

5.1.3 d)

Priority Rehire Program:

- 1) Adjunct faculty who have accumulated a minimum of eight thousand (8,000) teaching/non-classroom hours, have twenty (20) academic semesters in which an assignment has been completed, have assignments at the sixty (60%) percent level four (4) of the last six (6) semesters prior to eligibility, shall be given priority for rehire over the hire of other adjunct faculty for an adjunct assignment in the Continuing Education program during the academic year for up to, but not exceeding, the sixty (60%) limit. This priority will be applicable within the faculty member's current subject area (as defined by the Continuing Education catalog) and the faculty member's qualifications. A faculty member will qualify for the class if they: a) hold a California Community College Instructor Credential or b) hold a California Community College Certificate of Qualifications for Adult Classes for the class or c) meet the State Minimum qualifications for the class or d) have a minimum of a Bachelor's Degree or higher in the subject matter.

This priority will include the right to displace an adjunct faculty member who does not have priority rehire status. This displacement can occur only within the faculty member's subject area and only after the first four (4) weeks of the class.

- 2) The number of new priority rehires approved in any given academic year will not exceed ten percent (10%) of the existing total of current priority rehires. Of the new priority rehires, the assignment of them shall not cause any one mandated area/discipline to have more than a thirty percent (30%) increase, or a minimum of one, over the total number of priority rehires priority rehire status and are not assigned due to the maximum allowable percentage, will be placed on the succeeding year's priority rehire list in order of their approval date.
- 3) If the displacement opportunity is only available at a different timeframe (morning, afternoon, evening) or day the current class assignment will be continued for the balance of the semester. The decision as to which adjunct faculty member will be displaced will be the right of management.
- 4) All faculty eligible for this priority rehire program will be considered equal in status. Termination of services in accordance with paragraph (b) above or a rating of "needs improvement" on the performance evaluation in accordance with the provisions of Article X - Performance Evaluation, will disqualify the faculty member from further eligibility for this priority status. STRS retirees are not eligible for this program.
- 5) Faculty who believe they qualify for priority status must notify the appropriate manager at least six (6) weeks prior to the start of the semester. The manager will verify this information with Human Resources. Priority status will begin the semester following verification of eligibility.
- 6) Faculty who qualify for the priority rehire program may request leave from any portion of their assignment from the Vice President, Continuing Education for a period of up to one (1) academic year.
- 7) Priority rehire faculty, except those on leave under the provisions of Section 6) above, who elect not to accept their full rehire assignment for two (2) consecutive

semesters will have their rehire priority permanently reduced to whatever percentage of a full-time assignment they had accepted for the second semester.

- 8) Any priority rehire faculty member who fails to maintain the Continuing Education Average ACS in a legitimately offered class for two (2) consecutive semesters or who declines an offer of a class, excluding summer, will have his/her priority rehire assignment reduced by that percentage. If AFT does not believe that a class has been legitimately offered they may appeal the decision to the Vice President of Continuing Education who will make the final decision. Among the factors must be considered in the decision is a) prior history of time b) relation to the other course offerings. Such a reduction in priority assignment shall not preclude additional non-priority assignments in the future.

Priority rehire faculty may request a transfer of their priority rehire status to a different site under the following procedure:

The faculty member will write a letter to the President of Continuing Education requesting a transfer from their present site to another specified site.

The President of Continuing Education will refer the matter to two (2) groups for consideration. One review group will be composed of the potential sending and receiving site managers and the site Instructional Leaders from the discipline. The second review group will be composed of the Vice President of Instruction, the President of the Academic Senate and the AFT President. Both groups should consider, but not be limited to, the instructor's qualifications and experience and the program needs of the two (2) sites.

After receiving the recommendations of the two (2) reviewing groups and their supporting evidence, the President will approve or deny the transfer. The President's decision will be final.

Requests for the transfer of priority rehire status must be made a minimum of forty-five (45) work days prior to the start of a new semester.