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

November 159, 2024

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 15
PART-TIME FACULTY REEMPLOYMENT RIGHTS

15.1 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).

15.2 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 reemployment
56 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 15.1. a part-time faculty member's seniority date
60 for reemployment priority in a discipline shall be upon the date that the part-time
61 faculty member first obtained reemployment priority eligibility for that discipline
62 under the above requirements.
63

64 There shall be no ties on the reemployment priority list. If a tie in seniority dates
65 exists, the tie shall be broken by lot by the appropriate Vice President or
66 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 15.1.b and shall be placed on
70 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 for
74 reemployment priority, they will be placed on the priority list according to the
75 most recent date on which eligibility is reestablished.
76

77 e. Classified employees and managers teaching part-time may not be placed on the
78 reemployment priority list, but may be considered for assignments after priority
79 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 shall
84 be updated by the second week of the Fall Semester. Reemployment priority lists
85 in seniority order for each discipline will be posted online and in an accessible
86 location in each division and sent to the Faculty Association before assignments
87 are completed.
88

89 **15.3 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 15.3.1 Priority eligibility does not guarantee an assignment, the assignment of specific
99 courses, or the addition of a section after the establishment of the schedule. In
100 the event sections are added after the establishment of the schedule, the
101 assignment process in Article 15.3.4 shall be followed.
102

103 15.3.2 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 15.3.3 In establishing schedules, the Dean or designee shall solicit in writing interest in
106 assignments for the upcoming semester to part-time faculty on the discipline
107 priority rehire list. If a faculty member with reemployment priority fails to respond
108 in writing to a Dean's request within ten business days, he or she shall have no
109 entitlement to priority for an assignment in that semester.

110
111 To the fullest extent possible, Division Deans shall consider part-time faculty
112 requests prior to establishing class schedules.

113
114 15.3.4 Subject to availability, part-time instructional faculty obtaining reemployment
115 priority shall be entitled to a minimum assignment of two (2) sections or six (6)
116 weekly contact hours per semester, whichever is greater, and part-time non-
117 instructional faculty shall be entitled to six (6) weekly contact hours per semester,
118 as follows:

119
120 a. Assignment:

121
122 Assignments of two (2) sections or six (6) weekly contact hours shall be offered
123 one- by-one to each part- time faculty with reemployment eligibility in seniority
124 order to qualified part-time faculty who have been placed on the discipline
125 reemployment priority list.

126
127 Once all part-time faculty with reemployment eligibility have been assigned the
128 minimum number of sections or contact hours referenced in 15.3.4, sections or
129 weekly contact hours may be offered as additional assignments to part-time
130 faculty with reemployment eligibility or to part-time faculty who have not yet
131 obtained reemployment eligibility.

132
133 b. Availability of Assignments:

134
135 For a non-instructional assignment, an assignment will not be considered
136 available if the number of hours scheduled for assignable duties necessary to
137 fulfill the assignment have already been assigned to a full-time faculty member or
138 more senior part-time faculty member.

139
140 For an instructional assignment, a section will not be considered available if:

- 141
142 1. the section has already been offered and accepted by a full-time faculty
143 member as part of a load or overload;
144
145 2. the section has been already offered and accepted by a more senior part-
146 time faculty member;
147
148 3. the part-time faculty member does not meet minimum qualifications;
149
150 4. the section is not offered in a given semester;
151
152 5. the section will require the part-time faculty member to exceed 67% of a
153 full- time faculty load; or

154
155 6. the section has been cancelled.

- 156
157 c. Assignments to coach intercollegiate sports, related intercollegiate sections, and
158 other part-time assignments connected to coaching or directing competitive
159 athletics and performing arts teams/events with public performance or events
160 shall not be considered for priority assignments.

161
162 **15.4 NOTIFICATION OF ASSIGNMENTS**

163
164 Part-time assignment offers shall be mailed via U.S. mail or sent via email to individuals
165 by the appropriate Division by the end of the 10th week of the preceding Fall or Spring
166 semester, whenever possible.

167
168 Written or emailed acceptance or refusal of the offer shall be made by the part-time
169 faculty member to the District within 10 work days.

170
171 The appropriate Dean shall make available for review by faculty the proposed schedule
172 for the following semester within 10 business days before it is finalized.

173
174 **15.5 REDUCTION IN ASSIGNMENT**

175
176 15.5.1 In cases where a reduction in assignment needs to occur due to program needs,
177 budget constraints, low enrollment, or more contract faculty hires, the reduction
178 shall occur first from among those part-time, temporary faculty members who
179 have not yet qualified to be placed on the reemployment priority list, and
180 thereafter in reverse seniority order, with the least senior part-time, temporary
181 faculty member reduced first.

182
183 15.5.2 The assignment of any part-time faculty member may be revoked to provide a full
184 load assignment to a full-time faculty member. In the event that a part-time
185 faculty member with reemployment priority has an assignment revoked or
186 canceled prior to the first day of classes which drops the part-time faculty
187 member below the minimum assignment in Article 15.3. above, the part-time
188 faculty member may displace part-time faculty members who do not have
189 reemployment priority on the reemployment priority list. If none are available, the
190 part-time faculty member may displace the least senior part-time faculty member
191 on the reemployment priority list in a section for which the part-time faculty
192 member is qualified.

193
194 **15.6 LOSS OF REEMPLOYMENT PRIORITY**

195
196 A part-time faculty member shall lose eligibility for reemployment priority if any of the
197 following occur:

- 198
199 a. The part-time faculty member fails to respond to a request for an assignment
200 pursuant to 15.4 in four (4) consecutive semesters;
201
202 b. The part-time faculty member accepts and then declines an offer of assignment
203 in four (4) consecutive semesters; or
204

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

209
210 d. In cases where a part-time faculty member, subsequent to qualifying to be placed
211 on the reemployment priority list, receives a needs improvement evaluation, as
212 that term is defined in Article 7, the faculty member shall be provided a written
213 plan of remediation with concrete suggestions for improvement.

214
215 The faculty member shall be evaluated again the following semester. If the
216 outcome of this subsequent evaluation is also less than satisfactory, the faculty
217 member shall lose all reemployment rights, and may be dismissed at the
218 discretion of the District. Appeal and grievance rights and procedures, as
219 specified in Article 11, may apply.

220
221 e. If a part-time faculty member receives an unsatisfactory evaluation, the faculty
222 member shall lose all reemployment rights, and may be dismissed at the
223 discretion of the District.

224
225 f. A part-time faculty member submits a statement of resignation or retirement to
226 the District.

227
228 15.7 In all cases, part-time faculty assignments are temporary in nature, contingent on
229 enrollment and funding, and subject to program changes, and no particular faculty
230 member has a reasonable assurance of continued employment at any point, irrespective
231 of the status, length of service, or reemployment priority of that part-time, temporary
232 faculty member. Nothing in this Agreement precludes the District from terminating a part-
233 time faculty member pursuant to Education Code section 87665.

234
235
236 Signed and entered into this _____ day of _____, 2024.

237
238 FOR THE COLLEGE DISTRICT

FOR THE ASSOCIATION

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