



*Part-Time Faculty
Handbook
2023*

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Absences

An instructor unable to meet a class, including a scheduled synchronous online class meeting, must notify the College immediately on the Faculty Absence Phone Line:

- ◆ **Dial (925) 424-1390**
- ◆ Press the number for the appropriate Division mailbox 
 1. Provide the following information:
 2. Name
 3. Classes to be notified (times/room number)
 4. Office hours (if applicable)
 5. A contact phone number
 6. **The reason for absence**
- ◆ For absence due to illness, an “Absence Report” will be generated for signature.
- ◆ For absence due to other reasons, an “Absence Report” and “Request for Leave of  Absence Report” will be generated for signature.

1. **The absence line will be responded to by the Administrative Assistant in each division.**

Information will be posted on the website **ONLY** under “Classes Not Meeting Today.” **Notices will not be posted on classroom doors.** Faculty members who are ill should call before 8:00 am for morning classes, and no later than 4:30 pm for evening classes. Emergencies will still be handled through the absence line after 4:30 pm, but checked depending on staffing.

2. **Emergencies that require assistance after 4:30 pm** will be handled by the switchboard or other evening staff. We are very hopeful that we can receive calls for illness before 4:30 pm so that we can make sure you are accommodated. However, emergencies happen and we will do our best to assist you.

Please consult with the Division Dean regarding any requests for a substitute.

An *Absence Report* will be generated and sent electronically for your signature. Be certain to sign and return the report no later than 5 days after receipt to avoid delaying the payment generated by this report.

Academic Freedom

See Article 23 of [FA-District Contract](#)

Bookstore

The Bookstore is located in Building 1300. The store carries LPC texts and supplemental materials, snack food, paper, pens, pencils, and miscellaneous supplies. Information about the Bookstore can be obtained by contacting the bookstore manager at (925) 424-1812, by sending email to laspositas@bkstr.com, or by referring to the TEXTS section of this handbook.

For Hours of Operation, please refer to the college's bookstore web site <https://www.bkstr.com/laspositasstore>.

Students are required to provide their own textbooks, generally purchased at the Bookstore. Instructors are not to sell books or other materials to students, unless authorized by an administrator to do so. The Bookstore page also has information about a book rental program. <https://www.bkstr.com/laspositasstore/help-faq/textbook-rental>

The LPC Bookstore is open extended hours the first week of classes. The Bookstore will be open the first Saturday of the semester for limited hours. Please call (925) 424-1812 for a recorded message with updated hours.

Each semester a limited number of emergency book loans are available for students. Please contact the Vice President of Student Services for further information on this program. Additionally, for some textbooks, the library offers scanning of a chapter at a time of textbook content. <http://laspositascollegelibrary.blogspot.com/2020/09/course-reserve-textbooks-request.html>

*** See TEXTBOOKS for more information including information on Zero Cost Textbooks**

Building Access

See Article 9H of [FA-District Contract](#).

Faculty may access appropriate District facilities during regular operational hours. Access during other hours requires prior notification to the college President's designee, usually your Dean, who will notify Security in advance. Faculty must contact Security upon arrival. Faculty violating these prohibitions shall be subject to disciplinary action. Access to the facilities is prohibited from 11:00 PM – 6:00 AM without prior authorization.

During periods of institutional closure(s), there will be no access to district facilities, except for authorized faculty or, if applicable, the general public at pre-approved scheduled events in specific facilities. Unauthorized appropriation of district facilities, equipment, supplies or materials is

prohibited (i.e., authorization of manager responsible for the facilities, equipment, supplies or materials is required).

Class Sizes

Minimum Class Size

The class size for credit classes shall normally be no less than twenty (20) enrollees, with the understanding that the District is authorized to maintain a limited number of classes of fewer than twenty (20) enrollees specified under Article 10 of the current contract. Furthermore, it is understood that all Distance Education courses shall not exceed the negotiated standards for a comparable face-to-face course (Article 10E). When a class fails to develop sufficient enrollment, it may be cancelled. Such cancellations release the District from obligations to the instructors, except to reimburse for hours devoted to initial meetings of those classes. See FA Contract 18H.1

Large Lecture Classes

In accordance with the division discipline plan, faculty may elect to schedule a large enrollment lecture section. All large lecture classes must be pre-approved and scheduled with mutual agreement with the faculty, the appropriate Dean, and the Vice President of Academic Services. In the event that more unit members wish to teach large sections than there are suitable rooms available, a rotational schedule shall be used. Compensation will be contractual on the basis of Article 10E.3 of the Contract.

Class Rosters

All students who attend your class need to be on the class roster. There are a limited number of pre-approved courses available for audit through the Lifelong Learning Academy. There are a number of different class rosters found in Class-Web/MyPortal. All rosters need to be submitted by their due dates to confirm which students are still in the class, even if the roster does not show any changes. It is important to know the difference between roster types and how they function:

Opening Day Roster: Available online 3 days prior to the start of your class and closes 10 days after the start of class. When you open this roster, it closes registration for the section. Do not open until registration has closed. Use this roster to add students from the waitlist and drop students that do not show for the initial course meeting.

The first meeting of online or hybrid Distance Education courses is the first day of the class as specified in the class schedule listing. For these courses, instructors may drop students who do not log into their Canvas course and/or complete indicated activities by the third day of classes.

Census Roster: Available online 3 days prior to the census date and closes 7 days after the census date. Use this roster to verify that all students attending class are on the roster and drop students that are no longer participating. This roster that establishes our funding from the State. It is critical to meet the deadline for submitting this roster.

W (Withdraw) Roster: Available online 3 days prior to the last date to drop and closes 7 days after the last date to drop). Use this roster to remove students that have stopped participating post census date. Distance Education instructors may drop students if they have not submitted work and/or accessed the class for two consecutive weeks.

Final Grade Roster. This is used to submit final grades. Incomplete “I” grades need to be filed separately as a contract with the student to complete the work; see the Attendance and Grade Reporting Manual for additional information

<http://www.laspositascollege.edu/facultystaff/assets/docs/FacultyManual2020-2021.pdf>

Class Types

Regular census classes form the majority of Las Positas offerings, but other formats exist. Course(s) will fall into one of the following categories:

Full Term Credit Classes

These classes meet for the full semester - approximately seventeen and one-half weeks. These classes feature a single census week, in which you complete a Census Report attesting to the students officially enrolled in your class (so that we can receive our state apportionment). Specific census accounting procedures may be found in the Office of Admissions and Records **Attendance and Grade Reporting Handbook** <http://www.laspositascollege.edu/facultystaff/assets/docs/FacultyManual2020-2021.pdf>

Short Term Credit Classes

Short term classes typically meet less than a full semester. **Fast Track** classes normally meet for 8-9 weeks. **Late Start** classes are also shorter than the regular term since they do not typically start meeting until two weeks after the start of full term classes.

Depending upon the accounting method for the course, the instructor will need to complete either a Census Report or a Positive Attendance sheet for completion.

If your class is a Positive Attendance course, it is important to keep a record of the attendance at each class meeting as the college will receive apportionment based on the actual hours students spend in class. Specific **attendance** procedures may be found in the Office of Admissions and Records Attendance and Grade Reporting Handbook.

<http://www.laspositascollege.edu/facultystaff/assets/docs/FacultyManual2020-2021.pdf>

Non-Credit Classes & Community Education Classes

Las Positas College is increasingly offering noncredit classes. Students may register for noncredit classes online only after successfully submitting an admission application to Las Positas College. Once

admitted, students may register for noncredit classes online through Class-Web/MyPortal, the student online portal.

Students will find noncredit classes listed by area of noncredit in Las Positas Searchable Class Schedule. Noncredit courses are numbered between 200-299.

Community Education classes are allowed by the State of California for essentially any subject matter for which students pay a fee. These classes are totally supported by student user fees and are usually popular with the community at large. Students receive neither grades nor units of credit. These courses are not in the regular course schedule but can be found at <https://laspositas.augusoft.net/index.cfm>

Classroom Changes

If we need to contact you or your student(s), and especially in the event of an emergency, it is imperative we are always informed of your current location. Thus, you must receive approval from your Division Dean if you want to change classrooms, whether for one class meeting or permanently. If you take your students to the LPC Library or other locations on campus other than your regularly scheduled room, please complete a *Field Trip Request* form in advance. See form at this link:

<http://www.laspositascollege.edu/gv/assets/docs/LPC-FieldTripRequestForm.pdf>

Complete & save form and email (on campus field trips only) the completed form to the Division Dean so that your division office is made aware of your whereabouts during that time/date. If you are requesting a change of classroom for the semester, work with your division administrator to find an appropriate room and send the request to your Division Dean.

Classroom Visits and Visitors

Your classroom may be visited by college staff for a variety of reasons, including evaluation. College administrators and designated members of the full-time or part-time faculty hold responsibility for visiting classes and evaluating instructor performance. New instructors are visited during the first semester they teach and at least every third year thereafter as described in Article 18I of the faculty contract. Evaluation visits will include a survey of the students conducted by the evaluator. If a part-time faculty member has a break in service of two academic years as described in Article 18B.1(b), s/he will be evaluated again during their first semester of re-employment. Visitors to the classroom other than those mentioned above must have a permit issued from the Vice President of Student Services or appropriate designee. This includes children of students.

College and District Publications

Class Schedule

The Class Schedule is published by the College each semester. Please spend some time looking it over. It will help in planning your course syllabus and can help you answer many student questions. The most updated schedule is also available on the college website. The schedule on the website will reflect most recent changes such as classroom moves, course additions, or course cancellations.

College Catalog

The College Catalog is published every year. It contains detailed descriptions of College policies and procedures as well as important deadlines and calendar details. In addition, all official courses that may be offered by individual disciplines - as well as possible pedagogical options - are described. The catalog is available on the college website.

Other Publications

The *Express* is the Las Positas student newspaper. It is an informative, attractive product of the newspaper class in Journalism and Media Studies (JAMS) that is published monthly in print and available frequently online at LPCEXpressNews.com.

Naked is a journalism magazine produced by students in JAMS. *Havik*, the college's journal of arts and literature, is a collection of poetry, prose, artwork, photography, and academic work, produced jointly by English and JAMS each year.

All three publications have been recognized for excellence by student media organizations. *The Express* and *Naked* are distributed on campus; *Havik* is available for purchase in the JAMS office and at the college bookstore.

College History

Las Positas College began as an evening extension program of Chabot College in 1963. By 1972, the College was offering evening classes at most of the Valley's high schools. In 1975, Chabot opened its Valley Campus on its current 147-acre Livermore site and was able to offer day classes for the first time. The six hundred original students have since grown to more than eight thousand, and the original four buildings have expanded to approximately thirty, with more buildings in the planning and construction process.

In 1988, the *Valley Campus of Chabot College* ceased to be. *Las Positas College* - Spanish for little springs (the name of the original Spanish land) - thus became California's 107th Community College. In January 1990, the separation process was completed as the College became fully and separately accredited. The College's colors are red and black, and the mascot is the Hawk.

Communications

Las Positas College communicates with faculty and staff through a variety of mediums, including voicemail, email, campus mail, and in some instances, home mail. Campus email will be used for some important time sensitive documents so it's important to check your campus mail account regularly. The college does not communicate to faculty through the email system in Canvas. It is the faculty's responsibility to ensure that:

- they have been signed up for campus e-mail, and that it is checked frequently;
- if using campus voicemail, voicemail box should be checked frequently;
- campus mailbox should be checked frequently to keep current on all written communications;

- home contact information is current to ensure accurate delivery of materials mailed from LPC or Human Resources.

