

**AFT Guild, Local 1931**  
**Continuing Education Faculty**  
**San Diego Community College District**  
**Union Negotiated Adjunct Faculty Benefits**

**1) Job Security-Priority of Assignment (reference Article V of CBA at [aftguild.org](http://aftguild.org), click on “Collective Bargaining Agreements”)**

- If already completed 10 semesters (fall and spring only), automatically included, effective Spring 2016.
- Eligibility: must have completed eight semesters (fall and spring only) within eight year period.
- Make a request in writing to chair and dean (cc dean’s secretary) during semester six.
- Takes effect semester nine.
- Load maintained at FTEF level (average of last two semesters) when requesting POA.
- Load can increase as new sections offered or sections become vacant.
- Seniority based on date of request to join POA.
- All classes taught since 1990 without a negative evaluation go on seniority list.
- Termination only after two consecutive negative evaluations or if budget cuts reduce program.

**2) Healthcare (reference [aftguild.org](http://aftguild.org), click on “Adjunct Issues”)**

- Eligibility: six months averaging 60% FTEF or above.
- Includes: Medical (Kaiser only), Dental, and Vision Coverage.
- Effective first of month following qualification.
- Family members may be added during open enrollment each year (first two weeks of November) effective January 1.
- Monthly cost to adjunct faculty member: \$0

**3) Salary Advancement (reference [aftguild.org](http://aftguild.org), click on “Adjunct Issues”)**

- Move in class, 5% increase for every 15 upper division or graduate units above MQs in same discipline as current assignment, *or* two years of occupational experience if teaching in discipline where a Masters Degree is not generally available.
- Complete form and submit to campus professional advancement committee.
- Effective first of month following submission in September, October, March, or May.

**4) Unemployment Benefits (reference [aftguild.org](http://aftguild.org), click on “Adjunct Issues”)**

- Eligibility: apply day after last class meeting day.
- All adjunct faculty eligible for EDD benefits, even if you have received an assignment offer for the following semester.