

District Proposal – Article 13-1 Part-time Reemployment Preferences April 25, 2023

The district's negotiating team would like to offer this proposal with changes to Article 13-1.

13-1.B Definitions and Applicability

8. Course Equivalency. For the purposes of making instructional assignments, certain courses may be deemed equivalent. Management will publicize these equivalencies prior to making assignments.

13-1.C. Establishing Re-employment Preference

For all other instructional assignments, faculty must have taught the course or its equivalent* twice within the last ten semesters.

~~* Courses that are deemed equivalent must be publicly listed in advance and consistently applied.~~

13-1.D. Application of Re-employment Preference

~~After management or designee has determined the number and distribution of assignments for an upcoming semester, assignments shall be made to those part-time faculty members that have established a re-employment preference to those assignments according to their seniority and modal load, as defined above.~~

After management or designee has determined the number and distribution of assignments for an upcoming semester, assignments shall first be made to part-time faculty members that have established a re-employment preference to those assignments. Assignments shall be made to those part-time faculty according to their seniority up to their modal load, as defined above. Should remaining assignments be available after the application of re-employment preferences, remaining assignments shall be made according to Article 13.B.1.

13-1.E. Remedy

2. When the remedy is not implemented prior to the beginning of the assignment to which preference was denied, the remedy shall be limited to the following:

2.1 Continuation of medical benefits at the District's expense provided the Grievant was eligible for and received such benefits in the prior semester; ~~that the Grievant would have been eligible for medical benefits had the appropriate~~

assignment been made; and further provided that the cost of dependent care benefits, if any, shall be paid in accord with Article 21.B.3.

13-1.F. Exceptions – This Article shall not apply with respect to the following:

1. Site supervision.
2. Categorically/grant-funded non-instructional assignments other than counseling, library, and student health assignments.
3. Contract Education ~~and Community Services~~ assignments, ~~that area not in existing subject areas or departments.~~ other than those to class sections of existing courses.
4. Community Services assignments.
45. A temporary, part-time faculty member with four or fewer semesters of service unless he/she has been evaluated as satisfactory.
56. A temporary, part-time faculty member whose services are terminated for reasons other than lack of an available assignment. (Ref. Article 13.E)
- ~~6. Overload assignments to courses not taught by hourly faculty twice in the last ten (10) semesters will be excluded from consideration in C.~~
7. Retired faculty re-employed as faculty, whether previously employed as full-time or as temporary, part-time.
8. Graduate students hired on or after July 1, 1997, as faculty interns; other temporary ~~hourly part-time~~ faculty hired on or after July 1, 1997, on an emergency basis; and all other temporary ~~hourly part-time~~ faculty hired on or after July 1, 1997, whose hiring was not through the usual process. This exclusion does not apply to any faculty under this section who are subsequently selected for employment under established hiring procedures.