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

**November 1, 2024**

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 15  
PART-TIME FACULTY REEMPLOYMENT RIGHTS**

**15.1 QUALIFICATIONS**

- a. To become eligible for part-time faculty reemployment priority in a discipline, part-time faculty must:
1. Have been employed for at least six (6) semesters (not including intersessions) without having a break in service of two (2) or more consecutive years; and
  2. Have their two (2) most recent performance evaluations with a rating of at least satisfactory.

Semesters that a faculty member is on approved leave shall not impact eligibility for reemployment priority.

- b. Retired faculty. Former full-time District faculty who have retired and who have been rehired by the District as part-time faculty shall automatically have reemployment priority eligibility in a discipline if:
1. There has not been a break in service of two years or more between their date of retirement and date of rehire as a part-time faculty member;
  2. They have received an overall rating of "Satisfactory" in the most recent evaluation before retirement from full-time status.
  3. For purposes of this section, a part-time faculty member means a faculty member that is employed less than a full-time workload and is not a tenured faculty member, a probationary full-time faculty member, or a temporary full-time faculty member as described in the Education Code (e.g. Educ. Code §§ 87470, 87478, 87480, 87481, 87482).

**15.2 REEMPLOYMENT PRIORITY LIST**

All qualified part-time faculty will be placed on a reemployment priority list under the following conditions:

- 52 a. Reemployment priority is established in each discipline within the college  
53 separately and is not transferable to other disciplines. Discipline reemployment  
54 priority lists shall be maintained in the appropriate division.  
55
- 56 b. For part-time faculty members who meet the requirements for reemployment  
57 priority eligibility under Article 15.1. a part-time faculty member's seniority date  
58 for reemployment priority in a discipline shall be upon the date that the part-time  
59 faculty member first obtained reemployment priority eligibility for that discipline  
60 under the above requirements.  
61
- 62 There shall be no ties on the reemployment priority list. If a tie in seniority dates  
63 exists, the tie shall be broken by lot by the appropriate Vice President or  
64 designee and an PCCFA designated board member.  
65
- 66 c. Full-time faculty who retired from PCC and are rehired are eligible for  
67 reemployment priority in a discipline pursuant to 15.1.b and shall be placed on  
68 the discipline priority list according to their original date of hire as a faculty  
69 member at the college.  
70
- 71 d. In the event that a part-time faculty member loses and then regains eligibility for  
72 reemployment priority, they will be placed on the priority list according to the  
73 most recent date on which eligibility is reestablished.  
74
- 75 e. Classified employees and managers teaching part-time may not be placed on the  
76 reemployment priority list, but may be considered for assignments after priority  
77 assignments have been offered.  
78
- 79 f. Each division shall update its reemployment priority list(s) for each discipline  
80 twice per year. For the Fall Semester, the list shall be updated by the second  
81 week of the preceding Spring Semester. For the Spring Semester, the list shall  
82 be updated by the second week of the Fall Semester. Reemployment priority lists  
83 in seniority order for each discipline will be posted online and in an accessible  
84 location in each division and sent to the Faculty Association before assignments  
85 are completed.  
86

### 87 **15.3 ASSIGNMENTS**

88

89 All part-time faculty on the discipline reemployment priority list will be assigned classes  
90 in their priority order before any part-time faculty not yet qualified for priority  
91 reemployment eligibility. The qualified part-time faculty member who meets the foregoing  
92 criteria (i.e., qualified) shall have reemployment priority and will receive first  
93 consideration for an offer of an available class assignment in Fall and Spring semesters  
94 using the following procedure:  
95

96 15.3.1 Priority eligibility does not guarantee an assignment, the assignment of specific  
97 courses, or the addition of a section after the establishment of the schedule. In  
98 the event sections are added after the establishment of the schedule, the  
99 assignment process in Article 15.3.4 shall be followed.  
100

101 15.3.2 Pursuant to Education Code 87482.5, part-time faculty employed under this  
102 article may not teach more than 67% of a full-time faculty load.

