1 2 3 4	TENTATIVE AGREEMENT BETWEEN THE PASADENA AREA COMMUNITY COLLEGE DISTRICT AND THE PASADENA CITY COLLEGE FACULTY ASSOCIATION February 9, 2023							
5 6 This tentative agreement between the Pasadena Area Community College Distri 7 Pasadena City College Faculty Association is expressly made pursuant to the 8 Employment Relations Act and the Collective Bargaining Contract between the p 9 following articles shall be deemed to remain unchanged in the Collective Bargaining 10 except as set forth below:								
12 13	ARTICLE 1 <u>85</u> PART-TIME FACULTY REEMPLOYMENT RIGHTS							
14 15 16	1 <u>85</u> .1	1 <u>85</u> .1 QUALIFICATIONS						
17 18		a.		come eligible for part-time faculty reemployment priority in a discipline, me faculty must:				
19 20 21 22 23			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				
23 24 25 26			2.	Have their two (2) most recent performance evaluations with a rating of at least satisfactory.				
27 28 29				sters that a faculty member is on approved leave shall not impact ity for reemployment priority.				
30 31 32 33		b.	have b	d faculty. Former full-time District faculty who have retired and who been rehired by the District as part-time faculty shall automatically have ployment priority eligibility in a discipline if:				
34 35 36			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;				
37 38 39 40			2.	They have received an overall rating of "Satisfactory" in the most recent evaluation before retirement from full-time status.				
41 42 43 44 45 46 47			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).				
47 48 49	1 <u>85</u> .2	REEM	MPLOYMENT PRIORITY LIST					
50 51 52			qualified part-time faculty will be placed on a reemployment priority list under the owing conditions:					
53 54 55 56		a.	separa	ployment priority is established in each discipline within the college ately and is not transferable to other disciplines. Discipline ployment priority lists shall be maintained in the appropriate division.				

57b.For part-time faculty members who meet the requirements for reemployment58priority eligibility under Article 185.1.aon July 1, 2019, and for part-time59faculty continuing thereafter,an60for reemployment priority in a discipline shall be upon the date that the part-61time faculty member first obtained reemployment priority eligibility for that62discipline under the above requirements.

There shall be no ties on the reemployment priority list. If a tie in seniority dates exists, the tie shall be broken by lot by the appropriate Vice President or designee and an PCCFA designated board member.

- c. Full-time faculty who retired from PCC and are rehired are eligible for reemployment priority in a discipline pursuant to 1<u>85</u>.1.b and shall be placed on the discipline priority list according to their original date of hire as a faculty member at the college.
 - d. In the event that a part-time faculty member loses and then regains eligibility for reemployment priority, they will be placed on the priority list according to the most recent date on which eligibility is reestablished.
 - e. Classified employees and managers teaching part-time may not be placed on the reemployment priority list, but may be considered for assignments after priority assignments have been offered.
 - f. Each division shall update its reemployment priority list(s) for each discipline twice per year. For the Fall Semester, the list shall be updated by the second week of the preceding Spring Semester. For the Spring Semester, the list shall be updated by the second week of the Fall Semester. Reemployment priority lists in seniority order for each discipline will be posted online and in an accessible location in each division and sent to the Faculty Association before assignments are completed.

1<u>85</u>.3 ASSIGNMENTS

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

- 1<u>85</u>.3.1 Priority eligibility does not guarantee an assignment, the assignment of specific courses, or the addition of a section after the establishment of the schedule. In the event sections are added after the establishment of the schedule, the assignment process in Article 1<u>85</u>.3.4 shall be followed.
- 1<u>85</u>.3.2 Pursuant to Education Code 87482.5, part-time faculty employed under this article may not teach more than 67% of a full-time faculty load.
- 106185.3.3In establishing schedules, the Dean or designee shall solicit in writing107interest in assignments for the upcoming semester to part-time faculty on108the discipline priority rehire list. If a faculty member with reemployment109priority fails to respond in writing to a Dean's request within ten business110days, he or she shall have no entitlement to priority for an assignment in111that semester.

