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**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
August 11, 2022**

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

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**ARTICLE 174 (NEW)
REASSIGNED TIME**

26 **174.1** Full-time faculty may be presented the opportunity to perform certain tasks while on
27 reassigned time from contractual duties. A reassigned time position will be
28 compensated pro-rata to the percentage of the employee's weekly assignment on
29 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.**

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174.2 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.

174.3 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.

174.4 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

52 by the Academic Senate and one by the Faculty Association.

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54 **174.5** The selection committee will interview all applicants and make a recommendation on
55 who should be selected for the reassigned position. The final decision on the
56 selected faculty member for the reassignment will be made by the Vice President of
57 Instruction or Student Services (as appropriate). The supervising manager will
58 evaluate the reassigned faculty member each year.

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60 **174.6** The District will publish on the campus web site by the second week of each
61 semester a complete list of current reassigned time assignments including the
62 position, individual occupying and supervisor of the position, term, and percentage
63 reassigned. Also published will be a current list of position openings.

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65 **14.7 Resignation and Removal**

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67 **14.7.1 In the event that a faculty member on reassigned time does not**
68 **complete the assignment, a new faculty member shall be selected by**
69 **the appropriate administrator, in consultation with the Academic Senate**
70 **President, to serve for the remainder of the assignment immediately**
71 **through the following process: The District shall send an e-mail to all**
72 **faculty. Interested faculty have 3 business days to express interest.**
73 **The candidates will be interviewed by one administrators, one faculty**
74 **selected by Academic Senate and one selected by Faculty Association.**

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76 **14.7.2 A faculty member on reassigned time may resign at the end of an academic**
77 **term. A written resignation must be submitted to the appropriate**
78 **administrator thirty (30) working days prior to the effective date of**
79 **resignation.**

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81 **14.7.3 An employee receiving a less than satisfactory evaluation may be removed**
82 **from the assignment.**

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84 **14.7.4 Nothing precludes an employee removed or who resigns from a reassigned**
85 **time assignment from being selected for a future reassigned time**
86 **assignment.**

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88 Signed and entered into this _____ day of _____, 2022.

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90 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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