Computer Center

The Computer Center is presently located in Building 800, Room 803. It is an Open Lab for students to work on class assignments and to receive assistance with Canvas, Class-Web/MyPortal, Zonemail, ConferZoom, and other technology and software issues.

Computers are available on a “first come, first served” basis to all currently registered Las Positas students. Computer Center staff are there to help students use the technology in the lab and Canvas online. Computers, including Macs, are available to students. Students working virtually can also obtain assistance from instructional assistants in the lab during hours the lab is open. For a complete list of what is available and to obtain hours of operation please visit

<http://www.laspositacollege.edu/computercenter/>

Copy Services

The College provides mechanisms for production of materials/handouts. Account(s) will need to be established in order to utilize these resources. To request the necessary account access, complete the form at <http://districtazure.clpccd.org/tech/forms.php> and submit to your department. Once established, access information will be provided to you in your campus mailbox.

Copy Center

The Reprographic Center is located centrally on campus in Building 1700, room 1717. Please use their services if you need *more than 20* one-page copies. Copy jobs can be submitted electronically using Ricoh-Trac at <https://laspositas.ricohtrac.com/> (Please convert your document(s) into a PDF format before sending to preserve the desired formatting.) See

<http://www.laspositacollege.edu/copyservices/jobs.php> for more information on this service.

For more information on the College’s Copy Center services please visit

www.laspositacollege.edu/copyservices/index.php The Copy Center can also be contacted directly by calling at (925) 424-1850 (ext. 1850 from on-campus) or by email copycenter@laspositacollege.edu.

Convenience Copiers

Convenience Copiers have been installed in various faculty areas to assist with urgent reprographic needs. A unique access code is required to use the machines. Login and logout instructions and information on how to use the copiers are posted and available at:

<http://www.laspositacollege.edu/copyservices/copiers.php>

The College has made the conscious decision to conserve resources by down-sizing the fleet of printers and directing printing to the convenience copiers, or utilizing the *Scan to PDF file* functionality. Instructions on how to use the convenience copiers to print or scan are posted near the copier and on the website at <http://laspositascollege.edu/copyservices/printing.php> for printing and <http://laspositascollege.edu/copyservices/scanning.php> for scanning to folder on the users home directory (Note: scanning to e-mail is not available due to file size limitations).

If you need assistance with using any of the convenience copier features, please contact the Copy Center staff at (925) 4241850 (ext. 1850 from on-campus) to arrange a convenient time.

Guidelines for Copyright Material (per [Copyright Law of January 1, 1978](#))

An instructor may make multiple copies for classroom use not to exceed, in any event, more than one copy per student in a course provided that:

- The copying meets the tests of brevity and spontaneity.
- *Each copy includes notice of copyright.*

Emergency Procedures

See Article 9C of FA-District Contract.

The following information applies to both on-campus and off-campus classrooms:

Reporting Emergencies

- 1. Dial 1699 from any campus phone.**
This is the campus emergency telephone number. This extension will connect you with the on-duty Campus Safety officer's 2-way radio/telephone. This is to be used only for emergencies. For non-emergency security issues call 1690.
- 2. Be Calm**
Identify yourself, your current location and telephone number.
- 3. Identify the Emergency**
Identify the location of the incident and describe, as clearly as possible, the nature of the problem (crime, fire, disaster, medical assistance, etc.).
- 4. Remain on the Line**
Campus Safety will dispatch emergency personnel to the scene of the incident. They will then advise you when all the pertinent information has been obtained. Do not hang up - allow Campus Safety to terminate the call.
- 5. Alternate Reporting Methods**

If the 1699 emergency line is not functioning, report by calling switchboard personnel at Ext. 0, or call Security at (925) 525-0765. If college telephones are inoperative or unavailable call the number above from a cell phone.

Emergency Call Boxes:

There are several “code blue” call boxes at various locations on campus. Several are located in/near parking lots. These are tall red metal fixtures with blue lights on top; the word “Emergency” is printed on each side. These call boxes are specifically for emergency situations.

Dial 911 if emergency situation is off campus.

Emergency Preparedness

See Article 9C of FA-District Contract.

Before the first class meeting, determine if the Emergency Procedures are posted in the classroom. If they are not posted, contact Campus Safety at (925) 424-1690. Become personally acquainted with the most expeditious and safe routes for exit should there be a need to evacuate the building.

Information on college policies and procedures for emergencies, including how to sign up for the campus wide real time text notification system are available on the Campus Safety web page <http://www.laspositascollege.edu/safety/emergency.php>

Acquaint the class with emergency procedures. Develop a procedure to ensure students with mobility challenges are assisted during evacuation. Know where campus safety may be located in case a safety officer is needed.

Fire

Direct the class in safely evacuating the building. Move away from the building at least 150 feet to an area of safety. In the event of injuries, provide basic first aid. Re-enter the building only when cleared to do so.

Earthquake

Take cover from falling debris and glass. In the event of suspected structural damage, direct the class in safely evacuating the building. Move away from the building at least 150 feet to an area of safety. In the event of injuries, provide basic first aid. Re-enter only when cleared to do so.

Room Evacuation

In case of a bomb threat or similar event where you and your students are asked to evacuate the classroom, please ensure your students take their backpacks, purses, and other personal belongings

with them. You will only be able to return to your classroom when cleared by an administrator and/or campus safety.

Other Emergencies

Follow procedures that best ensure the safety of class members. Report the emergency by calling 1699 or Ext. **0** on campus. For off-campus emergencies call 911.

Employment

It is our goal to have our classes staffed well in advance of the semester, and to pay you in a timely fashion. Staffing of classes is a two part process: 1) your initial hiring (typically a one-time event), and 2) your assignment to a particular course section(s). Your on-time pay is contingent on these two events, along with timely submission of your time sheets (service reports) if required.

Any questions or problems regarding one's employment status, working conditions, or assignment should be discussed first with the Dean. If a satisfactory solution is not achieved, other administrative channels should be explored including working with your Faculty Association representative. Every effort will be made to work out problems in a mutually satisfactory manner. You may also contact the Administrative Services Tech at (925) 424-1632 for assistance with payroll and some personnel issues.

The next sections include specific information and guidelines for the following areas:

- Hiring
- Assignment of Classes
- Payroll
- Employment Conditions and Other Information

Hiring

Once you have successfully completed the interview process, and are recommended to be hired as a part-time faculty member, there are a number of forms and documents which will be processed by the college and our Human Resources Office. We attempt to fill all part-time teaching positions at least four to six weeks prior to the start of each semester. However, if you were hired near the beginning of the semester in which you will teach, some paperwork may still be in process.

Hiring information for part-time faculty is available on the District HR website. The part-time faculty hiring information can be found at link below:

<http://www.clpccd.org/HR> The part time faculty hiring packet is located at
<http://districtazure.clpccd.org/hr/hiringpkt-ptfaculty.php>

Term of Temporary Appointment

Employment by the Chabot-Las Positas Community College District requires action by the Board of Trustees. The authority to employ instructors as temporary, part-time certificated employees rests with the Board of Trustees. The Board authorizes the Chancellor to employ instructors during an

academic year. The specific assignment within the Board authorization is for specific semesters within the school year and for classes, which are assigned by the responsible administrator.

Assignment of Classes

Class Assignment Paperwork - Once the hiring process is complete, you will be assigned to a course or courses. The formal verification of your assignment is accomplished via the *Faculty Load and Compensation module* (FLAC) in Class-Web/MyPortal. You will be notified by campus email when there is a form that needs completion. Each instructor is responsible for verifying details of the assignment(s) by reviewing, and then acknowledging the assigned courses. This also initiates pay for your course.

Areas for review include:

- Course Title/Section(s)
- Days and Hours
- Room(s)/Location

Please keep close watch on your email for a message from DoNotReply@clpccd.org with instructions. Once you receive notification that your assignment is uploaded, you may view your assignments on Class-Web/MyPortal:

1. Log into Class-Web/MyPortal
2. Click on '**Employee Information**' tab
3. Click on link '**Faculty Load and Compensation**'
4. Click on link '**Compensation and Acknowledgement**'
5. Select the TERM from drop-down list, then click the '**Go**' button

To accept (acknowledge) your assignment:

1. Choose the **checkbox** next to Faculty Acknowledgement for the assignment
2. Click the '**Acknowledge Selected Positions**' button to save.

Please contact your Dean if you have questions regarding your assignment(s).

How Classes are Assigned (Employment Rights)

See Article 18B of FA-District Contract.

Part-Time Teaching Interest

If you are interested in further part-time assignments, you will need to complete the *Part-Time Faculty Preference Form*, which is mailed to college email addresses of all continuing part-time faculty. These forms are the primary source for determining staff availability each term. It is important that you complete and return this annual form on time, by the first Friday after the start of the Spring term.

All assignments will be made in accordance with Article 18C (Offer of Employment) based upon Discipline Seniority Lists by College within each Division. The Assignment Preference Form will identify teaching preferences Summer, Fall and Spring. (Refer to the Faculty Interest Article 18B: F&G)

http://districtazure.clpccd.org/hr/files/docs/faforms/AssignmentPreferenceFormPTFaculty_2022.pdf

Returning the form does not guarantee classes will be assigned to you.

Payroll

Instructors with hourly assignments are paid either: (1) through the automated payroll system or, (2) through Service Reports (time sheets). Service reports are also used for payment of non- instructional activities, described below. Depending on activities, many part-time faculty will be paid through both systems, and may use more than one type of Service Report. It is the responsibility of the employee to use the correct forms and submit Service Reports on time.

Service Reports (Time Sheets)

See Article 21F.4 of the FA-District Contract.

The following part-time faculty will need to submit Service Reports:

- Counselors and librarians
- Part-time Faculty with assignments that are team-taught
- Part-time faculty performing authorized paid non-instructional activities

Generally, all other instructor teaching activities will be paid through the automated system once your assignment has been reviewed and acknowledged in the Banner FLAC (Faculty Load & Compensation) system. Office hours do not require a time sheet. Your Temporary Teaching Assignment Memorandum should indicate the appropriate payment option for your course(s), and whether Service Reports are required for one or more of your courses.

Pay Timetable

See Article 21F.4 of FA-District Contract.

Part-time Faculty are paid by the course in equal payments. Your first payment will be August 31 for Fall or January 31 for Spring for a total of five (5) equal payments. If the class is a “Late Start” or “Early End” course, you will get equal payments beginning the month you first taught through the month you last teach. Note that the pay is not prorated based on the actual percentage of work in a given month but instead is divided equally by the number of months the assignment spans.

Service Reports (Time Sheets)

There are three different types of Service Reports/Time Sheets which faculty might use. All forms are available at <http://districtazure.clpccd.org/business/guide/forms.php>. You complete the fillable pdf form, add a signature, and submit to the correct administrator for approval. To expedite your payment, be certain you are using the correct form as follows:

- Teaching a Class: The Part-time Faculty Personnel Service Report time sheet is rarely used, but if one is required: use a separate form for each teaching assignment. Be sure to indicate "lecture" or "lab" hours. Your Assignment Sheet indicates how many hours to claim, or contact your Division Dean for clarification.
- Counseling or Library Assignments: Part-time Counselor/Librarian/Special Assignment Service Report . Note: Part-time Counselors and Full Time Counselors working extra hours all use Part-time Counselor/Librarian/ forms.
- Office Hours or other Non-Instruction: Academic Non-Instruction Time Sheet

If you are required to submit timesheets to your Division Dean, do so by the deadline given by your division (normally around 10th of month). Please adhere to division deadlines so that Payroll (at the District Office) receives your time sheet in a timely manner and has time to process.

