

ARTICLE 20
FACULTY SPECIALISTS

20.§4.5 *Language Specialist.* Language specialists are faculty specialists with appointments in the Career English Language Center for International Students (CELCIS). Language specialists differ from most other faculty specialists in the following ways.

20.§4.5.1 The academic year for language specialists is considered to be fall and spring semesters and either a Summer I or Summer II session. Thus, language specialists must teach either Summer I or Summer II as part of a normal academic year load. This is not considered a fiscal year appointment and their 10-month salary is considered 1.22 FTE.

20.§4.5.1.1 The normal workload for language specialists is fifteen (15) credit hours per semester and seven and one half (7 ½) credit hours per session.

20.§4.5.1.2 Language specialists are responsible for assigned work the first week of the semester and during exam week. They are also responsible for participating in various student activities during the semester or session.

20.§4.5.1.3 Language specialists have preference for a fourth course in semesters or sessions in which they are scheduled to teach. The pay for the fourth course will be at overload rates. The director of CELCIS will determine which language specialist(s) will teach an additional course in any given semester or session. This will be done in a systematic way that is fair to all language specialists.

20.§4.5.1.4 Language specialists will receive preference for courses that are available in the Summer I or Summer II session in which they are not scheduled to teach as part of their academic year load. When they do so, they will be paid 18% of their 10-month base salary for a full load (7½ credit hours) and a proportional amount for less than a full load.

20.§4.5.1.5 Language specialists do not have preference in replacing people who are on leave. When they do agree to teach classes for colleagues on sick, funeral, or necessity leave, they shall be paid \$40 for each fifty minute class period.

20.§4.5.2 Salary minima do not apply to language specialists. At such time that the salaries of language specialists become base-funded through the general fund, the salary minima shall then apply to language specialists.

~~20.§4.5.3 Language specialists may be eligible for sabbatical leave in the future at the discretion of the provost and paid for by the office of the provost.~~

20.§4.5.3 The layoff provisions below for language specialists recognize the need for CELCIS to independently fund its operation. These provisions and not Article 25 govern the layoff and recall for language specialists.

20.§4.5.3.1 The number of CELCIS classes offered in any semester or session shall be determined by Western. CELCIS classes shall be assigned to language specialists based on bargaining-unit seniority as determined by their date of appointment. Language specialists shall be laid off in any fall or spring semester or in their regular session in which they are not assigned to teach at least ten (10) credit hours or equivalent workload.

20.§4.5.3.2 When enrollment projections indicate a potential for layoff, layoff notification shall be issued to the language specialist no later than the end of the second week of any semester or the Summer I session in which the layoff is anticipated for the following semester. During the semester/session prior to layoff language specialists shall be afforded a full appointment equivalent to fifteen (15) semester credit hours or seven and one half (7½) session credit hours. These assignments shall be made in accordance with seniority.

20.§4.5.3.3 Prior to the effective date of layoff and for a period of two (2) years following the effective date of layoff for language specialists who held tenure at the time of layoff, Western shall give special consideration for placement within the bargaining unit at the University to a language specialist who has been laid off, provided that a suitable vacant position is available for which the language specialist is qualified.

20.§4.5.3.4 Language specialists on layoff shall be recalled by bargaining unit seniority, provided the assignment method specified in this contract results in the language specialist being offered the equivalent of three (3) classes (at least two classes and another appropriate assignment) in a semester or session after layoff.

20.§4.5.3.5 Layoffs shall be considered temporary until a language specialist has been laid off for a consecutive period of two (2) years, at which point the language specialist's bargaining unit and University seniority terminates.

20.§4.5.3.6 If the University decides to close CELCIS, bargaining-unit language specialists shall receive written notice of permanent layoff at least one semester or one combined Summer I/Summer II period prior to the effective date of the closure, or be paid in lieu of such notice of

permanent layoff, an amount equal to their regular pay for the notice period of one semester or one Summer I/Summer II period.

20.§4.5.3.7 Layoff decisions shall not be referred to **and do not require either approval or ratification by** the Board of Trustees.

20.§5 EXCLUSIONS. Explicitly excluded from the category of faculty specialist are current faculty positions in the ~~University Counseling and Testing Center and the~~ University Libraries.