

## PT FACULTY RE-EMPLOYMENT PREFERENCE and SENIORITY

Recognizing the vital contributions of part-time faculty to the District, re-employment preference and seniority rights have been integral aspects of job security since the very first contract was negotiated between *FA* and the District in 1977. In order to maintain these benefits of employment, it is important that part-time faculty understand their responsibilities.

*Part-time faculty acquire re-employment preference (REP) within one division at one college after five quarters of employment (consecutive or not, excluding summer session) if within the first three quarters both a satisfactory administrative evaluation and a student evaluation are completed, the latter according to Article 7.2.3 of the Agreement, "to the extent practicable based on the faculty employee's assignment."* If either the administrative or student evaluation indicates any areas of concern, a follow-up evaluation may be required by the Division Dean or appropriate administrator before the end of the fourth quarter of employment.

Once REP is achieved, part-time faculty are evaluated once every nine quarters of employment. While the part-time instructor can choose the class to be evaluated, it is the responsibility of the Division Dean or appropriate administrator to notify the faculty employee of the timelines for required student evaluations (see *Article 7.2.3*)

*REP can be terminated in four ways:* (1) a break in service occurs, which is defined as not having an assignment for six or more consecutive quarters for *any* reason; (2) an assignment is refused for any reason other than the exceptions outlined in *Article 7.8* of the Agreement; (3) unsatisfactory performance is documented as outlined in *Article 7.9*; or (4) failure to perform the normal and reasonable duties or misconduct as defined by Education Code Section 87732 as outlined in *Article 7.10*.

*Part-time faculty with REP can be bumped before the beginning of a quarter, but only if the assignment is needed in order for a full-time faculty member to make his or her contractual load. After Notification of Assignment letters have been issued, the seniority of part-time faculty members is considered as a relevant but not controlling factor in deciding which particular assignments are needed to fill full-time loads.*

To ensure the re-employment preference "agreement" is being honored, part-time faculty need to be aware of their REP status; to this end, *Article 7.3* mandates that "each division shall post its reemployment preference list in the division office, and the list shall be updated quarterly."

The REP list is used as follows: the senior most part-time faculty member, determined by date of first quarter of employment, is first offered "an assignment" (see *Article 7.6.2*); then assignments are offered to others by their seniority order on the list. When the end of the list is reached, if classes remain, the senior most faculty is offered a second assignment and so on. Only after all part-time faculty with REP are fully loaded can the scheduler offer assignments to part-time faculty without REP.

*Full-time faculty teaching overloads are subject to Article 7 and are assigned classes according to seniority and not preferentially.*

To ensure the REP agreement is being honored, faculty also need to know who is being assigned classes under *Article 7*. Faculty can assume that the REP list is being used correctly, but if they want assurance, they would need to ask the scheduler for such information or call the *FA* Conciliator.

Faculty who may have questions about re-employment preference or seniority are encouraged to contact the Faculty Association Office at 650-949-7544.