

PART-TIME FACULTY: KNOW YOUR CONTRACT

Every quarter, FA receives a significant number of calls from part-time faculty questioning their rights and the terms of their employment, including scheduling, evaluation, seniority, and rehire. Many of these concerns stem from a faulty understanding of the contractual protections and responsibilities provided by the FA-District Agreement. Part-time faculty are well-advised to take some time to become familiar with those parts of the Agreement that pertain to their employment.

Article 7 deals specifically with part-time faculty employment and is the heart of part-time faculty rights and responsibilities. In Article 7 you will find information on:

Scheduling and Assignments
Reemployment Preference
Load
Salary
Paid Offices Hours
Additional Compensation
Retirement Plans

While Article 7 is obviously a critical read, other Articles of the contract also contain provisions that govern part-time faculty employment in the District:

Article 5: *Grievance Procedures*
Article 6: *Evaluation*
Article 8: *Personnel Files*
Article 16: *Leaves (16.12, 16.15)*
Article 22A: *Paid Benefits*
Article 24: *Salaries (24.3, 24.4)*
Article 26: *Summer Sessions*
Article 27: *Calendar*
Article 28: *Nondiscrimination*
Article 36: *Conference Fund*
Article 37: *Contract Education*

To find out how much you should be paid for your work, consult the salary appendices:

Appendices C, D, E, F.

If you do not have a hard copy of the Agreement, it is available on the FA website at: <http://fa.fhda.edu/>.

Part-Time Faculty Salary Schedule Improvements

The new *2007-1010 Agreement* will include three significant salary improvements for part-time faculty that are a direct result of the FA-District agreement on part-time parity.

Effective Fall Quarter 2007, ***part-time faculty compensation increases from 72 to 74 percent*** of a full-time salary (Steps 1-6). In addition to this increase, negotiations have also resulted in improvements in step and column movement.

In order to eliminate disparity between part- and full-time step advancement, ***part-time faculty will now advance to the next step on the salary schedule after accruing the equivalent of .99 of a full-time annual load*** rather than 1.00. This adjustment will especially benefit part-time faculty who teach in disciplines (such as math) where a full-time annual load of .99 moves the full-time instructor to the next step.

An even more significant improvement helps part-time faculty achieve column change. Until now, column change could only take place after completing 24 semester (or 36 quarter) hours of academic credit coursework. ***The new provisions allows part-time faculty members to earn 50 percent of the required units (12 semester/18 quarter units) in another way: through participation in or attendance at local, state, or national conferences, workshops or non-credit courses directly related to their employment in the District.*** All such activities must be approved by the Division Dean or appropriate administrator. Eighteen hours of conference/workshop activity equals one quarter unit. This provision is effective Fall Quarter 2007; however, faculty will not be able to file for these units until the *2007-2010 Agreement* is completed, ratified, and approved by the Board.

See the September FA News (available on the FA website) for more details.

