

Article 7 – Evaluation, Security, and Seniority of Adjunct Faculty

What Changed?

Adjunct Security and Seniority Rights: As a result of 2016 state legislation, Education Code Section 87482.3 requires districts to negotiate adjunct faculty evaluation and seniority/rehire rights. The contract already addresses adjunct evaluation processes. Major changes regarding adjunct seniority/rehire rights include:

- 1) **The District shall create an accurate seniority list for adjuncts based on Banner records.** CCA and the District agreed to create a work group consisting of CCA negotiators, college administrators, district human resources, and district IT to recommend the most efficient way to create a seniority list of adjunct faculty using the Banner system by Oct. 15, 2017. **After receiving that recommendation, CCA and the District will negotiate how to implement the seniority list by Dec. 1, 2017.**
- 2) **The list will base adjunct seniority on Banner records of teaching experience during fall and spring semesters back to 2012 since Banner data before then may not be reliable.** If CCA finds the data from 2012 on is not reliable, CCA will negotiate a different way to calculate seniority.
- 3) **The adjunct seniority list shall take effect in spring 2019.**
- 4) **Adjunct seniority does not transfer across colleges.** Adjuncts may have a different seniority at each college.
- 5) **Seniority means adjuncts shall be offered preference/priority in assignment of their load subject to evaluations and availability of work.**
- 6) **Adjuncts shall be removed from the seniority list if they refuse an offer of a teaching or service assignment for two consecutive semesters, or if they receive an unsatisfactory evaluation.** Exceptions to this may be made on a case-by-case basis.
- 7) **Summer teaching is excluded from seniority list calculations.**
- 8) **Adjuncts shall provide their schedule or availability for teaching or service assignments to their department/division chairs upon request.** After scheduling full-time faculty assignments, chairs shall complete a preliminary master schedule and shall offer preference/priority in assignment of load to adjunct faculty based on seniority.
- 9) **Adjuncts shall complete a seniority list request form noting their intent to return no later than July 1 for retention on the seniority list for the spring of the following academic year.** The form shall be submitted to HR and copied to dean.
- 10) **Adjuncts shall return the form by July 1 or their preference/priority in assignment of load shall not be guaranteed.**
- 11) **Some changes in the evaluation process (Article 6) will apply to adjuncts.** These include two chances to respond to evaluations; the online pilot project for student evaluations; the limit on how long an observer can remain in an online class during a faculty evaluation; and the Mode R for adjuncts who give written notice of their intent to retire.
- 12) **Limit on maximum loads for full-time faculty:** Full-time faculty loads can't exceed 1.67 if adjunct faculty are available to teach additional classes offered.

Pros: Adjuncts should be able to plan on receiving teaching loads based on seniority starting in 2019. In the meantime, they may start receiving additional classes due to the limit on maximum loads for full-time faculty.

Cons: Department/division chairs may have difficulty at first assigning adjunct loads based on seniority. Full-time faculty used to exceeding 1.67 loads may be upset they no longer can do this if an adjunct faculty member is available to teach the additional class.