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PROPOSAL FROM THE
PASADENA AREA COMMUNITY COLLEGE DISTRICT
PASADENA CITY COLLEGE FACULTY ASSOCIATION
-TO THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION
PASADENA AREA COMMUNITY COLLEGE DISTRICT TO THE
PASADENA CITY COLLEGE FACULTY ASSOCIATION

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November 15 December 13, 2024

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

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ARTICLE 15
PART-TIME FACULTY REEMPLOYMENT RIGHTS

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21

15.1 QUALIFICATIONS

- 22 a. To become eligible for part-time faculty reemployment priority in a discipline,
23 part-time faculty must:
24
25 1. Have been employed for at least six (6) semesters (not including
26 intersessions) without having a break in service of two (2) or more
27 consecutive years; and
28
29 2. Have their two (2) most recent performance evaluations with a rating of at
30 least satisfactory.

31
32 Semesters that a faculty member is on approved leave shall not impact eligibility
33 for reemployment priority.
34

- 35 b. Retired faculty. Former full-time District faculty who have retired and who have
36 been rehired by the District as part-time faculty shall automatically have
37 reemployment priority eligibility in a discipline if:
38
39 1. There has not been a break in service of two years or more between their
40 date of retirement and date of rehire as a part-time faculty member;
41
42 2. They have received an overall rating of "Satisfactory" in the most recent
43 evaluation before retirement from full-time status.
44
45 3. For purposes of this section, a part-time faculty member means a faculty
46 member that is employed less than a full-time workload and is not a
47 tenured faculty member, a probationary full-time faculty member, or a
48 temporary full-time faculty member as described in the Education Code
49 (e.g. Educ. Code §§ 87470, 87478, 87480, 87481, 87482).

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15.2 REEMPLOYMENT PRIORITY LIST

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53 All qualified part-time faculty will be placed on a reemployment priority list under the
54 following conditions:
55

- 56 a. Reemployment priority is established in each discipline within the college
57 separately and is not transferable to other disciplines. Discipline reemployment
58 priority lists shall be maintained in the appropriate division.
59
- 60 b. For part-time faculty members who meet the requirements for reemployment
61 priority eligibility under Article 15.1. a part-time faculty member's seniority date
62 for reemployment priority in a discipline shall be upon the date that the part-time
63 faculty member first obtained reemployment priority eligibility for that discipline
64 under the above requirements.
65

66 There shall be no ties on the reemployment priority list. If a tie in seniority dates
67 exists, the tie shall be broken by lot by the appropriate Vice President or
68 designee and an PCCFA designated board member.
69

- 70 c. Full-time faculty who retired from PCC and are rehired are eligible for
71 reemployment priority in a discipline pursuant to 15.1.b and shall be placed on
72 the discipline priority list according to their original date of hire as a faculty
73 member at the college.
74
- 75 d. In the event that a part-time faculty member loses and then regains eligibility for
76 reemployment priority, they will be placed on the priority list according to the
77 most recent date on which eligibility is reestablished.
78
- 79 e. Classified employees and managers teaching part-time may not be placed on the
80 reemployment priority list, but may be considered for assignments after priority
81 assignments have been offered.
82
- 83 f. Each division shall update its reemployment priority list(s) for each discipline
84 twice per year. For the Fall Semester, the list shall be updated by the second
85 week of the preceding Spring Semester. For the Spring Semester, the list shall
86 be updated by the second week of the Fall Semester. Reemployment priority lists
87 in seniority order for each discipline will be posted online and in an accessible
88 location in each division and sent to the Faculty Association before assignments
89 are completed.
90

91 **15.3 ASSIGNMENTS**

92

93 All part-time faculty on the discipline reemployment priority list will be assigned classes
94 in their priority order before any part-time faculty not yet qualified for priority
95 reemployment eligibility. The qualified part-time faculty member who meets the foregoing
96 criteria (i.e., qualified) shall have reemployment priority and will receive first
97 consideration for an offer of an available class assignment in Fall and Spring semesters
98 using the following procedure:
99

100 15.3.1 Priority eligibility does not guarantee an assignment, the assignment of specific
101 courses, or the addition of a section after the establishment of the schedule. In
102 the event sections are added after the establishment of the schedule, the

103 assignment process in Article 15.3.4 shall be followed.
104

105 15.3.2 Pursuant to Education Code 87482.5, part-time faculty employed under this
106 article may not teach more than 67% of a full-time faculty load.

