

COLLECTIVE BARGAINING AGREEMENT  
BETWEEN THE  
BOARD OF TRUSTEES  
OF THE  
MIRACOSTA COMMUNITY COLLEGE DISTRICT  
AND THE  
MIRACOSTA COLLEGE ACADEMIC ASSOCIATE FACULTY  
CCA/CTA/NEA  
FOR THE PERIOD  
July 1, 2021 – June 30, 2024

## **ARTICLE 16. PROFESSIONAL GROWTH (FLEX)**

16.1 Effective August 14, 2015 flex activities will be required of all instructional unit members and paid flex activities will be limited to two (2) hours of flex per LHE assigned (for instructional time) during the regular (fall and spring) semesters. Payment for required flex is included in the unit member's base salary and failure to complete the work will result in a deduction from the final check for that semester.

Presenters of flex activities may claim twice the hours scheduled for that activity to reflect preparation time.

16.2 The District may require first-year instructional employees to use a portion of their flex time to participate in District-designated training activities before classes begin. Unit members shall be paid for any flex activities that are approved by the Professional Development Program Committee as long as all procedures and deadlines are adhered to and contractual limits in this article are not exceeded.

16.3 Professional growth activities for counselors and librarians will be paid at the hourly rate when completion is assigned and required by the District.

16.4 An instructional unit member may voluntarily participate in professional growth activities, such as trainings, conferences, or seminars, outside of the regular academic semester. Participation in professional growth activities outside of the regular academic semester is not required by the District, will not increase or decrease a unit member's chance of being offered an assignment in a subsequent semester, and will not result in any disciplinary action for failure to attend. An instructional unit member may apply to have training completed outside of the regular academic semester credited toward their flex obligation during the next regularly scheduled academic year. The Professional Development Program Committee shall have the discretion to credit an activity for flex completion purposes.