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**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
February 2, 2023**

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 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:

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- 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 reemployment priority eligibility for that discipline 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 185.1.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.

89 185.3 ASSIGNMENTS

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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:

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- 185.3.1 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 185.3.4 shall be followed.

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

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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.
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129 ~~The appropriate scheduling Dean shall return to the top of the~~
130 ~~reemployment priority list and continue assigning offering additional~~
131 ~~sections or weekly contact hours by seniority until all part time faculty~~
132 ~~with reemployment eligibility have been given the minimum~~
133 ~~assignment referenced in 185.3.4.~~
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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.
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142 b. Availability of Assignments:

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

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152 1. the section has already been offered and accepted by a full-
153 time faculty member as part of a load or overload;

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2. the section has been already offered and accepted by a more senior part-time faculty member;
 3. the part-time faculty member does not meet minimum qualifications;
 4. the section is not offered in a given semester;
 5. the section will require the part-time faculty member to exceed 67% of a full- time faculty load; or
 6. the section has been cancelled.
- c. Assignments to coach intercollegiate sports, related intercollegiate 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.

174 **185.4** NOTIFICATION OF ASSIGNMENTS

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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.

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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.

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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 **185.5** REDUCTION IN ASSIGNMENT

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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.

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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.

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

- a. The part-time faculty member fails to respond to a request for an assignment pursuant to ~~185.43.d~~ in four (4) consecutive semesters;
- b. The part-time faculty member accepts and then declines an offer of assignment in four (4) consecutive semesters; or
- c. 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;
- d. 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.

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 _____, 2022.

FOR THE COLLEGE DISTRICT	FOR THE ASSOCIATION
_____	_____
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