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**TENTATIVE AGREEMENT BETWEEN THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT AND THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
February 9, 2023**

This tentative agreement between the Pasadena Area Community College District and the Pasadena City College Faculty Association is expressly made pursuant to the Education Employment Relations Act and the Collective Bargaining Contract between the parties. The following articles shall be deemed to remain unchanged in the Collective Bargaining Agreement except as set forth below:

**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.
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).

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.

- 57 b. For part-time faculty members who meet the requirements for reemployment
58 priority eligibility under Article ~~185.1.a~~ **on July 1, 2019, and for part-time**
59 **faculty continuing thereafter**, an part-time faculty member's seniority date
60 for reemployment priority in a discipline shall be upon the date that the part-
61 time faculty member first obtained reemployment priority eligibility for that
62 discipline under the above requirements.

63
64 There shall be no ties on the reemployment priority list. If a tie in seniority
65 dates exists, the tie shall be broken by lot by the appropriate Vice President
66 or designee and an PCCFA designated board member.

- 67
68 c. Full-time faculty who retired from PCC and are rehired are eligible for
69 reemployment priority in a discipline pursuant to ~~185.1.b~~ and shall be placed
70 on the discipline priority list according to their original date of hire as a faculty
71 member at the college.
72
73 d. In the event that a part-time faculty member loses and then regains eligibility
74 for reemployment priority, they will be placed on the priority list according to
75 the most recent date on which eligibility is reestablished.
76
77 e. Classified employees and managers teaching part-time may not be placed on
78 the reemployment priority list, but may be considered for assignments after
79 priority assignments have been offered.
80
81 f. Each division shall update its reemployment priority list(s) for each discipline
82 twice per year. For the Fall Semester, the list shall be updated by the second
83 week of the preceding Spring Semester. For the Spring Semester, the list
84 shall be updated by the second week of the Fall Semester. Reemployment
85 priority lists in seniority order for each discipline will be posted online and in
86 an accessible location in each division and sent to the Faculty Association
87 before assignments are completed.
88

89 **185.3** ASSIGNMENTS

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

97
98 **185.3.1** Priority eligibility does not guarantee an assignment, the assignment of
99 specific courses, or the addition of a section after the establishment of the
100 schedule. In the event sections are added after the establishment of the
101 schedule, the assignment process in Article **185.3.4** shall be followed.
102

103 **185.3.2** Pursuant to Education Code 87482.5, part-time faculty employed under this
104 article may not teach more than 67% of a full-time faculty load.
105

106 **185.3.3** In establishing schedules, the Dean or designee shall solicit in writing
107 interest in assignments for the upcoming semester to part-time faculty on
108 the discipline priority rehire list. If a faculty member with reemployment
109 priority fails to respond in writing to a Dean's request within ten business
110 days, he or she shall have no entitlement to priority for an assignment in
111 that semester.
112

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

115
116 **185.3.4** 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
120 semester, as follows:

121
122 a. Assignment:

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

128
129 ~~**The appropriate scheduling Dean shall return to the top of the**~~
130 ~~**reemployment priority list and continue assigning additional**~~
131 ~~**sections or weekly contact hours by seniority until all part-time**~~
132 ~~**faculty with reemployment eligibility have been given the**~~
133 ~~**minimum assignment referenced in 18.3.4.**~~

134
135 Once all part-time faculty with reemployment eligibility have been
136 assigned the minimum number of sections or contact hours
137 referenced in **185.3.4**, sections or weekly contact hours may be
138 offered as additional assignments to part-time faculty with
139 reemployment eligibility or to part-time faculty who have not yet
140 obtained reemployment eligibility.

141
142 b. Availability of Assignments:

143
144 For a non-instructional assignment, an assignment will not be
145 considered available if the number of hours scheduled for assignable
146 duties necessary to fulfill the assignment have already been assigned
147 to a full-time faculty member or more senior part-time faculty member.

148
149 For an instructional assignment, a section will not be considered
150 available if:

- 151
152 1. the section has already been offered and accepted by a full-
153 time faculty member as part of a load or overload;
154
155 2. the section has been already offered and accepted by a more
156 senior part-time faculty member;
157
158 3. the part-time faculty member does not meet minimum
159 qualifications;
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161 4. the section is not offered in a given semester;
162
163 5. the section will require the part-time faculty member to exceed
164 67% of a full- time faculty load; or
165
166 6. the section has been cancelled.

167
168 c. Assignments to coach intercollegiate sports, related intercollegiate

169 sections, and other part-time assignments connected to coaching or
170 directing competitive athletics and performing arts teams/events with
171 public performance or events shall not be considered for priority
172 assignments.
173

174 **185.4** NOTIFICATION OF ASSIGNMENTS

175
176 Part-time assignment offers shall be mailed via U.S. mail or sent via email to
177 individuals by the appropriate Division by the end of the 10th week of the preceding
178 Fall or Spring semester, whenever possible.

179
180 Written or emailed acceptance or refusal of the offer shall be made by the part-time
181 faculty member to the District within 10 work days.

182
183 The appropriate Dean shall make available for review by faculty the proposed
184 schedule for the following semester within 10 business days before it is finalized.
185

186 **185.5** REDUCTION IN ASSIGNMENT

187
188 **185.5.1** In cases where a reduction in assignment needs to occur due to program
189 needs, budget constraints, low enrollment, or more contract faculty hires,
190 the reduction shall occur first from among those part-time, temporary faculty
191 members who have not yet qualified to be placed on the reemployment
192 priority list, and thereafter in reverse seniority order, with the least senior
193 part-time, temporary faculty member reduced first.
194

195 **185.5.2** The assignment of any part-time faculty member may be revoked to provide
196 a full load assignment to a full-time faculty member. In the event that a part-
197 time faculty member with reemployment priority has an assignment revoked
198 or canceled prior to the first day of classes which drops the part-time faculty
199 member below the minimum assignment in Article ~~185.3.4b~~ **below above**,
200 the part-time faculty member may displace part-time faculty members who
201 do not have reemployment priority on the reemployment priority list. If none
202 are available, the part-time faculty member may displace the least senior
203 part-time faculty member on the reemployment priority list in a section for
204 which the part-time faculty member is qualified.
205

206 **185.6** LOSS OF REEMPLOYMENT PRIORITY. A part-time faculty member shall lose 207 eligibility for reemployment priority if any of the following occur: 208

- 209 a. The part-time faculty member fails to respond to a request for an assignment
210 pursuant to ~~185.43.d~~ in four (4) consecutive semesters;
211
212 b. The part-time faculty member accepts and then declines an offer of
213 assignment in four (4) consecutive semesters; or
214
215 c. The part-time faculty member declines all offers of assignment for four (4)
216 consecutive semesters. The cancellation or revocation of a part-time faculty
217 member's assignment shall not count as the faculty member having declined
218 the assignment;
219
220 d. In cases where a part-time faculty member, subsequent to qualifying to be
221 placed on the reemployment priority list, receives a needs improvement
222 evaluation, as that term is defined in Article 7, the faculty member shall be
223 provided a written plan of remediation with concrete suggestions for
224 improvement.

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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.

Signed and entered into this _____ day of _____, 2023.

FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