116 195.3.4 Subject to availability, part-time instructional faculty obtaining reemployment 117 priority shall be entitled to a minimum assignment of two (2) sections or six 118 (6) weekly contact hours per semester, whichever is greater, and part-time 119 non-instructional faculty shall be entitled to six (6) weekly contact hours per 121 a. Assignments 122 a. Assignments of two (2) sections or six (6) weekly contact hours shall be 123 made offered one-by-one to gach part time faculty with reemployment 124 eligibility in seniority order to qualified part-time faculty who have been 125 made offered one-by-one to gach part time faculty who have been 126 interaptopriate scheduling Dean shall return to the top of the 128 The appropriate scheduling Dean shall return to the top of the 129 The appropriate scheduling Dean shall return to the top of the 129 The appropriate scheduling Dean shall return to the top of the 130 sections or weekly contact hours by scheduly until all part time 131 sections or weekly contact hours by scheduly until all part time 132 faculty with reemployment eligibility have been 133 once all part-time faculty with reemployment eligibility in a schedule foura ssignable </th <th>113 114 115</th> <th></th> <th colspan="6">To the fullest extent possible, Division Deans shall consider part-time faculty requests prior to establishing class schedules.</th>	113 114 115		To the fullest extent possible, Division Deans shall consider part-time faculty requests prior to establishing class schedules.							
119 non-instructional faculty shall be entitled to six (6) weekly contact hours per semester, as follows: 121 a. Assignment: 123 a. Assignments of two (2) sections or six (6) weekly contact hours shall be made-offered on-eyo-ne to geach part time faculty with reemployment eligibility in seniority order to qualified part-time faculty with reemployment placed on the discipline reemployment priority list. 124 The appropriate scheduling Dean shall return to the top of the reemployment priority list and continue assigning additional sections or weekly contact hours by seniority until all part-time faculty with reemployment referenced in 18.3.4. 125 Once all part-time faculty with reemployment leigibility have been assigned the minimum number of sections or contact hours may be offered as additional assignments to part-time faculty with reemployment leigibility. 126 Donce all part-time faculty with reemployment eligibility. 127 refered as additional assignments to part-time faculty with reemployment eligibility. 128 Once all part-time faculty with reemployment eligibility. 129 The assignment referenced in 18.3.4. 130 offered as additional assignments to part-time faculty with reemployment eligibility. 131 referenced in 185.3.4. 132 offered as additional assignment, an assignment will not be considered available if the number of hours scheduled for assignable duties necessary to fulfil the assignment, an assignment	116									
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			6.	the section has been cancelled.						
168 c. Assignments to coach intercollegiate sports, related intercollegiate										
	168	C.	Assigr	nments to coach intercollegiate sports, related intercollegiate						

169 170 171 172		sections, and other part-time assignments connected to coaching or directing competitive athletics and performing arts teams/events with public performance or events shall not be considered for priority assignments.
173 174 175	1 <u>85</u> .4	NOTIFICATION OF ASSIGNMENTS
175 176 177 178 179		Part-time assignment offers shall be mailed via U.S. mail or sent via email to ndividuals by the appropriate Division by the end of the 10th week of the preceding Fall or Spring semester, whenever possible.
179 180 181 182		Vritten or emailed acceptance or refusal of the offer shall be made by the part-time aculty member to the District within 10 work days.
182 183 184 185		The appropriate Dean shall make available for review by faculty the proposed schedule for the following semester within 10 business days before it is finalized.
185 186 187	1 <u>85</u> .5	REDUCTION IN ASSIGNMENT
188 189 190 191 192 193		85 .5.1 In cases where a reduction in assignment needs to occur due to program needs, budget constraints, low enrollment, or more contract faculty hires, the reduction shall occur first from among those part-time, temporary faculty members who have not yet qualified to be placed on the reemployment priority list, and thereafter in reverse seniority order, with the least senior part-time, temporary faculty member reduced first.
194 195 196 197 198 199 200 201 202 203 204 204		85 .5.2 The assignment of any part-time faculty member may be revoked to provide a full load assignment to a full-time faculty member. In the event that a part-time faculty member with reemployment priority has an assignment revoked or canceled prior to the first day of classes which drops the part-time faculty member below the minimum assignment in Article 1 <u>85</u> .3. <u>4b below above</u> , the part-time faculty member may displace part-time faculty members who do not have reemployment priority on the reemployment priority list. If none are available, the part-time faculty member may displace the least senior part-time faculty member on the reemployment priority list in a section for which the part-time faculty member is qualified.
205 206 207 208	1 <u>85</u> .6	OSS OF REEMPLOYMENT PRIORITY. A part-time faculty member shall lose eligibility for reemployment priority if any of the following occur:
208 209 210 211		a. The part-time faculty member fails to respond to a request for an assignment pursuant to 1 <u>85</u> .43.4 in four (4) consecutive semesters;
211 212 213 214		 The part-time faculty member accepts and then declines an offer of assignment in four (4) consecutive semesters; or
215 216 217 218 219		The part-time faculty member declines all offers of assignment for four (4) consecutive semesters. The cancellation or revocation of a part-time faculty member's assignment shall not count as the faculty member having declined the assignment;
219 220 221 222 223 224		In cases where a part-time faculty member, subsequent to qualifying to be placed on the reemployment priority list, receives a needs improvement evaluation, as that term is defined in Article 7, the faculty member shall be provided a written plan of remediation with concrete suggestions for improvement.

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226			The faculty member	shall be	evaluated aga	in the follov	vina semester. I	f the
227			outcome of this subs					
228			faculty member shall					
229			the discretion of the I					
230			specified in Article 11			0		,
231			•					
232		e.	If a part-time faculty i	membe	r receives an u	nsatisfactor	y evaluation, th	е
233			faculty member shall	lose al	l reemployment	t rights, and	may be dismis	sed at
234			the discretion of the I	District.		•	•	
235								
236	1 <u>85</u> .7	In all	cases, part-time faculty	/ assigr	ments are tem	porary in na	ture, contingen	t on
237		enroll	ment and funding, and	subjec	t to program ch	anges, and	no particular fa	culty
238		memb	per has a reasonable a	ssuran	ce of continued	employmer	nt at any point,	
239		irresp	ective of the status, ler	ngth of	service, or reen	nployment p	priority of that pa	art-time,
240			prary faculty member. N					
241		termir	nating a part-time facul	ty mem	ber pursuant to	Education	Code section 8	7665.
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243	Signe	d and e	entered into this	day	/ of		_, 2023.	
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