NOTE: All payroll deadlines are close to the 10th of the month, except in months with holidays such as November (Thanksgiving), December (Christmas), and February (Presidents Days). These deadlines are usually subject to change to a much earlier date in order for Payroll to have time to process.

Employment Conditions and Other Information

For further references on District Governing Policies, refer to the CLPCCD Board of Trustees Manual, available at the Office of Academic Services.

Tuberculosis (TB) Test

See Article 9E of FA-District Contract.

All faculty are required to have current Tuberculosis (TB) test results on file with the District Office, per the current faculty contract:

As required by California State law, all unit members must have a Tuberculosis (TB) risk assessment and/or examination every four (4) Calendar Years. This test can be waived if a qualified health care provider certifies that the unit member is at risk for excessive x-ray radiation, will test positive to the Tuberculin Purified Protein Derivative (PPD) skin test, and is clinically negative for tuberculosis. The unit member shall not be responsible for the cost of the Tuberculosis (TB) risk assessment and/or examination upon hiring. All subsequent risk assessments and/or examinations will be reimbursed by the District.

Unit members can receive the Tuberculosis (TB) risk assessment and/or examination without charge at either College's Student Health Center. Unit members who do not have current Tuberculosis (TB) risk assessment and/or examination results on file with the District will be placed on an Unpaid Leave of Absence until the Tuberculosis (TB) risk assessment and/or examination results have been received and acknowledged by the District Office of Human Resources. Unit members will be given written notice on or about forty-five (45) days before they are required to submit their Tuberculosis (TB) risk assessment and/or examination. The notices will inform the unit member that if they do not have a current Tuberculosis (TB) risk assessment and/or examination result on file with the District they will be placed on an Unpaid Leave of Absence until the Tuberculosis (TB) risk assessment and/or examination results have been received and acknowledged by the District Office of Human Resources.

In the event that a unit member's primary care physician recommends the unit member to receive the QuantiFERON TB blood test, the District will reimburse the unit member for any cost incurred that is not covered by the unit member's health insurance.

Leaves

See FA-District contract references below

Sick Leave (Article 11A.6)

Sick Leave Donation (Article 11A.3)

Personal Necessity Leave (Article 11B.2)

Bereavement Leave (Article 11C)

Pregnancy Disability Leave (Article 11E)

Parental Leave (Article 11F)

Judicial Leave (Article 11G)

Military Leave (Article 11H)

Personnel and Employment Records

In addition to submission of a complete and accurate employment application, instructors are required to complete a live scan fingerprint process payable by the new employee. Forms and site locations are available online in the District's Human Resource services website, under forms, and part-time faculty hiring packet. <http://districtazure.clpccd.org/hr/hiring-packets.php>

If instruction will be provided under Conditions of Equivalency, supporting documents will be required. <http://districtazure.clpccd.org/hr/files/docs/faforms/ApplicationforEquivalency.pdf>

Retirement System

See Article 18K of FA-District Contract.

Federal Law has required since 1992 that all public agency employees be covered by a retirement system, or, if none is provided they shall be covered by Social Security. The Chabot-Las Positas

Community College District has established a mandatory Alternate Retirement System, and offers a choice of two alternate retirement plans for part time instructors, counselors and librarians. The two Alternate Retirement System plans offered are the Public Agency Retirement System (PARS) and the State Teachers' Retirement System Cash Balance (CB) Plan.

Part time academic employees can also enroll in the STRS Defined Benefit Plan (the regular STRS plan for full time employees) at any time. Information on your options is available at <https://www.calstrs.com/part-time-educator>.

Identification Cards

Each faculty member should obtain an identification card from the Admissions and Records Office (A&R) in Building 1600, Room 1670. Each year, an updated sticker is needed, also from A&R, to show your ID is valid.

Your ID card is used to obtain services on campus, such as the library, but also may allow you to receive discounts from some local businesses.

Employment Compliance Notice

Las Positas College is an equal opportunity/affirmative action institution in its policies, procedures, and practices relating to access, admission, and employment in its programs, services and activities.

In compliance with Title VI of the Civil Right Act of 1964, Title IX of the Education Amendments of 1972 (45CFR 86), Sections 503 and 504 of the Rehabilitation Act of 1973, The Age Discrimination in Employment Act of 1974, and its own statements of philosophy and objectives, the Chabot-Las Positas Community College District does not discriminate on the basis of race, color, national origin, religion, sex, age, or handicap.

Sexual harassment of employees or students will not be condoned. In general, deliberate verbal comments, gestures, or physical contact of a sexual nature that are unsolicited and unwelcome will be considered harassment (Title VII of the Civil Rights Act of 1964). Inquiries regarding the District's equal opportunity/affirmative action policies and procedures may be directed to the Dean of Enrollment Services, Building 1600 at Las Positas College, or telephone (925) 424-1542 (for student matters); the Director of Employee and Labor Relations at 7600 Dublin Blvd., 3rd Floor, Dublin, CA 94568, or telephone (925) 485-5513 (employment matters).

Collective Bargaining Unit

Members of the Collective Bargaining Unit who wish to read the contract can find a copy on reserve in the library, and may inquire at the circulation desk. The contract is also available on the Human Resources website at <http://www.clpccd.org/hr> and at the web site of the Faculty Association, <https://clpcfca.com/>

Rate of Pay

Salary placement is based on the Schedule of Part-time Service Rate, from the Collective Bargaining Agreement, Article 21. Current Faculty Salary Schedules are available from this page on the district web site.

http://districtazure.clpccd.org/hr/files/docs/salary/FacultySalarySchedule070122_approved10.2022.pdf

21H.1 Step credit shall be given on the following basis:

1. Entering part-time faculty may be placed as high as step four (4) on the Schedule of Part-Time Service Rates.
2. Full-time teaching, counseling, library or special assignment experience in an accredited school or college shall be credited at the rate of one (1) step for each complete year of experience.
3. Part-time teaching, counseling, library or special assignment experience in an accredited school or college, including summer work and temporary leave replacement employment shall be aggregated into full-time equivalent years.
4. Credit for full-time work experience in an occupation directly related to the assignment shall be allowed at the rate of one (1) step for every two (2) complete years of experience. The applicant bears the burden of proving a nexus between his/her work experience and proposed assignment.
5. Work experience other than that listed above, including experience as a teaching or laboratory assistant, shall not be considered.

21H.2 Break in Service

If a previously hired part-time unit member returns after a ten (10) year break in service, the initial step placement will be given in accordance with Section 21 of the Faculty CBA.

21H.3 Verification of Experience

In order to verify step placement, it is the responsibility of the unit member to request submission of verification letters to the District Human Resources office.

1. Letter for this purpose must be on official letterhead of the verifying institution, and be received within forty-five (45) days after Board approval of hire.
2. Each letter must clearly state the term of the teaching employment or work experience. In addition, if this prior teaching experience was not full time, the verification letters must evidence details as to the equivalent units taught for each semester or quarter.
3. Step placement shall not occur until verifying documentation is received. If documentation received more than forty-five (45) days after Board approval of hire results in a change of initial placement, and the unit member is retained to work subsequent semesters, the resulting change shall be effected beginning with the unit member's next semester and/or summer or inter-session assignment. Notwithstanding, errors in placement due to factors other than the unit member's failure to provide necessary documentation, shall not be subject to this timeline governing retroactivity.

4. A newly hired part-time unit member who believes he or she has been improperly placed may appeal that placement via the Faculty Association.
5. If services terminate for any reason, the amount to be paid will be based upon the actual number of hours served.

Energy Conservation

The Chabot-Las Positas Community College District has pledged itself to energy conservation. Accordingly, we encourage everyone to carry out conservation measures to the best of their ability. This includes turning lights off when leaving a room and keeping windows closed. You will note that some areas/buildings have motion detection lighting. We also participate in the “Spare the Air” program. Please carpool whenever possible, but especially during smog alert days. Las Positas IDs can be used for bus travel within the Livermore Alameda Transit Authority Service area.

<https://www.laspositascollege.edu/students/wheels.php>

To check on the status of the room temperature in the classrooms, please check the thermostat, which in some cases may be adjusted using the up or down arrow. If you have an energy-related problem, please report it promptly to switchboard personnel at (925) 424-1000 who will contact M &O.

Equity

Las Positas puts equity at the center of our teaching and learning. Faculty members working for the College are expected to work urgently toward the College’s equity goals. Equity-mindedness starts by being aware of the data that informs our goals and Equity Plan. Information on our program and other resources can be found at <http://www.laspositascollege.edu/equityprogram/index.php> You can find a summary of our student equity data here:

<http://www.laspositascollege.edu/research/studentequity.php>

Closing achievement gaps is directly related to how students experience the classroom environment. Your classroom climate, assignments, content, and policies may foster equity or contribute to gaps. Faculty are encouraged to attend Flex Day sessions that explore concrete ways to foster equity mindedness and equitable outcomes for students. Additionally, the Director of Student Equity and Success holds Technical Assistance Office hours and will work one-on-one or in small groups with faculty. <https://www.laspositascollege.edu/equityprogram/equity.php>

Evaluation

See Article 18I of FA-District Contract.

Part-time faculty shall be evaluated according to the requisite faculty standards in Article 18 of the CLPCFA Agreement in the first semester of employment during the regular academic year. This evaluation shall be peer driven with coordination and appropriate involvement of the Division Dean.

Thereafter, evaluation shall be done at least once every three years of employment. Evaluations reflect “Satisfactory,” “Needs Improvement,” or “Unsatisfactory.” “Satisfactory” guarantees placement on the Seniority List. In addition, all other criteria in Article 18B (Employment Rights) must be met. “Unsatisfactory” means that the Part-Time faculty member has been notified that his/her performance is unsatisfactory for continued employment and a second evaluation by a different evaluator will be required during the same semester/term. “Unsatisfactory” status, as corroborated by a different evaluator, shall result with a unit member’s removal from the Seniority List. “Needs Improvement” status does not constitute cause for the immediate removal of the faculty member from the Seniority List; the intent of a “Needs Improvement” recommendation is that the member be given an opportunity to improve resulting in a “Satisfactory” follow-up evaluation in the same semester or following semester. Division Deans and Faculty mentors are available for assistance. If a “Needs Improvement” is the result of a second faculty observation, this shall result in the unit member’s remove from the Seniority List.

Questions about your rights in the Evaluation Process can be directed to the FA Grievance Officer for clarification.

Faculty Contract

The current Faculty Contract is available in the library, division offices, and on the Human Resources website at <http://www.clpccd.org/HR>

While many parts of the contract are relevant for part-time faculty, Article 18 specifically addresses Part-Time Unit Members.