103 15.3.3 In establishing schedules, the Dean or designee shall solicit in writing interest in  
104 assignments for the upcoming semester to part-time faculty on the discipline  
105 priority rehire list. If a faculty member with reemployment priority fails to respond  
106 in writing to a Dean's request within ten business days, he or she shall have no  
107 entitlement to priority for an assignment in that semester.  
108

109 To the fullest extent possible, Division Deans shall consider part-time faculty  
110 requests prior to establishing class schedules.  
111

112 15.3.4 Subject to availability, part-time instructional faculty obtaining reemployment  
113 priority shall be entitled to a minimum assignment of two (2) sections or six (6)  
114 weekly contact hours per semester, whichever is greater, and part-time non-  
115 instructional faculty shall be entitled to six (6) weekly contact hours per semester,  
116 as follows:  
117

118 a. Assignment:  
119

120 Assignments of two (2) sections or six (6) weekly contact hours shall be offered  
121 one- by-one to each part- time faculty with reemployment eligibility in seniority  
122 order to qualified part-time faculty who have been placed on the discipline  
123 reemployment priority list.  
124

125 Once all part-time faculty with reemployment eligibility have been assigned the  
126 minimum number of sections or contact hours referenced in 15.3.4, sections or  
127 weekly contact hours may be offered as additional assignments to part-time  
128 faculty with reemployment eligibility or to part-time faculty who have not yet  
129 obtained reemployment eligibility.  
130

131 b. Availability of Assignments:  
132

133 For a non-instructional assignment, an assignment will not be considered  
134 available if the number of hours scheduled for assignable duties necessary to  
135 fulfill the assignment have already been assigned to a full-time faculty member or  
136 more senior part-time faculty member.  
137

138 For an instructional assignment, a section will not be considered available if:  
139

- 140 1. the section has already been offered and accepted by a full-time faculty  
141 member as part of a load or overload;  
142
- 143 2. the section has been already offered and accepted by a more senior part-  
144 time faculty member;  
145
- 146 3. the part-time faculty member does not meet minimum qualifications;  
147
- 148 4. the section is not offered in a given semester;  
149
- 150 5. the section will require the part-time faculty member to exceed 67% of a  
151 full- time faculty load; or  
152
- 153 6. the section has been cancelled.

- 154  
155 c. Assignments to coach intercollegiate sports, related intercollegiate sections, and  
156 other part-time assignments connected to coaching or directing competitive  
157 athletics and performing arts teams/events with public performance or events  
158 shall not be considered for priority assignments.  
159

#### 160 **15.4 NOTIFICATION OF ASSIGNMENTS**

161  
162 Part-time assignment offers shall be mailed via U.S. mail or sent via email to individuals  
163 by the appropriate Division by the end of the 10th week of the preceding Fall or Spring  
164 semester, whenever possible.  
165

166 Written or emailed acceptance or refusal of the offer shall be made by the part-time  
167 faculty member to the District within 10 work days.  
168

169 The appropriate Dean shall make available for review by faculty the proposed schedule  
170 for the following semester within 10 business days before it is finalized.  
171

#### 172 **15.5 REDUCTION IN ASSIGNMENT**

173  
174 15.5.1 In cases where a reduction in assignment needs to occur due to program needs,  
175 budget constraints, low enrollment, or more contract faculty hires, the reduction  
176 shall occur first from among those part-time, temporary faculty members who  
177 have not yet qualified to be placed on the reemployment priority list, and  
178 thereafter in reverse seniority order, with the least senior part-time, temporary  
179 faculty member reduced first.  
180

181 15.5.2 The assignment of any part-time faculty member may be revoked to provide a full  
182 load assignment to a full-time faculty member. In the event that a part-time  
183 faculty member with reemployment priority has an assignment revoked or  
184 canceled prior to the first day of classes which drops the part-time faculty  
185 member below the minimum assignment in Article 15.3. above, the part-time  
186 faculty member may displace part-time faculty members who do not have  
187 reemployment priority on the reemployment priority list. If none are available, the  
188 part-time faculty member may displace the least senior part-time faculty member  
189 on the reemployment priority list in a section for which the part-time faculty  
190 member is qualified.  
191

#### 192 **15.6 LOSS OF REEMPLOYMENT PRIORITY**

193  
194 A part-time faculty member shall lose eligibility for reemployment priority if any of the  
195 following occur:  
196

- 197 a. The part-time faculty member fails to respond to a request for an assignment  
198 pursuant to 15.4 in four (4) consecutive semesters;  
199  
200 b. The part-time faculty member accepts and then declines an offer of assignment  
201 in four (4) consecutive semesters; or  
202  
203 c. The part-time faculty member declines all offers of assignment for four (4)  
204 consecutive semesters. The cancellation or revocation of a part-time faculty