107 15.3.3 In establishing schedules, the Dean or designee shall solicit in writing interest in
108 assignments for the upcoming semester to part-time faculty on the discipline
109 priority rehire list. If a faculty member with reemployment priority fails to respond
110 in writing to a Dean's request within ten business days, he or she shall have no
111 entitlement to priority for an assignment in 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 15.3.4 Subject to availability, part-time instructional faculty obtaining reemployment
117 priority shall be entitled to a minimum assignment of two (2) sections or six (6)
118 weekly contact hours per semester, whichever is greater, and part-time non-
119 instructional faculty shall be entitled to six (6) weekly contact hours per semester,
120 as follows:

121
122 a. Assignment:

123
124 Assignments of two (2) sections or six (6) weekly contact hours shall be offered
125 one- by-one to each part- time faculty with reemployment eligibility in seniority
126 order to qualified part-time faculty who have been placed on the discipline
127 reemployment priority list.
128

129 Once all part-time faculty with reemployment eligibility have been assigned the
130 minimum number of sections or contact hours referenced in 15.3.4, sections or
131 weekly contact hours may be offered as additional assignments to part-time
132 faculty with reemployment eligibility or to part-time faculty who have not yet
133 obtained reemployment eligibility.
134

135 b. Availability of Assignments:

136
137 For a non-instructional assignment, an assignment will not be considered
138 available if the number of hours scheduled for assignable duties necessary to
139 fulfill the assignment have already been assigned to a full-time faculty member or
140 more senior part-time faculty member.
141

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

- 143
144 1. the section has already been offered and accepted by a full-time faculty
145 member as part of a load or overload;
146
147 2. the section has been already offered and accepted by a more senior part-
148 time faculty member;
149
150 3. the part-time faculty member does not meet minimum qualifications;
151
152 4. the section is not offered in a given semester;
153

- 154 5. the section will require the part-time faculty member to exceed 67% of a
155 full- time faculty load; or
156
157 6. the section has been cancelled.
158
159 c. Assignments to coach intercollegiate sports, related intercollegiate sections, and
160 other part-time assignments connected to coaching or directing competitive
161 athletics and performing arts teams/events with public performance or events
162 shall not be considered for priority assignments.
163

164 **15.4 NOTIFICATION OF ASSIGNMENTS**

165
166 Part-time assignment offers shall be mailed via U.S. mail or sent via email to individuals
167 by the appropriate Division by the end of the 10th week of the preceding Fall or Spring
168 semester, whenever possible.
169

170 Written or emailed acceptance or refusal of the offer shall be made by the part-time
171 faculty member to the District within 10 work days.
172

173 The appropriate Dean shall make available for review by faculty the proposed schedule
174 for the following semester within 10 business days before it is finalized.
175

176 **15.5 REDUCTION IN ASSIGNMENT**

177
178 15.5.1 In cases where a reduction in assignment needs to occur due to program needs,
179 budget constraints, low enrollment, or more contract faculty hires, the reduction
180 shall occur first from among those part-time, temporary faculty members who
181 have not yet qualified to be placed on the reemployment priority list, and
182 thereafter in reverse seniority order, with the least senior part-time, temporary
183 faculty member reduced first.
184

185 15.5.2 The assignment of any part-time faculty member may be revoked to provide a full
186 load assignment to a full-time faculty member. In the event that a part-time
187 faculty member with reemployment priority has an assignment revoked or
188 canceled prior to the first day of classes which drops the part-time faculty
189 member below the minimum assignment in Article 15.3. above, the part-time
190 faculty member may displace part-time faculty members who do not have
191 reemployment priority on the reemployment priority list. If none are available, the
192 part-time faculty member may displace the least senior part-time faculty member
193 on the reemployment priority list in a section for which the part-time faculty
194 member is qualified.
195

196 **15.6 LOSS OF REEMPLOYMENT PRIORITY**

197
198 A part-time faculty member shall lose eligibility for reemployment priority if any of the
199 following occur:
200

- 201 a. The part-time faculty member fails to respond to a request for an assignment
202 pursuant to 15.4 in four (4) consecutive semesters;
203
204 b. The part-time faculty member accepts and then declines an offer of assignment

205 in four (4) consecutive semesters; or

206

207 c. The part-time faculty member declines all offers of assignment for four (4)
208 consecutive semesters. The cancellation or revocation of a part-time faculty
209 member's assignment shall not count as the faculty member having declined the
210 assignment;

211

212 d. In cases where a part-time faculty member, subsequent to qualifying to be placed
213 on the reemployment priority list, receives a needs improvement evaluation, as
214 that term is defined in Article 7, the faculty member shall be provided a written
215 plan of remediation with concrete suggestions for improvement.

216

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

222

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

226

227 f. A part-time faculty member submits a statement of resignation or retirement to
228 the District.^[JG1]

229

230 15.7 In all cases, part-time faculty assignments are temporary in nature, contingent on
231 enrollment and funding, and subject to program changes, and no particular faculty
232 member has a reasonable assurance of continued employment at any point, irrespective
233 of the status, length of service, or reemployment priority of that part-time, temporary
234 faculty member. Nothing in this Agreement precludes the District from terminating a part-
235 time faculty member pursuant to Education Code section 87665.

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238 Signed and entered into this _____ day of _____, 2024.

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240 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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