Information on the Faculty Union and your representatives can be found on the Faculty Association web site at <https://clpcfafa.com/>

Faculty Resource Centers

Teaching and Learning Center

The Teaching and Learning Center is located in Room 2410 (inside the Multi-Disciplinary Building) and is open to all faculty and staff. It contains both PC and Mac computers, a scanner, a printer, and a studio to record digital video and audio. The Teaching and Learning Center is equipped with the latest hardware and software to help you integrate technology into your teaching. From enhancing your course with web resources to designing a completely online course, the Teaching and Learning Center has the resources and staff to help you. The Teaching and Learning Center staff also hosts workshops on a variety of instructional technology topics. For more information on the Teaching and Learning Center, be sure to check out its web site at <http://laspositascollege.edu/staffdevelopment/tlc.php>

Faculty Workroom

There are several faculty workrooms on campus with convenience copiers and Scantron test scoring machines. Because of ongoing construction, the location may change. Ask your dean or their assistant where these are located.

Faculty Resources on LPC Website

Las Positas College maintain a faculty Resource Page that serves as a repository for many of the topics covered in the handbook. Use the search box on the home page to find Faculty and Staff Resources or go directly to this link: <http://www.laspositascollege.edu/facultystaff/index.php>

Part-Time Faculty Office Spaces

There are a couple of office spaces that can be used by part-time faculty to meet with students
Room 2411 (open area) has 2 phones and 8 PC computers.

Room 2401 (Tutorial Center) has couches, tables, and a few private rooms that can be used to meet with students. There are no computers or phones for general faculty use in this area but it is Wi-Fi enabled (accessible). In Fall of 2023, the Tutorial center will move to the new 2100 building.

The Library has Wi-Fi access, PC computers, open seating, and a few private rooms that can be used to meet with students. Additional computers are available in Room 803 (Building 800). In Fall of 2023, the Computer Center will be located in the new 2100 building.

Field Trips

(For complete description of policy and instructor responsibilities, refer to CLPCCD Board Policy and the Administrative Rules and Procedures in support of Board Policy. Consult with Division Dean and staff, as appropriate.)

A field trip is defined as any movement of a class outside of its regularly assigned classroom for the purpose of receiving educational experiences not possible in the classroom. The four (4) different "classes" of field trips listed below all need prior approval, some of which are subject to certain restrictions by the College's insurance carrier. Carpool travel may not be arranged by faculty, nor may faculty transport any students in their cars, or provide maps or directions. Faculty arranging field trips are responsible for knowing and applying the district and college procedures regarding student injury, accident, or illness (including hospitalization) while on the field trip.

1. CLASS I - Field trips are ON-CAMPUS activities limited to the College campus. Authorization is granted through the Division Dean or other designated administrator.
2. CLASS II - Field trips are IN-DISTRICT activities off campus, but limited by boundaries of the Chabot Las Positas Community College District (Castro Valley, Hayward, San Leandro, San Lorenzo, Union City, Livermore, Pleasanton, Dublin and Sunol). Requests must be submitted at least TWO WEEKS prior to the date of the trip. Authorization is granted by the President of the College or designee (usually the Vice President of Academic Services).

3. CLASS III - Field trips are IN-STATE, OUT-OF-DISTRICT activities extending outside boundaries of the Chabot-Las Positas Community College District. Requests must be submitted at least ONE MONTH prior to the date of the trip. Authorization is granted by the President of the College or designee.
4. CLASS IV - OUT OF STATE, activities conducted outside the state of California. Requests must be submitted at least SIX WEEKS prior to the date of the trip. Authorization is granted by the Division Dean, Vice President of Academic Services, President of the College, and the Board of Trustees.

In accordance with the Education Code, adult students or parent/guardians of minor students must sign a waiver of claims against the Chabot-Las Positas Community College District and the State of California for injury, accident, illness or death occurring during or by reason of the field trip.

As soon as you plan a field trip, complete the Field Trip Request and submit it to your Division Dean. Forms are now available online at

<http://www.laspositascollege.edu/gv/assets/docs/LPCFieldTripRequestForm.pdf>.

Consult with Division Deans for policies and limitations on field trips and with the M & O (Maintenance and Operations) Dept. for use of a District/College-owned vehicle.

Student Clubs

If you are an advisor of a student club that would like to hold a meeting or activity off campus, you will be required to (1) complete the Field Trip Request form, (2) provide list of all attendees [student and staff], and (3) submit to the Vice President of Student Services. In circumstances where your classroom instruction will be interrupted, approval must also be received by your Division Dean as well.

Final Exams & Grades

See Articles 9B, 9L, and 10C.2 of FA-District Contract.

Finals are required to be held for the specified two (2) hour period during finals week in all classes. The finals schedule is located in the Schedule of Classes. **The final exam date should also be listed on your syllabus (Article 9 of the Faculty CBA).** No changes are permitted in the final schedule nor are examinations to be given in advance of the schedule time unless approved in advance by the Vice-President of Academic Services through the Division Dean.

Specific grading procedures may be found in the Office of Admissions and Records Attendance and Grade Reporting Handbook.

<http://www.laspositascollege.edu/gv/facultyhandbook/assets/docs/Faculty%20Attendance%20and%20Grade%20Reporting%20Manual%202022-2023.pdf> Please note that we use only letter grades or credit/no credit if students select that option for their grade. We do not use "+" or "-" in posting final grades.

Food Service

For your convenience, food service is available in the Student Center Cafeteria (Building 1600, Room 1620) Consult the Cafeteria web page for hours, menus, and information about how to order online. <http://www.laspositascollege.edu/adminservices/cafeteria.php> Hours may vary depending on time of year and various break times. Food service is not available on Saturday or Sunday. The cafeteria can be contacted by calling ext. 1820

Forms

Human Resources and District forms are on the District web site <http://districtazure.clpccd.org/hr/forms-and-procedures.php>. If you have questions about what forms are needed or how to complete them, check with your division staff.

Foundation

The Las Positas College Foundation supports the Mission of the College and advances its vision for the future through active resource development. It was established in April 2003 by a group of community leaders dedicated to ensuring that the students and communities that LPC serves have a premier community college. The Foundation was granted IRS 501c(3) status in December 2003.

Since its founding the Foundation has been well embraced by businesses and individuals in the communities that the College serves, and investments total almost one half million dollars. Much of this is restricted money in the form of grants to support specific goals (e.g., named scholarships). As the organization moves forward, particular attention is being focused on raising unrestricted funding to meet financial commitments that are expected to grow. <https://www.lpcfoundation.org/>

Freedom of Speech

See Article 23 of FA-District Contract which covers this topic in detail.

Guest Speaker

Instructors arrange for their own guest speakers. To do so, one must complete the Guest Speaker form and submit it to the appropriate Division Dean prior to the speaker's visit. Forms may be found in the Division offices. Note that LPC does not pay guest speakers, and instructors are required to remain in the classroom during guest speaker visits. Please inform your guest speaker that a parking pass is needed. Arrange in advance with your Division office to obtain a parking pass or inform the guest speaker that they will have to pay for parking.

Information Technology

Las Positas College uses technology to support learning, instruction and services: to enhance educational opportunities, to personalize student services, and to provide effective administrative processes that enforce the values, vision, mission and goals of the college. Some of the services provided are:

- Computer and Network Support

- Instructional Systems Support (classroom audio and visual)
- Instructional Technology Support: Distance Education (Canvas and other tools), Teaching and Learning Center
- Use and best practices for educational software and workshops
- Telecommunications (voice communications and PhoneMail)

Computer/ Network Support

The college Computer Network Support Department is responsible for providing and maintaining desktop support, server resources and network connectivity for students, faculty and staff on campus. For concerns regarding campus computer services or reporting trouble, please contact the Technology Help Desk at (925) 424-1606. You can also do this via the web at <http://www.laspositascollege.edu/technology/index.php> and then checking the appropriate link. To expedite response time it's best to contact them prior to the course beginning.

E-Mail

See Article 23 of FA-District Contract.

The Chabot-Las Positas Community College District uses Microsoft Exchange/Outlook as its communications software. As a means of communication with staff and students, all staff members, including part-time faculty, are required to maintain an e-mail account. It is optional to have your email account forward messages to another personal account (such as Gmail or Comcast). To apply for an account, go to the IT website at http://districtazure.clpccd.org/tech/files/docs/CLPCCD_TechnologySystemsAccessFormNov2015.pdf Once completed and signed, submit this form to your Division. After your account has been established you will receive information in your LPC mailbox on how to access and use your account.

You may access your e-mail account from an off-site computer by going to LPC's home page www.laspositascollege.edu and using the "Faculty and Staff Resources" tab. Or you can go to <https://mail.clpccd.org/owa/auth/logon.aspx>, enter the domain\user name and pass code as noted. If you need assistance, call (925) 424-1715.

Instructional Systems

Instructional Systems Support maintains an extensive inventory of audio/visual equipment to support your instructional needs. You may visit the website at www.laspositascollege.edu/technology/classrooms.php to view a complete listing of equipment that resides in each classroom. If your classroom does not have the equipment you need, special arrangements can be made with advance notice. To reserve audio/visual equipment, fill out the form at www.laspositascollege.edu/technology/request-equipment.php, or contact the office directly.

The Instructional Systems Office is located in Building 1900, entrance door 1920, LPC Technology Department and may be reached by phone at (925) 424-1660 or by e-mail using the department's equipment request form at <http://www.laspositascollege.edu/technology/services.php>

The Instructional systems support staff are available to assist you with training and use of the audio/visual equipment as well as provide services for creating and duplicating DVD discs, videotapes, audio tapes, and other instructional materials that do not violate copyright laws.

When using college equipment please use the following guidelines:

- Reserve equipment well in advance.
- Learn proper operating techniques.
- Prepare equipment for return (i.e. rewind films, turn off power and remove personal property, secure equipment to cart, etc.).
- Report any problems with equipment to the Instructional Systems Office as soon as possible.

Instructional Technology

The Instructional Technology Department provides technical and pedagogical support to faculty and staff who want to implement technologies for instructional purposes. Working out of the college's Teaching and Learning Center, training and support offered include but are not limited to the following technologies: webpage building, multimedia hardware and software, presentation software, mobile learning, course management systems, student learning outcomes management systems, and accessibility techniques and tools.

The college also employs an accessibility specialist to help you learn how to make your courses fully ADA compliant. <http://www.laspositascollege.edu/onlinelearning/faculty/accessibility/index.php>

1. Teaching and Learning Center

Working mainly out of the college's Teaching and Learning Center, the Instructional Technology staff invites meetings and appointments, in addition to conducting workshops. Workshops will focus on technical and pedagogical skills that allow faculty and staff to integrate technology into their teaching.

Workshop and appointment topics include: web-page building, multimedia hardware and software, presentation software, mobile learning, course management systems, student learning outcomes management systems, personal response systems (clickers), and accessibility techniques.

The Teaching and Learning Center is located in Room 2410 in the Multi-Disciplinary Building and can be contacted by phone at (925) 424-1655 to schedule an appointment. Visit the Instructional Technology web site to access training materials: <http://www.laspositascollege.edu/onlinelearning/faculty/tlc.php>

2. Online Learning

See Article 19 of FA-District Contract.

Las Positas College's Distance Education program consists of a variety of online synchronous, online asynchronous, HyFlex, and hybrid courses to meet the needs of students in the community. LPC, which has been offering courses online since 1999, and Chabot College use the course management system Canvas along with other tools that work with Canvas for online offerings.

Each semester, training is available in learning how to design, develop, and teach instructionally sound courses, and to make your courses fully accessible as required by law. To learn more about the Online Course Development Program, visit

<http://www.laspositascollege.edu/onlinelearning/faculty/canvas/ocdp.php>

For more information about LPC's Distance Education program, consult the Online Learning web site at <http://www.laspositascollege.edu/onlinelearning>.

