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**PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION**

November 1, 2024

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The collective bargaining proposal presented herein by the Pasadena Area Community College District to the Pasadena City College Faculty Association and is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. The following article shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**ARTICLE 14
REASSIGNED TIME**

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14.1 Full-time faculty may be presented the opportunity to perform certain tasks while on reassigned time from contractual duties. A reassigned time position will be compensated pro-rata to the percentage of the employee's weekly assignment on campus.

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14.1.1 Reassigned time may be used in the Fall and Spring semesters. The assignment must be approved by the primary supervising manager. All reassigned time positions shall be voluntary and shall not interfere with the employee's non-released time contractual responsibilities.

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14.1.2 Reassigned time assignments may be approved for up to two years. Nothing precludes a full-time faculty member from re-applying after serving in a reassigned time assignment. Exceptions may be made for grant-funded positions.

14.2 The appropriate manager will develop a list of performance expectations that are relevant to the assignment. These expectations will include, but are not limited to, the purpose of the assignment, objectives, expected outcomes and deliverables, planned timelines, the percentage of the contractual load for the assignment, and the scheduled hours for each week dedicated to the projects. These expectations will provide the basis for the faculty member's performance evaluation. The evaluation of released time is independent of the evaluations specified in the contract and relates only to the position specified.

14.3 All eligible employees and the Faculty Association shall be notified ten (10) business days during Fall and Spring semesters in advance of all reassigned time positions via a job description that will include a description of the position, duties, knowledge and experience required, the amount of reassigned time and the duration of the position. [This subsection does not apply in the event that a grant provides for release time and names a particular faculty member in the grant.](#)

14.4 For positions other than those elected by faculty, a selection committee will be constituted to screen, select candidates to interview, and make a recommendation on the successful candidate to the Vice President of Instruction or Vice President of Student Services. The selection committee will consist of five members: two administrators (the supervising manager and another administrator chosen by the appropriate Vice President) and three faculty members two of whom will be selected by the Academic Senate and one by the Faculty Association.

52 14.5 The selection committee will interview all applicants and make a recommendation on who
53 should be selected for the reassigned position. The final decision on the selected faculty
54 member for the reassignment will be made by the Vice President of Instruction or Student
55 Services (as appropriate). The supervising manager will evaluate the reassigned faculty
56 member each year.
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58 14.6 The District will publish on the campus web site by the second week of each semester a
59 complete list of current reassigned time assignments including the position, individual
60 occupying and supervisor of the position, term, and percentage reassigned. Also
61 published will be a current list of position openings.
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63 **14.7 RESIGNATION AND REMOVAL**
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65 14.7.1 In the event that a faculty member on reassigned time does not complete the
66 assignment, the District shall send an e-mail to all full-time faculty for a replacement.
67 Interested faculty have 3 business days to express interest. A new faculty member shall
68 be selected to serve for the remainder of the assignment by the appropriate Vice-
69 President, in consultation with the Academic Senate President and Faculty Association.
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71 14.7.2 A faculty member on reassigned time may resign at the end of an academic term.
72 A written resignation must be submitted to the appropriate administrator thirty (30) working
73 days prior to the effective date of resignation.
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75 14.7.3 An employee receiving a less than satisfactory evaluation may be removed from
76 the assignment.
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78 14.7.4 Nothing precludes an employee removed or who resigns from a reassigned time
79 assignment from being selected for a future reassigned time assignment.
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82 Signed and entered into this _____ day of _____, 2024.
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84 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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