

and duties of staff members as employees. The use of college facilities by a local chapter of the Federation for matters beyond the collective bargaining relationship shall be governed by the same Board policy applicable to student use of facilities.

4.2.2. The Federation shall not be charged for the use of such facilities during normal hours in which such facilities are not otherwise being utilized if there is no extra or special cost to the college from such usage.

4.2.3. Such use of facilities shall not include the use of equipment, materials, supplies or similar items, personal services, or machines.

4.2.4. Duly authorized representatives of the Federation shall be permitted to transact official Federation business on college property, provided that such transactions do not interfere with normal college operations.

4.3. If a Federation official is designated by the Federation to pursue specified union tasks for the local, State, or national union office, he/she shall, upon documented application to the Board which commits him for a period not to exceed two (2) years, be granted a Leave of Absence Without Pay. Upon mutual written agreement with the Board, this leave may be extended. No more than one individual in the System can utilize this leave at one time. Upon completion of such leave, the Faculty Member shall return to the same college at the salary and rank he/she would have attained had he/she not taken such leave.

4.4. The Employer shall provide the Federation with a copy of the Board's current policy and procedure manual. The Employer shall also place a copy of said manual in each college's library.

ARTICLE V.

ACADEMIC FREEDOM AND RESPONSIBILITIES

The parties to this Agreement subscribe to the following principles of academic freedom:

5.1. All Faculty Members are entitled to full freedom in research and in the publication of the results, subject to the adequate performance of their other academic duties.

5.2. As members of their community, Faculty Members have the rights and obligations of all citizens. When they speak or write as members of society, they are free from institutional censorship or discipline, but their special position in the community imposes special obligations. As persons of learning they should remember that the public may judge their profession and their college(s) by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate they are not spokespersons for the college(s).

5.3. All Faculty Members when teaching shall have professional freedom to conduct their courses, provided that the subject matter is that which has been specified by the college. Faculty Members should be careful not to introduce into their teaching controversial matter which has no relation to their subject(s).

5.4. All Faculty Members respect and defend the free inquiry of their associates. In the exchange of criticism and ideas they show due respect for the opinions of others. They strive to be objective in their professional judgment of colleagues.

5.5. The determination of grades is the responsibility of the instructor of the course, subject to the Board's obligation to afford procedural and substantive protections to students and its duty to promulgate policies governing grading. A corollary of this responsibility is the duty of Faculty Members to submit grades in accordance with the procedural rules and regulations of the colleges.

ARTICLE VI.

CHECKOFF AUTHORIZATION AND MAINTENANCE

6.1. CHECKOFF AUTHORIZATION

During the term of this Agreement, the Employer shall make bi-weekly deduction of dues or agency service fee from the salary of each member of the bargaining unit. The amount of the dues and the amount of the agency service fee to be deducted shall be certified to the Board in writing by the Federation.

6.2. CHECKOFF MAINTENANCE

The Employer shall furnish to the Federation, within thirty (30) days of the execution of this Agreement, a list of all employees in the bargaining unit