Voice Mail Accounts

Voice messaging boxes are available for all regular and adjunct employees. For new or returning employees, a CLPCCD Technology Systems Access Request

<https://www.laspositascollege.edu/accreditation/2022/assets/evidence/III.C.1-23%20Technology%20Systems%20Access%20Request%20Form.pdf> should be filled out with Voice

Message Account checked; signed by the employee and submitted to their administrator for approval.

After the voice account has been set up, an instruction guide will be distributed to the employee's campus mailbox. This guide will list the assigned voice mailbox extension** and instructions on how to set up the mailbox with basic use directions. Incoming messages have a limit of 300 seconds per message, and each account has space to hold 35 minutes of messages; so be sure and delete any unnecessary messages so the account doesn't become full. Adjunct faculty who are not assigned a course for the semester will have their voice mail account deleted so students cannot leave messages that will not be responded to. For more information on using Las Positas College voice mail accounts please visit www.laspositascollege.edu/technology/voicemail.php .

(**NOTE: Adjunct faculty voice mail accounts are phantom guests accounts and internal campus extensions only. Do NOT dial prefix 424 in front of these extensions. A caller must dial the college main number (925) 424-1000 and follow the prompts to enter the mailbox extension. These assigned accounts do not include live access to calls. The number does not ring anywhere and the caller only has the option of leaving a message.)

Telecommunications

The phone system on campus is set-up with 4-digit dialing to any other campus phone. So, to contact the Admissions and Records Office, drop the 424 prefix and dial the last four digits 1500. To reach the campus switchboard, just press 0.

In addition, the system allows 4-digit dialing from LPC to Chabot College and the District Offices. Drop the area code and prefix and dial the desired 4-digit extension.

To place a call off-campus, you must first access an outside trunk by dialing "8" then dial the ten digit number, i.e., 1 8-1-xxx-xxx-xxxx. Not all phones have access to dial off-campus for security purposes, so if you are having trouble dialing a number off campus contact the campus switchboard for assistance; to do that dial 0. The switchboard will ask for the number to be dialed and information regarding the party being called so please be prepared. If the call is personal (not college business) we ask that you use a cell phone.

Keys

See Article 9I of FA-District Contract.

Classrooms used will be opened prior to the class period. If a classroom has not been opened, the switchboard personnel should be contacted by phoning (925) 424-1000. Generally, keys will not be issued to individual instructors, and classrooms with special equipment are not opened until an instructor is present. In some cases, card keys may be issued for access to certain locations. If you have a concern, please see your Division Dean. For additional information, see <http://www.laspositacollege.edu/safety/access.php>.

Library

The Library offers a broad range of informational, reference, and instructional services developed to meet the needs of LPC students, faculty, and staff. A collection of books, magazines, journals, online resources, databases, and audio-visual materials are available to support the college curriculum.

LPC identification cards and picture IDs, such as a driver's license, are used as library cards for checking out library materials and W numbers serve as login credentials to access online databases. Faculty may request that library materials be placed on Course Reserve. Additionally, faculty are highly encouraged to add copies of required textbooks to reserves to support students who may not otherwise have access to course readings.

Librarian faculty welcome the opportunity to collaborate with faculty on the research components of their courses including teaching library orientations that are tailored to class assignments. Complete descriptions of services and instructions on how to access resources are available on the Library website. Please refer to the Library website for the most current information.

Hours	Contact
Library hours may vary. Consult the Library web page (shown below) for accurate hours	Reference Desk 925-424-1158 925-424-1150 lpclibrarian@laspositacollege.edu
	Check Out Desk 925-424-1151 lpccircdesk@laspositacollege.edu
	Room Reservations From Library Home Page click Reserve a Group Study Room
	Library Chat From Library Home Page click on the Chat Icon

Reference Services (925-424-1150)

- Reference and information assistance
- Library orientations
- Library skills courses
- On-line catalog for materials at Las Positas and Chabot College Libraries
- On-line databases
- Request new library materials to support instruction

Circulation Services (925-424-1151)

- Materials check-out
- Laptops check-out
- Instructional reserve materials
- Audiovisual materials

Library Home Page: <http://www.laspositascollege.edu/Library/index.php>

**Las Positas College Library – Building 2000**

To get familiar with (and get the most from) the Las Positas College Library, we encourage you to login by using your Class-Web user ID (W-ID) and 6 digit Class-Web password which will enable you to have full access to our collections and services. *In Particular:*

- **My Library Account:** to check your library card account, to see all the items you have checked out and their due dates, to renew items online, to request LPC and Chabot materials. You must sign in to My Library Account to access the above items.
- **Research databases:** a login (W-ID) and 6 digit Class-Web/MyPortal password are used to access research databases remotely .

The collections and services available to Las Positas College students, faculty, and staff are the following:

- **OneSearch:** Search our online catalog to find books/ebooks, articles, DVDs, CDs, streaming videos, and course reserves.
- **Course Reserves:** Contact Diana Navarro-Kleinschmidt (925-424-1153) to put materials (including your course textbooks) on reserve for students each semester. Allow 3 days for processing.

- **Research Databases:** Accessible in the Library, on campus, and from home. You will need to login with your W number and 6 digit Class-Web Password to access the databases remotely. Databases include Academic Search Ultimate, JSTOR, ARTstor, CQ Researcher, Kanopy and Films on Demand streaming videos, Literature Resource Center, New York Times, Science Online. Visit our Library Databases page for a complete list of databases.
<http://libraryguides.laspositascollege.edu/az.php>
- **New York Times:** Free unlimited access to the New York Times is also available to you and your students. <https://libraryguides.laspositascollege.edu/nytpassinfo>
- **E-Resources:** The Library provides access to over 130,000 ebooks, which may be read online or downloaded to a device. You may access these titles through our online catalog (OneSearch) or from our e-Reference Sources page: <http://libraryguides.laspositascollege.edu/az.php?t=12037>
- **Library orientations:** The Library accommodates classes (up to 50 students) for orientations in one of our two library classrooms. You may request an orientation in any of the following ways:
 - Call the Reference Desk (925-424-1150) to talk to a librarian.
 - Fill out a Library Orientation Request online on our **Faculty Services** page at: <http://libraryguides.laspositascollege.edu/faculty> Click on **Library Visit Request**.

The library faculty, in collaboration with faculty, will design a library orientation that is tailored to the course and assignment objectives. Depending on the course objectives, a variety of resources and skills can be drawn on from the research toolkit including: database and web search strategies, brainstorm suitable topics and literature scan, proper documentation and citations, efficient use of OneSearch (online catalog), student success tools like Grammarly, etc.

In scheduling an orientation, it is important that faculty consider a timeline that includes having assigned and explained the research project's goals and requirements to your students in advance of attending the orientation. Students who know and understand their objectives will be engaged and ready to get the most out of the library session. Instructors must be present during library orientations. If you schedule an orientation when you plan to be off campus, you must find a faculty member to bring your class to the Library and remain with the students during the entire class period.

Library Classrooms: The Library has one dedicated classroom reserved for library orientations; 2003 (50 computers). While priority is given to librarian led classes, faculty may request the use of this room and computers as availability allows. Please review our classroom reservation policy at <http://www.laspositascollege.edu/library/faculty.php#anchorclassroom> (click on **Library Visit Request**)

Library Group Study Rooms: Students and faculty may book the group study rooms for up to two hours a day. Faculty and staff may be able to reserve the group study rooms for a longer duration for administrative purposes or events (i.e. interview committees, off-campus guest, etc.) by special arrangement.

- **Ask LPC Library** - For immediate assistance, live chat with a librarian 24/7, 365 days a year. An LPC librarian is on duty during the library's open hours and guest librarians monitor chat all other hours. Check the library website.
- **Research appointment with a Librarian** - Schedule a one-on-one appointment with an LPC librarian to get help with research assignments and projects.
- **Embed Librarian in online course:** Librarian embedded in one or more Canvas courses/sections to serve as consultant to students regarding library, research, and information literacy resources and skills.
- **Library Smartshops:** These are a series of workshops led by experienced library faculty on a variety of topics that are geared toward helping your students be better researchers.
- **Additional:** We have laptops, hotspots, and calculators available to students for check-out.

Mailroom & Information Desk

See Article 9K of FA-District Contract.

Staff copier code (for new & returning faculty) will be available in your mailbox the first day of instruction. Stop by the Information Desk in Building 1600 to pick up a key to your mailbox. Should you have questions regarding this item, please see the Information Desk personnel in Building 1600, or phone (925) 424-1000.

The Information Desk is open M-TH - 8:30 a.m. to 6:00 p.m., and Fri - 8:30 a.m. to 5:00 p.m. Faculty may access their mail in room 1718. Hours are Monday through Friday 6:00 a.m. – 10:00 p.m. On Saturdays and Sundays, the mailroom is available by keycard access or assistance from security.

All mail and messages for individual faculty members will be placed in the boxes provided. Each faculty member is expected to check the box each time they come on campus. The faculty mailboxes may not be used either by District employees or others for any purpose other than college-related business or United States mail. The college should never be made a personal mailing address for non-college related correspondence or personal business.

If you wish to distribute mail to another party, clearly mark the name on an envelope. Place the envelope in the "distribution" tray located at the Information Desk in Building 1600. After hours mail can be slipped through the fenced gate that leads into the main reception area. Mail distribution will take place the next working day.

Medical Benefits

The District provides medical benefits to each qualified part-time faculty member as specified in Article 20A.6 of the Faculty contract. A qualified part-time is one who:

- had an annual load factor of at least .4 or more during the academic year prior to receiving benefits;
- had affirmed via a signed affidavit that they have no other access to medical insurance where all or part of the premium is paid through some other source; and
- had approval of this arrangement by the carriers.

Any questions should be directed to Human Resources Services, at the District Office by calling (925) 485-5236

Mentors

Your Division Dean can link you with a mentor in your area—one who has taught the course before. While our mentor program is not a formal one, thus obliging neither you nor the mentor to any particular activities, most instructors are happy to share their approaches, concerns, and even materials with new instructors. In the event that you are teaching a new course, or are in a new area and we cannot locate a mentor, the Division Dean will fulfill that role.

Certain discipline areas of the College, notably English, and Mathematics, provide more formal training for new instructors.

Office Hours

See Article 18J.4 of FA-District Contract.

Part-time faculty teaching at least 3 CAH equivalent for a given semester, have the option of providing one paid office hour per week at the negotiated rate in Articles 21G-21I. You are required to inform your Division Dean or Administrator of the time and location of the office hour during the first week of each semester or by the end of the first week of classes. The time and location of this office hour must be clearly stated on your course syllabus. You do not need to complete a timesheet for office hours; your division administrator will arrange for payment based on the information in your syllabus. Part-time faculty who sign up to hold office hours are expected to meet these as scheduled for the entire semester (except during finals week) or summer session. For faculty with on campus Office Hours, Office hours must be held on campus in an appropriate location including, but not limited to the Library or the Student Center. See CLPCCD/FA Agreement – Article 18 for additional details.

Space is available for part-time faculty to hold office hours in, Room 2411 in Building 2400, and rooms 4232 and 4236 in the Center for the Arts/Building 4000. Please do not plan to hold office hours in a

classroom until you have checked that it's available and no classes are meeting in that classroom at the time of your planned office hour. Once you have done that, you still need the approval of the dean in order to use a classroom for office hours. Please check with your Division Dean if you have further questions.

Parking

See Article 9K of FA-District Contract.

