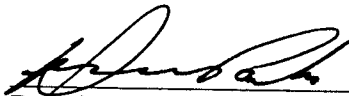
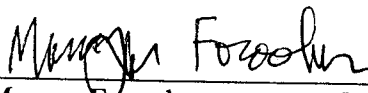


In recognition of the obligations enacted by the Higher Education Employer Employee Relations Act (HEERA), Cal Poly State University and the California Faculty Association Faculty agree to implement the following provisions to compensate faculty in the Adult Degree Program offered through the office of Continuing Education and consistent with the faculty collective bargaining agreement:

- 1) Full-time Cal Poly faculty members will be compensated for additional workload up to 25% based on his/her regular State salary rate and adjusted by the assigned number weighted teaching units (tenured and probationary faculty: x/12 wtu; lecturers: x/15 wtu).
- 2) Part-time, temporary faculty assigned by a Cal Poly academic department to also teach in the Adult Degree Program will be afforded benefits (e.g. health care, retirement, and service step increases) based on total of both assignments with the understanding that such work for ADP will be considered temporary and shall not count toward course entitlements under Article 12 of the collective bargaining agreement for the home department.
- 3) When the Adult Degree Program agrees to directly reimburse the home department funds equivalent to a percentage of the faculty member's regular teaching load the home department will receive the equivalent amount of the actual salary of the faculty, not the replacement cost.
- 4) Faculty teaching in ADP are covered by all provisions of the state-wide MOU signed by the CSU and CFA.
- 5) This agreement is not intended to establish a precedence for other programs offered by Continuing Education at Cal Poly.

AGREED:

  
Dennis Parks, Dean (Date)  
Cal Poly Continuing Education

 Manzar Foroohar, March 23, 05  
Manzar Foroohar (Date)  
Cal Poly Chapter President, CFA