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**PROPOSAL FROM THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
TO THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
November 17, 2022**

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:

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

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185.1 QUALIFICATIONS

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- 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.

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- 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).

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185.2 REEMPLOYMENT PRIORITY LIST

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

52 following conditions:

- 53
- 54 a. Reemployment priority is established in each discipline within the college
- 55 separately and is not transferable to other disciplines. Discipline
- 56 reemployment priority lists shall be maintained in the appropriate division.
- 57
- 58 b. For part-time faculty members who meet the requirements for reemployment
- 59 priority eligibility under Article ~~185.1.a~~ on July 1, 2019, and for part-time
- 60 faculty continuing thereafter, a part-time faculty member's seniority date
- 61 for reemployment priority in a discipline shall be upon the date that the part-
- 62 time faculty member first obtained reemployment priority eligibility for that
- 63 discipline under the above requirements.

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65 There shall be no ties on the reemployment priority list. If a tie in seniority

66 dates exists, the tie shall be broken by lot by the appropriate Vice President

67 or designee and an PCCFA designated board member.

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- 69 c. Full-time faculty who retired from PCC and are rehired are eligible for
- 70 reemployment priority in a discipline pursuant to ~~185.1.b~~ and shall be placed
- 71 on the discipline priority list according to their original date of hire as a faculty
- 72 member at the college.
- 73
- 74 d. In the event that a part-time faculty member loses and then regains eligibility
- 75 for reemployment priority, they will be placed on the priority list according to
- 76 the most recent date on which eligibility is reestablished.
- 77
- 78 e. Classified employees and managers teaching part-time may not be placed on
- 79 the reemployment priority list, but may be considered for assignments after
- 80 priority assignments have been offered.
- 81
- 82 f. Each division shall update its reemployment priority list(s) for each discipline
- 83 twice per year. For the Fall Semester, the list shall be updated by the second
- 84 week of the preceding Spring Semester. For the Spring Semester, the list
- 85 shall be updated by the second week of the Fall Semester. Reemployment
- 86 priority lists in seniority order for each discipline will be posted online and in
- 87 an accessible location in each division and sent to the Faculty Association
- 88 before assignments are completed.
- 89

90 **185.3** ASSIGNMENTS

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92 All part-time faculty on the discipline reemployment priority list will be assigned classes

93 in their priority order before any part-time faculty not yet qualified for priority

94 reemployment eligibility. The qualified part-time faculty member who meets the foregoing

95 criteria (i.e., qualified) shall have reemployment priority and will receive first

96 consideration for an offer of an available class assignment in Fall and Spring semesters

97 **and intersessions** using the following procedure:

98

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

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185.3.2 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.

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

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

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

a. Assignment:

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

The appropriate scheduling Dean shall return to the top of the reemployment priority list and continue **assigning offering** additional sections or weekly contact hours by seniority until all part-time faculty with reemployment eligibility have been given the minimum assignment referenced in **185.3.4**.

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

b. Availability of Assignments:

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

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

1. the section has already been offered and accepted by a full-

- 154 time faculty member as part of a load or overload;
155
156 2. the section has been already offered and accepted by a more
157 senior part-time faculty member;
158
159 3. the part-time faculty member does not meet minimum
160 qualifications;
161
162 4. the section is not offered in a given semester;
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164 5. the section will require the part-time faculty member to exceed
165 67% of a full- time faculty load; or
166
167 6. the section has been cancelled.
168
169 c. Assignments to coach intercollegiate sports, related intercollegiate
170 sections, and other part-time assignments connected to coaching or
171 directing competitive athletics and performing arts teams/events with
172 public performance or events shall not be considered for priority
173 assignments.
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175 **185.4 NOTIFICATION OF ASSIGNMENTS**

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

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

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184 The appropriate Dean shall make available for review by faculty the proposed
185 schedule for the following semester within 10 business days before it is finalized.
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187 **185.5 REDUCTION IN ASSIGNMENT**

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189 **185.5.1** In cases where a reduction in assignment needs to occur due to program
190 needs, budget constraints, low enrollment, or more contract faculty hires,
191 the reduction shall occur first from among those part-time, temporary faculty
192 members who have not yet qualified to be placed on the reemployment
193 priority list, and thereafter in reverse seniority order, with the least senior
194 part-time, temporary faculty member reduced first.
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196 **185.5.2** The assignment of any part-time faculty member may be revoked to provide
197 a full load assignment to a full-time faculty member. In the event that a part-
198 time faculty member with reemployment priority has an assignment revoked
199 or canceled prior to the first day of classes which drops the part-time faculty
200 member below the minimum assignment in Article ~~185.3.4b~~ below above,
201 the part-time faculty member may displace part-time faculty members who
202 do not have reemployment priority on the reemployment priority list. If none
203 are available, the part-time faculty member may displace the least senior
204 part-time faculty member on the reemployment priority list in a section for

205 which the part-time faculty member is qualified.

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

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

229
230 The faculty member shall be evaluated again the following semester. If the
231 outcome of this subsequent evaluation is also less than satisfactory, the
232 faculty member shall lose all reemployment rights, and may be dismissed at
233 the discretion of the District. Appeal and grievance rights and procedures, as
234 specified in Article 11, may apply.

- 235
- 236 ef. If a part-time faculty member receives an unsatisfactory evaluation, the
- 237 faculty member shall lose all reemployment rights, and may be dismissed at
- 238 the discretion of the District.
- 239

240 **185.7** In all cases, part-time faculty assignments are temporary in nature, contingent on
241 enrollment and funding, and subject to program changes, and no particular faculty
242 member has a reasonable assurance of continued employment at any point,
243 irrespective of the status, length of service, or reemployment priority of that part-time,
244 temporary faculty member. Nothing in this Agreement precludes the District from
245 terminating a part-time faculty member pursuant to Education Code section 87665.

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

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249 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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