All staff, including part-time instructors are issued digital parking permits, by applying at this link <https://www.tocite.net/laspositascollege/portal>. No physical pass is issued. Parking is head-in only, and no overnight parking is not allowed. Any questions about parking should be directed to Campus Safety.

Payroll Procedures – please see *Employment*

Posting Procedures

Only posters related to activities, events or classes sponsored by Las Positas or Chabot Colleges will be approved for general display. Other announcements will be considered for approval for posting in the Student Center (Building 1643).

College staff and student clubs are welcome to post flyers on campus bulletin boards. The following procedures will need to be followed:

- Limit poster size to 8 ½ x 11.
- Flyer must note the College's name or initials. Student clubs are requested to have their names noted on flyers as well.
- The College screens for culturally sensitive material. If you do not know what this means, please discuss with your Dean, advisor, the ASLPC advisor, or the Office of Student Services.
- Student Clubs are to have the advisor approve the flyer by placing initials and date reviewed on the back of the flyer.
- Obtain Posting Stamp Approval:

Staff: Bring the original flyer to your administrative dean's support staff.

Student Clubs: Bring the original flyer, after advisor's approval, to the Office of Student Services (Building 1669).

Please be aware:

- There is a required 24-hour processing period. Please plan accordingly.
- All posters will be stamped with the removal date of two weeks recorded.
- If there is no stamp on the flyer, it will be removed and recycled.

Student Clubs: Please do not hang posters on an office window or door without the occupant's permission.

If you would like a flyer distributed to faculty mailboxes, obtain authorization from your Dean or advisor first. Once approval is received, visit the switchboard in Building 1600 Administration Building to find out how many copies are needed and receive a distribution routing form. Once the copies are finished, paperclip the distribution routing form to the top page and place papers in the "internal" mailbox in Building 1600.

Prerequisite Waivers

Many of the courses offered have prerequisites specified in the College Catalog. Instructors are not authorized to set aside the prerequisites that have been established.

Students may petition for the waiver by use of a form, which is available from a Counselor in Building 1616. The instructor's recommendation must be clearly noted on the form, which is then forwarded to the Division Dean for signature. The form is forwarded to the Dean of Students; the student is notified within 2 weeks of submittal.

Privacy Rights of Students

In accordance with State Education Code Sections 76241-76262 and the Federal Family Educational Rights and Privacy Act (FERPA) the following requirements are observed related to the release of student information. In most cases, no information about student enrollment or progress should be released to anyone other than the student.

Release of student information to parties other than the student or an LPC official requires a written release that must be dated and includes:

- Purpose of the release
- Specific information to be released
- Specific parties to whom the information is to be released
- Student's signature

Telephone Requests for information: Information may be released to the student via telephone only if the college official is certain that the party requesting the information is indeed the student. In order to ensure the security, the college official must ask ALL of the following:

- Student's complete name while in attendance
- Student's W #
- Student's date of birth
- Student's date of attendance at the College

In very limited cases, information may be provided to parents of dependent students who are under the age of 18. Please refer all of these requests to the Vice-President of Student Services, or the Dean

of Enrollment Services. For further details, please refer to <http://www.laspositascollege.edu/admissions/privacy.php>

If you have any questions, please contact to the Office of Student Services.

Professional Development

See Article 29B of FA-District Contract.

Mandatory Flex Days. Las Positas conducts mandatory Professional Development during the semester. Check the Academic Calendar for the date so that it is included in your course calendar. All classes meeting before 4 pm are canceled to allow faculty to participate in Flex Day. Part-time faculty attend Flex Day for the same number of hours normally taught before 4 pm. For example, if you teach a class that meets on Tuesdays from 9:30-10:45 a.m., and Flex Day is scheduled for a Tuesday, your Mandatory Flex obligation is 1.5 hours on Flex Day. Sign in at each session to confirm attendance.

Obligation Of Part-Time Faculty. If a Part-time unit member has a class cancelled during a scheduled Mandatory Flex Day, then the Part-time unit member shall be obligated to attend the same portion of the Mandatory Flex Day as the length of the cancelled class. (For example, if the cancelled class was one (1) hour, then the Part-time unit member shall be required to attend one (1) hour of the Mandatory Flex Day activities.) Part-time Faculty unit members who miss required hours of Flex activities shall have a one (1) hour for one (1) hour reduction in their Part-time Faculty Sick Leave. Asynchronous online classes do not incur any Flex obligation. Part time faculty are welcome to attend any Flex Day activities that are of interest to them whether or not they have a Flex obligation. There is no compensation for attending.

Additional Professional Development. The Professional Development Committee can support a parttime instructor's conference and other staff development expenses up to an amount determined annually. This amount, eligibility information, submission deadlines, and all forms needed to obtain funding are available on the Professional Development Website. http://www.laspositascollege.edu/onlinelearning/faculty/professional_development.php A request for funding from the Professional Development Committee requires the completion of the Staff Development Activity Proposal Form and the District Conference Proposal Request Form. These forms must be submitted by the posted deadline before your conference or activity; the Professional Development Committee cannot consider a request made after a conference or activity has occurred. If funding is obtained, to receive reimbursement, complete and submit the Conference Expense Claim Form and your written report of the conference or activity within thirty days of the event.

Professional Responsibilities

See articles 18I.7C and 18T

All new part-time faculty are evaluated their first term. Part of the part-time evaluation process includes an evaluation by the Dean, including information regarding fulfillment of professional responsibilities.

Professional Responsibilities for All Part-time Faculty

(1) Participate in program and subject area improvement tasks such as creating and assessment of Student Learning Outcomes (SLOs), Service Area Outcomes (SAOs), Course Learning Outcomes (CLOs) and Program Learning Outcomes (PLOs), program review, and curriculum development.

Required Professional Responsibility Hours for Part-Time Faculty

Professional responsibilities listed in Article 18I.7c. shall be considered to represent one(1)hour per semester per CAH. For example:

- A Part-time unit member with an assignment of three (3) CAHs will have a professional responsibilities obligation of 3 hours per semester.
- A Part-time unit member with an assignment of six (6) CAHs will have a professional responsibilities obligation of 6 hours per semester.

Many part-time faculty have questions about how professional responsibilities are different from professional development. Please refer to this helpful newsletter Faculty Association Faculty Focus Quick Update (2/10/2017) for further guidance.

<http://lpcazure.laspositascollege.edu/gv/pdc/assets/docs/mandatoryflex/FAStatement.pdf>

Publicizing

All college classes are published in the semester Class Schedule - available on the college web site. Faculty is encouraged to publicize their courses and programs through the development of flyers and brochures. Prior to posting, all publicity must be approved by your Division Dean. *It is important to note that we are not allowed to publicize our course or programs outside of our geographical service area unless we are invited to do so by a sponsoring entity.*

Readers / Graders

Las Positas College does not employ the services of readers or graders. Instructors may choose to pay for their own readers/graders, but this practice is discouraged. Grading papers is an integral part of instruction and a vital way to understand what is being learned by the students.

Record Retention

Each instructor shall maintain and preserve indefinitely a permanent record of grades given each student, with sufficient detail regarding student performance in the course to justify any grade given and be able to respond to challenges and questions in later years.

Registration Procedures

Office Admissions & Records

Specific procedures regarding registration may be found in the Office of Admissions and Records' Attendance and Grade Reporting Handbook.

<http://www.laspositascollege.edu/facultystaff/assets/docs/FacultyManual2020-2021.pdf>

You may also visit the A&R Office in Building 1600, Room 1670. For Hours of Operation please refer to LPC's website

Closed Classes - General Information

For classes that are closed - all seats filled - students may attend the first class meeting. Available seats may be filled by those who are present and wish to add. Add Authorization Numbers should be assigned depending on space availability and in accordance with the student's registration priority number. Please refer to the [Attendance and Grade Reporting Handbook](#) for additional information. There is no provision for auditing classes at the college.

Adding Classes

If a class is closed by the instructor at the beginning of the term, starting from one week before the first day of class, but on a date initiated by the instructor, students will need an add code from the instructor. If a class is full, students may have the option to place themselves on a waitlist. Students will be prompted during registration if the class has waitlist availability. For detailed waitlist information please refer to the college website.

Class Overlap Form

Occasionally a student may have a five- to fifteen-minute overlap for two courses in which they are enrolled. If there is an overlap, the system will not allow a student to register for one of the courses. The student will be allowed to register for both courses after he/she completes an overlap form and gets it signed. The overlap form must show the times when the student will be making up the time missed as a result of the overlap. Faculty should not sign an overlap form unless and until it is *completely filled out*. The Dean must approve the overlap time. If the instructor agrees to sign this card, he/she needs to be aware that a commitment is made to make up the time with the student. For any longer overlap, please ask your Dean for guidance. This form is used for overlaps of 15 minutes or less only. Access the form at: <http://laspositascollege.edu/admissions/assets/docs/ClassOverlapForm.pdf>

Safety, Security, and Intervention Resources

See Article 9C of FA-District Contract.

Campus Safety coverage hours are listed on their web page at <http://www.laspositascollege.edu/safety/> You may contact Safety personnel at (925) 424-1690. For emergencies call-(925) 424-1699 (or 1699 on campus).

The Campus Safety office is in Building 1700, Room 1725. Always notify the administrator on duty of any emergencies, dangerous, or suspicious situations. Please advise your students about safety issues. Use the buddy system or ask for assistance.

The Behavioral Intervention Resource Team (BIRT) is a group of individuals skilled in dealing with disruptive situations and includes representatives from Campus Safety, Student Services, Student Health & Wellness Services, Student Mental Health Services, Disabled Students Programs and Services (DSPS), Faculty, and Academic Counseling. The goal of BIRT is to serve as a resource for prevention and early intervention in college situations involving students experiencing serious distress or engaging in harmful or disruptive behaviors. This team will assist the Vice President of Student Services as requested & assess these situations in the college community and recommend actions in accordance with existing college policies. Visit <http://laspositascollege.edu/birt/index.php> to learn more or to access this resource.

Sexual Harassment

See Article 9C.6 of FA-District Contract.

In accordance with federal and state law, the Chabot-Las Positas Community College District provides an educational and work environment free from all forms of sexual harassment. The District will also maintain an environment in which all students and employees model this behavior, and are treated with dignity and respect.

Sexual harassment is set forth in Education Code Section 212.5 as follows:

“Sexual harassment means unwelcome sexual advances, requests for sexual favors, and other verbal, visual, or physical conduct of a sexual nature, made by someone from or in the work or educational setting, under any of the following circumstances:

- (a) Submission to the conduct is explicitly or implicitly made a term or a condition of an individual's employment, academic status, or progress.
- (b) Submission to, or rejection of, the conduct by the individual is used as the basis of employment or academic decisions affecting the individual.
- (c) The conduct has the purpose or effect of having a negative impact upon the individual's work or academic performance, or of creating an intimidating, hostile, or offensive work or educational environment.
- (d) Submission to, or rejection of, the conduct by the individual is used as the basis for any decision affecting the individual regarding benefits and services, honors, programs, or activities available at or through the education institution.

Such conduct by employees or students is deemed unacceptable behavior, will not be tolerated by the District, and is considered a serious offense. Violation of this policy will constitute cause for disciplinary action. Specific disciplinary action shall be related to the severity of the incident and/or the degree to which repeated incidents have occurred. Such disciplinary actions for employees may include, but are not limited to, verbal warnings, letters of reprimand, suspension without pay and

dismissal. Such disciplinary actions for students may range from counseling to suspension and/or expulsion.

