

## FACULTY SENIORITY AND POSITION REDUCTIONS: Questions & Answers

Question:	Answer:
Where can I find the seniority list?	The seniority lists, by name and seniority date, can be found on the CCSF webpage: <a href="https://www.ccsf.edu/employee-services">https://www.ccsf.edu/employee-services</a>
What is the difference between hire date and seniority date?	The original hire date may include part-time faculty employment prior to becoming a full-time contract employee. The seniority date will be used to determine faculty position reductions and lay-offs.
Is a larger lottery number safe?	Lottery numbers are loosely correlated to a faculty member's hire date. That is more recently hired faculty have larger lottery numbers than that of senior faculty member who have smaller lottery numbers.
How would faculty know if the lottery number is correct?	You were provided with your lottery number at the time of the lottery drawing. If you feel your lottery number is incorrect, please notify <a href="mailto:facultyseiority@ccsf.edu">facultyseiority@ccsf.edu</a> . Lottery numbers are needed only when faculty members share the same seniority date.
How soon can faculty expect to hear of corrections from the Faculty Seniority Accuracy Inquiry Form submitted?	Human Resources is currently reviewing all inquiries submitted before 5:00 p.m. on February 5. You will receive a response via email by Friday, February 19. (CCSF is observing Presidents' Weekend Feb 12 through Feb 15, 2021).
I requested an additional FSA between Feb 5 and Feb 15. When will I receive a decision?	Your application for a secondary FSA will be reviewed in the order in which it is received. You will receive a decision by February 19, 2021.
What do you mean by "reverse seniority order"/ What does that look like exactly?	Faculty who have been employed by the District for a longer period have more seniority than that of faculty members hired more recently. "Reverse seniority" refers to seniority in reverse chronological order. Those with less seniority would be affected by employment decisions first.
When will instructional budgets be available?	Department budgets were issued on February 8. If you have questions, contact your department chair.
How do we note discipline differences within an FSA group like "Art", i.e. ceramics versus sculpture versus drawing?	Faculty Service Areas or FSAs are defined by the State Chancellor's Office pursuant to the Education code. FSAs are broad disciplines or subject areas based on a specific set of minimum qualifications established by the State Chancellor's office. Specialties within a discipline are not distinct FSAs. For example, algebra and calculus have the same MQs and fall within the Mathematics FSA. Similarly, ceramics and drawing are a part of the Art FSA.

When and where do we see the Eliminating PKS information?	The abbreviation for a particular kind of service is PKS. The District will provide information about reductions of PKS at the February 25 BOT meeting.
What are the specific budget number we are targeting?	The District must achieve salary savings from all employee groups of approximately 15%. For more information, please find the Multi Year Budget and Enrollment Plan adopted by the Board at its November 2020 Board meeting. The Plan can be found at <a href="https://www.ccsf.edu/sites/default/files/2020/document/Multi-Year-Budget-and-Enrollment-Plan-Final-2020-11-12-ADA.pdf">https://www.ccsf.edu/sites/default/files/2020/document/Multi-Year-Budget-and-Enrollment-Plan-Final-2020-11-12-ADA.pdf</a>
What list do we use to determine what FSAs we should list? I was using the min quals list from the state. Is that incorrect?	The District uses the CCCC0 Handbook of Minimum Qualifications for disciplines. <a href="https://www.cccco.edu/-/media/CCCC0-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Middle-College-High-School/CCCC0_2019_Report_Min_Qualifications.pdf?la=en&amp;hash=B1C5E82A8288CF436366ADC4FCB6FDEC3B2A9BD6">https://www.cccco.edu/-/media/CCCC0-Website/About-Us/Divisions/Educational-Services-and-Support/Academic-Affairs/What-we-do/Curriculum-and-Instruction-Unit/Middle-College-High-School/CCCC0_2019_Report_Min_Qualifications.pdf?la=en&amp;hash=B1C5E82A8288CF436366ADC4FCB6FDEC3B2A9BD6</a>
How do we challenge a rejected FSA(s)?	The Office of Instruction is developing a process with the deans and chairs to hear FSA appeals. See Article 23.D of the AFT collective bargaining agreement.
Are whole programs on the chopping block?	The District is not eliminating programs at this time. Should it become necessary to discontinue any programs, the Office of Instruction will notify the Academic Senate in writing to commence the Program Discontinuance process.
What is the process for the "March 15 <sup>th</sup> " and "May 15 <sup>th</sup> " notices?	A more detailed description will be posted on February 11.
Will retirements have an impact on the number of notices? When should retirement notices be submitted to Human Resources?	Yes, retirements could reduce the number of March 15 and May 15 notices. The District needs to know about retirements as soon as possible before April 15.

February 8, 2021