

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32
33
34
35
36
37
38
39
40
41
42
43
44
45
46
47
48
49
50
51

**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
September 22, 2022**

**ARTICLE 185
PART-TIME FACULTY REEMPLOYMENT RIGHTS**

185.1 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.

- c. 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).

185.2 REEMPLOYMENT PRIORITY LIST

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

- a. Reemployment priority is established in each discipline within the college separately and is not transferable to other disciplines. Discipline reemployment priority lists shall be maintained in the appropriate division.
- b. For part-time faculty members who meet the requirements for reemployment priority eligibility under Article 185.1 ~~a on July 1, 2019, and for part-time faculty continuing thereafter~~, a part-time faculty member’s seniority date for reemployment priority in a discipline shall be upon the date that the part-time faculty member first obtained

52 reemployment priority eligibility for that discipline under the above requirements.
53 There shall be no ties on the reemployment priority list. If a tie in seniority dates exists,
54 the tie shall be broken by lot by the appropriate Vice President or designee and an
55 PCCFA designated board member.

- 56
- 57 c. Full-time faculty who retired from PCC and are rehired are eligible for reemployment
58 priority in a discipline pursuant to 185.1.b and shall be placed on the discipline priority
59 list according to their original date of hire as a faculty member at the college.
60
- 61 d. In the event that a part-time faculty member loses and then regains eligibility for
62 reemployment priority, they will be placed on the priority list according to the most
63 recent date on which eligibility is reestablished.
64
- 65 e. Classified employees and managers teaching part-time may not be placed on the
66 reemployment priority list, but may be considered for assignments after priority
67 assignments have been offered.
68
- 69 f. Each division shall update its reemployment priority list(s) for each discipline twice per
70 year. For the Fall Semester, the list shall be updated by the second week of the preceding
71 Spring Semester. For the Spring Semester, the list shall be updated by the second week of
72 the Fall Semester. Reemployment priority lists in seniority order for each discipline will
73 be posted online and in an accessible location in each division and sent to the Faculty
74 Association before assignments are completed.
75

76 185.3 ASSIGNMENTS

77

78 All part-time faculty on the discipline reemployment priority list will be assigned classes in their
79 priority order before any part-time faculty not yet qualified for priority reemployment eligibility.
80 The qualified part-time faculty member who meets the foregoing criteria (i.e., qualified) shall
81 have reemployment priority and will receive first consideration for an offer of an available class
82 assignment in Fall and Spring semesters **and intersessions** using the following procedure:
83

84 185.3.1 Priority eligibility does not guarantee an assignment, the assignment of specific courses,
85 or the addition of a section after the establishment of the schedule. In the event sections
86 are added after the establishment of the schedule, the assignment process in Article 18.3.4
87 shall be followed.
88

89 185.3.2 Pursuant to Education Code 87482.5, part-time faculty employed under this article may
90 not teach more than 67% of a full-time faculty load.
91

92 185.3.3 In establishing schedules, the Dean or designee shall solicit in writing interest in
93 assignments for the upcoming semester to part-time faculty on the discipline priority
94 rehire list. If a faculty member with reemployment priority fails to respond in writing to a
95 Dean's request within ten business days, he or she shall have no entitlement to priority
96 for an assignment in that semester.
97

98 To the fullest extent possible, Division Deans shall consider part-time faculty requests
99 prior to establishing class schedules.
100
101

102 185.3.4 Subject to availability, part-time instructional faculty obtaining reemployment priority
103 shall be entitled to a minimum assignment of two (2) sections or six (6) weekly contact
104 hours per semester, whichever is greater, and part-time non-instructional faculty shall be
105 entitled to six (6) weekly contact hours per semester, as follows:

106
107 a. Assignment:

108
109 Assignments of **two (2)** sections or **six (6)** weekly contact hours shall be made
110 ~~one by one~~ to **each** part time faculty with reemployment eligibility in seniority
111 order ~~to qualified part-time faculty who have been placed on the discipline~~
112 ~~reemployment priority list.~~

113
114 ~~The appropriate scheduling Dean shall return to the top of the~~
115 ~~reemployment priority list and continue assigning additional sections or~~
116 ~~weekly contact hours by seniority until all part-time faculty with~~
117 ~~reemployment eligibility have been given the minimum assignment~~
118 ~~referenced in 18.3.4.~~

119
120 Once all part-time faculty with reemployment eligibility have been assigned the
121 minimum number of sections or contact hours referenced in 18.3.4, sections or
122 weekly contact hours may be offered as additional assignments to part-time
123 faculty with reemployment eligibility or to part-time faculty who have not yet
124 obtained reemployment eligibility.