Examples of conduct constituting sexual harassment, as well as the procedures for filing, processing and resolving sexual harassment complaints in accordance with Title 5 of the California Code of Regulations, Section 59320, et seq. are found in Chabot-Las Positas Community College District Administrative Rules and Procedures for this policy. Additionally, each College and the District Office will designate a responsible officer for enforcement of this policy. Each College and the District Office will ensure that there is adequate communication of this policy and the accompanying procedures to all students and employees. For any issues or concerns pertaining to sexual harassment, please contact Human Resources in confidence at (925) 485-5292.

Relevant resources are found here.

<http://districtazure.clpccd.org/policies/files/docs/AP3433.pdf>,

<http://districtazure.clpccd.org/policies/files/docs/AP3430.pdf> and

<http://districtazure.clpccd.org/policies/files/docs/AP3435.pdf>

Smoking & Food Restrictions

In an effort to prevent the serious health risks associated with exposure to smoking and environmental tobacco smoke, faculty, staff, students, and visitors at Las Positas College, who choose to use tobacco products, may do so in designated smoking areas only. Smoking is not permitted in any college- owned vehicle.

Faculty and staff are provided eating and drinking areas that are located in Building 1600 (Staff Lounges Rooms 1620B and 1688), and students in the Student Center (Room 1643). The cafeteria is located in Room 1620 and is open to everyone. *Alcoholic beverages are not allowed on campus at any time.*

Staff Lounge

The Staff Lounge is located in Building 1600, Room 1688. A refrigerator and microwave oven are available for your use. Room reservations for special activities and events are made through the Administrative Services Office (925) 424-1631.

Student Accident Procedures

Immediately report any injury onsite to Campus Safety, even if the student or staff does not request assistance. Campus Safety will complete an incident report; provide necessary emergency services and the injured party with a Student Insurance Claim form. Please have the injured party complete the claim form according to instructions and submit it to Administrative Services in Building 1600 within 72 hours. Should you have any questions, see your Dean.

Student Conduct & Due Process

The College Catalog contains a section on "Student Rights and Responsibilities". The section explains the college's expectations for student behavior, including "Standards of Student Conduct" and our

commitment to “Academic Honesty”. This section of the Catalog, as well as relevant Administrative Procedures on the District web site describe what happens when those expectations are violated.

Fortunately, few instructors ever need to invoke discipline procedures. Most problems with disruptive student will be resolved with a brief and grace-filled discussion and verbal warning. Should this not resolve the problem, you may begin student discipline procedures by engaging the Maxient system.

Faculty should retrieve the appropriate form by visiting <http://www.laspositascollege.edu/maxient/index.php> and completing a referral. Once this form is submitted in the Maxient system, the faculty member will be guided through a process that follows District and College policies. Any questions about this process should go to the office of the Vice President of Student Services.

Las Positas is committed to Academic Integrity. Resources to support academic integrity, for both faculty and students, may be found at <http://www.laspositascollege.edu/academicintegrity/>.

Student Resources

Tutorial Center

The Tutorial Center (Building 2400, Room 2401) is available to assist students in nearly every discipline. The Tutorial Center will move to the second floor of the 2100 building starting Fall 2023. Please note that the hours as listed are subject to revision each semester, and the Center is not open for tutoring in the summer. Please call (925) 424-1471 for more information about the Tutorial Center.

For Hours of Operation please refer to LPC’s website <http://www.laspositascollege.edu>

Assessment Center and Guided Self Placement

The Assessment Center (Building 1600, room 1642) helps ensure a student’s proper placement in a variety of subjects including Chemistry, English, English as a Second Language, French, Mathematics, and Spanish. With the passage of AB 705, restricting the use of high stakes placement tests and ensuring that students have access to college level English, ESL, and mathematics courses, assessment is now done through Guided Self Placement.

Students may utilize the Guided Self-Placement tool for placement into Chemistry, English, English as a Second Language, French, Mathematics, and Spanish or take the Multiple Measures placement option for Chemistry 1A and Math 1. Registration may be blocked until the self-placement or placement is complete. Guided Self Placement may be done online by directing students to the following website: <http://laspositascollege.edu/assessment/selfplacement.php>.

For students in need of assistance, direct them to the Assessment Center. For Hours of Operation may be located at <http://www.laspositascollege.edu>.

CalWORKs

California’s welfare-to-work program, the California Work Opportunity & Responsibility to Kids (CalWORKs) program replaced AFDC in 1996. CalWORKs provides cash-aid and welfare-to-work

programs for welfare recipients. The CalWORKs Program at Las Positas College offers academic, career, and personal counseling for eligible CalWORKs participants. In addition, the LPC CalWORKs Program coordinates with the county Social Service Agencies, provides case management, job development and work study employment, assists with Welfare-to-Work plans, offers special workshops, classes and support groups to aid in student success, and offers transitional child care funding and transportation resources. The goal of LPC's CalWORKs Program is to provide CalWORKs students with educational and career opportunities that will enable them to complete their education goals, find meaningful employment, and successfully transition into the workforce. For more information, contact the CalWORKs Coordinator in Building 1600, Room 1668 or by calling (925) 424-1485

Career and Transfer Center

Career planning services and transfer information may be obtained by calling (925) 424-1423, or by visiting the Career and Transfer Center, Building 1600, Room 1604. Services are also available via remote access. <http://laspositascollege.edu/careercenter/>

Counseling

Academic and personal counseling is available through the Counseling Department remotely and in person at Building 1600, Room 1616. For detailed information, or to schedule an appointment, please call (925) 424-1400. <http://laspositascollege.edu/counseling/>

Disabled Students Programs & Services (DSPS)

DSPS offers academic and personal support for students with physical, communication, learning and psychological disabilities. Accessibility in classes, facilities and in all services is the DSPS ultimate objective. Telephone number for the DSPS counselor is (925) 424-1510. The office is located in Building 1600, Room 1615. <https://www.laspositascollege.edu/dsps/index.php>

Financial Aid

Students in need of financial assistance should telephone (925) 424-1580, apply online at www.fafsa.ed.gov or visit the Financial Aid Office in Room 1650.

For Hours of Operation and other information such as how to use remote services please refer to the financial aid web site at <http://www.laspositascollege.edu/financialaid/>

Free Speech

See Article 23D of FA-District Contract.

Procedures regarding time, place and manner shall govern the exercise of free speech and related activities on the campus. The responsibility for maintaining conduct within the bounds of the law and compliance with the policies of the Board of Trustees shall be assumed by individuals, organizations, and the sponsoring organization's officers and student organizations, advisors and all organizational

members. Restrictions on speech content shall extend no further than to restrain speech that is obscene, libelous, or presents a clear and present danger.

Lost and Found

Campus Safety, Building 1700, holds the campus lost and found articles for one semester.

Safety

Students leaving evening classes are encouraged to use the buddy system when returning to the same parking lot. Faculty is encouraged to provide the necessary class time to facilitate such a system. Instructors should dismiss late evening classes promptly.

For students desirous of additional security, the College provides an escort service to cars via Campus Safety (925)-424-1690. Evening escort service is provided Monday through Thursday from twilight until 10:30 pm.

Student Government

The Las Positas Student Government (LPCSG) can be found at <http://www.laspositascollege.edu/lpcsg/>
Note that campaigning is prohibited within 50 feet of any class in session.

Student Grievance Policy

See Article 16-3 of FA-District Contract.

The current college catalog states the following policy: The Chabot-Las Positas Community College District encourages all students to pursue academic studies and other College-sponsored activities. In pursuit of these goals, the student should be free of unfair or improper action from any member of the academic community. The Chabot-Las Positas Community College District accords every student the right of protection. Students, however, must also be aware that they are responsible for complying with all College regulations and for meeting the appropriate College requirements.

Student Grievance procedures have been developed by Las Positas College to provide every student with a prompt and equitable means of seeking an appropriate remedy for any alleged violation of his/her rights and to insure that each student is fully accorded due process. Both the Student Grievance Procedures and the Student Conduct and Due Process Procedures outline the process for seeking resolution, and develop the procedure for filing and processing complaints, including timelines and decision-making authority. The general provisions and specific procedures related to this policy are available from the Office of the Vice-President of Student Services, the Counseling Office, and the Office of the Associated Students. For further information, please refer to the Student Policies and Procedures Handbook.

Student Health Center

The Student Health Center is located in the Student Center, Building 1700, Room 1710. TB tests for faculty and staff are also administered at the Health Center.

The Student Health & Wellness Center offers mental health services to students. Free of charge. Workshops are open to all students while short-term mental health counseling is available upon request and contingent on the availability of personnel. Students are encouraged to visit each of the webpages noted under this heading to learn more about our mental health services.

- [Behavioral Health Workshops](#)
- [Chill & Chat Workshops](#)
- [Crisis Counseling](#)
- [Short-Term Mental Health Counseling](#)
- [Mental Health Counseling Request Packet](#) (for student use - return counseling request packet to pgonsman@laspositascollege.edu)
- [Behavioral Intervention Resource Team \(BIRT\)](#) (for faculty/staff use - mental health and behavioral referrals)

For Hours of Operation please refer to <http://www.laspositascollege.edu/healthcenter/index.php>

Student Support Hub

Students enrolled in any class can access the Las Positas Student Support Hub by logging into their Canvas account and choosing the Student Support Hub from the main menu. This site links to many of the support resources offered to students.

Substitutes

The Board of Trustees has authorized the employment of faculty members as substitute instructors. Instructors will be asked to substitute only in their fields of specialization. All substitute faculty must be Board approved for the term in which they substitute. Faculty should arrange for substitutes by consulting with the dean, as pre-approval is required. Generally, substitutes are not used for one-time or short-term absences. If appropriate, trades or “swaps” should be considered, and communicated with the dean as approval is required.

Supplies

Students generally furnish their own supplies. Exceptions may be made in certain laboratory situations. Faculty members needing specific supply items should discuss their requirements well in advance with their Division Dean.

Syllabus

See Article 9B of FA-District Contract.

During the first day of class, students must be given a syllabus. Online classes must include a syllabus as soon as the course is live in the course management system, Canvas. The Faculty Contract also requires you to provide your Dean with a copy of the course syllabus for each course you teach by the end of the first week of instruction. It is recommended that you turn in your syllabus in advance of the first week to provide time for feedback and adjustments if needed.

Community College instruction also must conform to the Course Outline of Record as a matter of regulation and preserve articulation agreements with our transfer partners. All course outlines are searchable in our course inventory system, [CurricUNET](#). Your syllabi's course content should be reflective of this outline.

The Faculty Contract also requires certain elements be present on the syllabus:

1. **Contact information:** name, office number, phone, voicemail, and Chabot-Las Positas Community College email address;
2. **Instructional resources:** office hours, textbook(s), and course supplies (required supplements and/or recommended text, special required supplies);
3. **Grading method:** an explanation of the manner in which final grades will be calculated;
4. **Important dates** to know including: last day for "W", date and time of Final Examination, and the deadline to apply for Federal Financial Aid
5. **Safety requirements**, if applicable;
6. **Student Learning Outcomes (SLO)** associated with that course, which could be provided as text or links.
7. **Disability accommodations** and campus services, which could be provided as text or links;
8. **Statement of Student Rights and Responsibilities;**
9. **Expectations regarding behavioral standards per school policy.**
10. **Course content and expectations** (general course content, course objectives, and prerequisites)
11. **Attendance and plagiarism policies.** The current College Catalog states: "It is assumed that each student will consider attendance an absolute requirement. It is the student's responsibility to attend every class the scheduled length of time. Instructors in assigning grades may take excessive absences, tardiness, and leaving class early into consideration. A student absent for a total of four consecutive or six cumulative instructional hours and/or two consecutive weeks of instruction may be dropped from that class by the instructor." Emphasize that it is the student's responsibility to initiate/verify the drop from a course. A student should never assume this has been done by an instructor.

