

**Extra Assignments
Submission Details**

| College/District | Does your district/college allow full-time staff/administrators to also serve as an adjunct for extra compensation? | Does it have to be at night or outside their "regular hours" | Comments |
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| Barstow | No | | |
| Cabrillo | Yes, adjunct rate | no | It does not have to be outside of "regular" hours because regular hours are basically 24/7. The supervisor has to sign approval and the employee needs to be able to get their regular work done. As I said, it is discouraged - it is really only in an emergency. No one is currently doing this, but it has been done in the past. |
| Cerritos | Yes | | Administrators usually teach evenings, weekends or Friday. Only in case of not being able to find an adjunct do I allow for teaching during the day. |
| Chaffey | | | If staff teach, they need a "blended rate" and then fall under a different union for their teaching time. Managers would have to be represented by the faculty union. |
| El Camino | Yes, no compensation | Very few staff are approved and their regular assignment is reduced. | |
| LACCD | Yes, with approval of their supervisor | Usually | |
| Lassen | No | | Currently being challenged |
| Long Beach | | | I am not aware of any policy here at LBCC nor am I aware of any managers who teach. |
| Moreno Valley | Yes | Yes | Instructional administrators may teach provided they meet minimum qualifications for a discipline, are |

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| | | | invited to do so by the department chair, and do so outside of normal business hours. Compensation is at the rate for associate faculty (hourly rate determined by education and experience). |
| Palomar | Case-by-case, non-precedent setting determination | They can be hired for compensation outside their normal work hours. | The VPI may grant release time to staff to teach a class. It must not affect their job performance, and it may not require hiring part-time personnel to "cover" for them. In theory, the same rules apply to administrators, but it simply does not happen except in very, very rare cases. |
| Redwoods | Yes, but no extra compensation | | We agree that an administrator may occasionally teach, but the union has to agree, and this usually only happens when no one else is available to teach the course or it professionally benefits the administrator. |
| Rio Hondo | No | | Per CBA |
| Saddleback | Yes, adjunct rate | Yes | AP 4005(a) |
| Santa Barbara | Yes, adjunct scale | Yes | Managers can teach outside of "normal" hours for their assignment. |
| Santa Monica | Only on super rare occasions, no extra pay | Yes | |
| Santa Rosa | Yes, rarely | Classified have hours reduced and work around class schedule. Administrators must do evening or weekend if every approved. | In rare instances and always with VP approval for one class one semester at a time. Administrators may teach if they take vacation. Classified may teach but must reduce their regular duties proportionately so as to not exceed 40 hours/week and that includes prep, grading, office hours, etc. |
| Santiago Canyon | Yes, adjunct rate | Yes | We allow classified to teach outside their work day as well but they get paid the "blended" rate which is required as part of fair wages requirements. |
| Sequoias | Yes, adjunct rate | | We do allow this at COS but it is infrequent. We have two administrators who teach on a regular basis. One is director of student activities and affairs. She teaches |

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| | | | <p>the leadership class during her lunch and is paid. She teaches a second class that is part of her regular work load and not compensated.</p> <p>The second one is our Physical Therapy director. She teaches one class as part of her regular load and second class that is outside regular work hours and is compensated.</p> |
| Ventura | No | | |
| Yosemite | Yes, no extra pay | | <p>Our district has taken a hard stand that all administrators are salaried employees who perform all duties for their salary. So we could be permitted to teach a class in addition to our normal duties. But for NO EXTRA PAY. Needless to say, not many administrators are interested.</p> <p>The evaluation issue continues to be of concern. Who does it? Another dean or VP?</p> |