125
126
127 **b.c** Availability of Assignments:

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

132
133 For an instructional assignment, a section will not be considered available if:

- 134
135 1. the section has already been offered and accepted by a full-time faculty member
136 as part of a load or overload;
137
138 2. the section has been already offered and accepted by a more senior part-time
139 faculty member;
140
141 3. the part-time faculty member does not meet minimum qualifications;
142
143 4. the section is not offered in a given semester;
144
145 5. the section will require the part-time faculty member to exceed 67% of a fulltime
146 faculty load; or
147
148 6. the section has been cancelled.

149
150 **e.d** Assignments to ~~dual enrollment and to~~ coach intercollegiate sports, related
151 intercollegiate sections, and other part-time assignments connected to coaching or

152 directing competitive athletics **and performing arts teams/events with public**
153 **performance or events** shall not be considered for priority assignments.

155 **185.4 NOTIFICATION OF ASSIGNMENTS**

156
157 Part-time assignment offers shall be mailed via U.S. mail or sent via email to individuals by the
158 appropriate Division by the end of the 10th week of the preceding Fall or Spring semester,
159 whenever possible.

160
161 Written or emailed acceptance or refusal of the offer shall be made by the part-time faculty
162 member to the District within 10 work days.

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

166 **185.5 REDUCTION IN ASSIGNMENT**

167
168 **185.5.1** In cases where a reduction in assignment needs to occur due to program needs, budget
169 constraints, low enrollment, or more contract faculty hires, the reduction shall occur first
170 from among those part-time, temporary faculty members who have not yet qualified to be
171 placed on the reemployment priority list, and thereafter in reverse seniority order, with
172 the least senior part-time, temporary faculty member reduced first.

173
174 **185.5.2** The assignment of any part-time faculty member may be revoked to provide a full load
175 assignment to a full-time faculty member. In the event that a part-time faculty member
176 with reemployment priority has an assignment revoked or canceled prior to the first day
177 of classes which drops the part-time faculty member below the minimum assignment in
178 Article **185.3.b below above**, the part-time faculty member may displace part-time
179 faculty members who do not have reemployment priority on the reemployment priority
180 list. If none are available, the part-time faculty member may displace the least senior part-
181 time faculty member on the reemployment priority list in a section for which the part-
182 time faculty member is qualified.

184 **185.6 LOSS OF REEMPLOYMENT PRIORITY.**

185
186 A part-time faculty member shall lose eligibility for reemployment priority if any of the following
187 occur:

- 188
- 189 a. The part-time faculty member fails to respond to a request for an assignment pursuant to
190 **185.34.d** in four (4) consecutive semesters;
 - 191
 - 192 b. The part-time faculty member accepts and then declines an offer of assignment in four (4)
193 consecutive semesters; or
 - 194
 - 195 c. The part-time faculty member declines all offers of assignment for four (4) consecutive
196 semesters. The cancellation or revocation of a part-time faculty member's assignment
197 shall not count as the faculty member having declined the assignment.
 - 198
 - 199 d. In cases where a part-time faculty member, subsequent to qualifying to be placed on the
200 reemployment priority list, receives a needs improvement evaluation, as that term is
201 defined in Article 7, the faculty member shall be provided a written plan of remediation
202 with concrete suggestions for improvement.

203
204
205
206
207
208
209
210
211
212
213
214
215
216
217
218

The faculty member shall be evaluated again the following semester. If the outcome of this subsequent evaluation is also less than satisfactory, the faculty member shall lose all reemployment rights, and may be dismissed at the discretion of the District. Appeal and grievance rights and procedures, as specified in Article 11, may apply.

e. If a part-time faculty member receives an unsatisfactory evaluation, the faculty member shall lose all reemployment rights, and may be dismissed at the discretion of the District.

185.7 In all cases, part-time faculty assignments are temporary in nature, contingent on enrollment and funding, and subject to program changes, and no particular faculty member has a reasonable assurance of continued employment at any point, irrespective of the status, length of service, or reemployment priority of that part-time, temporary faculty member. Nothing in this Agreement precludes the District from terminating a part-time faculty member pursuant to Education Code section 87665.