The Las Positas College Faculty Senate has prepared a statement on academic integrity that instructors may reference in their syllabi. The statement defines cheating and plagiarism in detail and makes clear that academic honesty is expected from all students.

The full statement can be found on the web at:

<http://www.laspositascollege.edu/academicintegrity/>.

Texts

Instructors should consult with the full-time faculty in their discipline regarding textbook selection and ordering. Suggested textbooks are listed on the Course Outline of Record. Faculty can also consult with their dean if they have questions or concerns regarding texts. Ordering textbooks through the bookstore is the faculty's responsibility in coordination with other faculty in their discipline teaching sections of the same class. Some disciplines may require that the same text be used in all sections of a specific course whenever it is offered. In summer of 2022, the State began requiring reporting the textbook cost of each section; hence, it has become increasingly important that textbook selections are made early and communicated to the bookstore. If possible, and where low cost or no cost options have been selected, a faculty member should communicate this choice during schedule development so that the feature is advertised to students during registration.

Open Educational Resources

As a mechanism for increasing student success through addressing inequities, while supporting academic freedom, faculty and departments are encouraged to consider Open Educational Resources (OER) textbooks as typical textbooks as readily as commercial texts. A great place to begin your search is at the ASCCC OERI Resources for OER by Discipline page at <https://asccc-oeri.org/open-educational-resources-by-discipline/>. For additional assistance please contact the campus OER Liaison.

ZTC and LCT Course Designations

Courses with zero textbook costs or low textbook costs (<\$50) for students will be designated in the class schedule. Las Positas College's definitions for zero textbook costs and low-cost textbooks can be found at <http://www.laspositascollege.edu/gv/academicsenate/ZTCupdate.pdf> (actual website coming soon). Please let the program coordinator know during schedule develop that your course has zero textbook costs or low textbook costs (<\$50).

- A. Books should not be assigned to students unless the instructor has officially requested the text for his/her section.
- B. Unless approved by the Dean and the Bookstore, the direct sale of textbooks or other instruction materials to students by faculty is prohibited.
- C. Should an instructor choose not to order the basic textbook (or any textbook) for a course where a text has been adopted, that instructor needs to explain in writing to the Dean how the objectives of the course are to be met.

Procedures for Ordering Texts

1. Basic & Supplemental Texts - Prior to submitting textbook adoption information each instructor is responsible for contacting the Department Chair or Division Dean to ascertain if textbook ordering is the responsibility of the instructor, or if the department uses a textbook coordinator.
 - A. Prior to the submission of textbook information the instructor should ascertain if they are required to use a specific text or have their choice of text approved by their department or dean.
 - B. The Bookstore will send an emailed invitation to submit textbook information to all faculty through the *Follett Discover: Adopt* tool approximately three weeks prior to the semester textbook submission deadline. Follett Discover allows you to easily discover, research, and adopt course materials all in one place. In addition to adopting traditional print materials, Follett Discover makes it easy to search and adopt non-traditional materials such as YouTube videos, open education resources, and MOOC content.
1. *Follett Discover: Adopt* is accessed through Canvas. To begin, log in to Canvas: <https://clpccd.instructure.com/login/canvas>
 - a. Select Follett Discover or the Follett Discover icon (see steps below)
 - b. If you have used Follett Discover before skip to step f - otherwise continue below
 - c. If this is your first time using Follett Discover you need to add the link to your Course Menu. From within a current, past or test Canvas class - Go to the Settings menu.
 - d. Click the Navigation tab and drag the Follett Discover link from the lower box to the top box to place the link in your Course menu.
 - e. Click Save at the bottom.
 - f. Click Follett Discover in your Course menu.
2. Follett Discover retains your book information from previous terms. If you will be using the same books you may copy the previous term books over to the new term or enter them manually.
3. If you will be using free Open Educational Resources or will not be using a textbook for your class please mark the appropriate choice for your class (OER or No Required Materials) from within Follett Discover so your class will be properly classified for Federal HEOA compliance.
4. Note: You will not be able to submit book information using the Follett Discover tool until you have been officially listed as the instructor in Banner. Once you are the assigned instructor in Banner your classes will appear in the Follett Discover tool.

5. If you are unable to access the Follett Discover tool you may submit your book information directly to the Bookstore Manager by email to NHowe@LasPositasCollege.edu.
 - a. Where possible, when submitting book information manually via email, please provide the CRN for your class section and the specific ISBN for the book(s) you plan to use.

- C. The Bookstore Manager is available to assist instructors during the textbook adoption process. A variety of information is available to instructors including:
 1. Contact information for publishers and Publisher Rep.
 2. Information on historical book use for a course as well as information on what other books are in use at Follett managed stores for similar courses across the country.
 3. Information on whether a specific title is on the Bookstore Rental Program or is eligible to be added to the Rental Program.
 4. Fact checking Publisher Rep information regarding price and availability of a book. (Note: Publisher Reps frequently quote net pricing during sales calls. It is recommended that instructors verify actual retail cost to the student by contacting the Bookstore Manager before committing to a textbook.)

- D. When texts are required for student use during the first week of class, the following deadlines for text request submission to the Bookstore must be observed:

- Fall Semester **April 15**
- Spring Semester **October 15**
- Summer Session **March 15**

1. The Higher Education Opportunity & Affordability Act, mandates that the school must provide students with the textbook information, including ISBN and price, at the time of registration for classes so students may make informed decisions on the cost of a particular class including both textbook cost and class fees & tuition.
2. Las Positas College fulfills HEOA requirements through BookLook™ technology embedded in Class-Web/MyPortal. In order for this technology to provide the mandated information correctly, the Bookstore must have your Course Adoption Information form by the deadline date each term.
3. Once ordered, instructors are committed to the use of that text. Only in the event of unusual and justifying circumstances, may the order for a textbook be terminated. Instructors must check with the Bookstore Manager to see if the order may be stopped.
4. The acquisition of complimentary desk copies of textbooks adopted for classroom instruction is the responsibility of the instructor assigned to teach the course. You may contact the publisher to request a complimentary copy. The Bookstore can assist with publisher contact information.

Bookstore Assistance: The Bookstore staff is available to assist the faculty with answers to questions and concerns. The Store Manager is Nolan Howe; he can be reached at nhowe@laspositascollege.edu or Ext. 1816.

Time Schedule & Breaks

The class hour unit is defined not less than 50 minutes exclusive of passing time. Thus, each 50 minutes of such attendance should be counted as a full hour. The time schedule for classes follows:

Catalog Hours	Meeting(s) Per Week	Class Schedule (example)	*Break time
1	1	7:00 - 7:50 pm	No break
2	1	7:00 - 8:50 pm	10 minute break
3	1	7:00 - 9:50 pm	20 minute break
	2	6:30 - 7:45 pm	No break
4	1	6:30 - 10:20 pm	30 minute break
	2	7:00 - 8:50 pm	10 minute break

*Break time may not be accumulated and taken at the end of the class period.

Tips for First Class Meeting

1. Arrive early. Walk around. Get oriented. Introduce yourself to others on campus. Investigate the Library, the Bookstore, and your mailbox.
2. Begin class on time. It is a reward for those who show up on time and a caution to the others. If a problem arises (i.e., too many students, too few chairs) contact your Dean.
3. Introduce yourself. Write your name, course/section, and meeting time(s)/day(s) on the board.
4. Use the class roster (found on Class-Web/MyPortal) to take attendance. Some instructors prefer to firm-up their roster at the first class session by dropping no-shows and adding new students who are in attendance. Others prefer to wait until at least the second meeting before dropping an enrolled student, but will add new students as room permits. In the end, it is very important that no show students be removed from the roster.
5. Distribute and discuss the course syllabus. Announce your office hour(s). Talk about your expectations - and theirs. Encourage questions about course requirements, prerequisites, grading and attendance policies, all of which should be stated in your syllabus.
6. Try to learn something about your students at the first class session. Students appreciate being addressed by name. Make an effort to learn names as soon as you can.
7. Give students a break, if necessary, especially to buy textbooks before the Bookstore closes.
8. Spend the rest of the scheduled time - the whole time - on a great lesson!

Additional Tips for Continued Success

1. Most students are highly motivated and enjoy challenges. You should be prepared to:
 - A. Teach them. Give them plenty of what they came for. Start with the first class session. Spend the whole time getting the class off to a good, productive start.
 - B. Provide students with structure. Let them know what they are expected to accomplish in the course, and how and when. A comprehensive syllabus will assist in this discussion.
 - C. Don't surprise students. The syllabus should be an evolving guide. If you need to change something, discuss it with the class. Keep them informed. Revisions must be submitted to the Dean. You may wish to take stock early in the semester through discussion or through an optional Student Evaluation form to see if things are going smoothly or if changes are necessary. Examples of student evaluations for feedback are available from Scott Vigallon. Surveys can be conducted anonymously in Canvas.
2. Be well organized and well prepared.
3. Be true to your word as expressed in the syllabus and elsewhere. Don't over-promise and underdeliver.
4. Learn how to vary your presentation. An hour of lecture is a long time. Four hours is an eternity. Plan several different activities. Explore the uses and availability of supplemental instruction methods.
5. Be prepared. Always have a "Plan B" ready to go (i.e., to do if the projector does not work). This will help ensure your class goes smoothly.

Visitors

Visitors must not enter the classroom without the permission of Vice-President of Student Services, including student teachers or observers from other colleges. Visitors must register with the receptionist in the Administration Building, Building 1600. Visits to the classrooms are by permit only and prior permission from the instructor is required. Non-students, including children, must have a permit issued from the Office of the Vice-President of Student Services, located in Building 1669.

Withdrawals

Students are responsible for withdrawing from classes by the deadline date listed in the current Class Schedule (<http://www.laspositascollege.edu/admissions/academic-calendar.php>). There is no automatic withdrawal process. Students that miss the first meeting of a course may be dropped by the instructor. In addition, an instructor may initiate a drop if the student is absent for a total of four (4) consecutive or six (6) cumulative instructional hours and/or two (2) consecutive weeks of instruction.

The first meeting of online or hybrid Distance Education courses is the **first day of the class** as specified in the class schedule listing. For these courses, instructors may drop students who do not log into their Canvas course and/or complete indicated activities by the third day of classes.

However, emphasize with students that it is their responsibility to withdraw, and to never assume an instructor will initiate a drop.

Writing Expectations

The state of California Educational Code and College policy require that appropriate writing assignments be given in any class that confers credit leading to the AA or BA degree. The type of assignment is up to the individual instructor but may include essay examinations, papers and reports of various lengths, laboratory reports, journals, written observations, or other types of assignments.

Divisions

See this page on the college web site for an explanation of how the divisions are organized.

<https://www.laspositascollege.edu/programs/index.php>

Faculty and Staff Directory

Please see the college web site for a searchable LPC Directory

<http://www.laspositascollege.edu/directory/index.php>