Description of Activity 3: _____

Date of Activity 4: _____ Number of Hours: _____

Description of Activity 4: _____

Date of Activity 5: _____ Number of Hours: _____

Description of Activity 5: _____

Please use additional sheets as necessary.

Faculty Signature: _____ Date: _____

Division Dean Signature: _____ Date: _____

***Please return this form to your Division Office no later than the end of business
Day of December 15th for FALL Semester or June 15th for SPRING semester.***