

# Glossary

Board	Los Rios Community College District Board of Trustees
COBRA	COBRA – The Consolidated Omnibus Budget Reconciliation Act (COBRA). COBRA is a federally mandated program providing former employees, spouses, former spouses and dependent children the right to temporary continuation of health coverage at group rates plus a small administrative fee. COBRA benefits at Los Rios also extend to domestic partners and children of domestic partners. This coverage, however, is only available when coverage is lost due to certain specific events. COBRA can extend health benefits for up to 18, 29 or 36 months, depending on the specific circumstances. The District will continue to comply with any federally mandated modifications to COBRA.
COLA	Cost of living adjustment
FSA	Faculty service areas
FTE	FTE means “full-time equivalent” and refers to the workload of a full-time faculty member. 1.0 FTE is the workload of one (1) full-time faculty member (see Article 4: Workload).
FTES	FTES means “full-time equivalent-student” and refers to the course load of a full-time student.
FTF	Full-time faculty
Preference	Preference, as in “workload preference,” refers to the assignments of part-time, temporary unit members and the overload assignments of full-time unit members. All faculty indicating the desire for such an assignment (by the timely filing of an availability form) will be offered courses to teach in descending order of preference (see Article 4.8). Preference is limited by course overload maximums and by established load.
TCS	The "Tentative Class Schedule" is an offer of employment form specifying the class(es), the faculty assignment, hours, workdays, location and FTE.
Unit Member	A unit member is a member of the bargaining unit and is covered by the provisions of this contract. All regular and adjunct faculty become unit members the first day of employment.

WSCH

WSCH means “weekly student contact hour” and is a measure of faculty workload. WSCHs are determined by class size, number of class meetings, number of hours per class meeting, and number of instructors (see Article 4: Workload).