



**College Adjunct Faculty  
San Diego Community College District  
Union Negotiated Adjunct Faculty Benefits**

## **Job Security**

### **Priority of Assignment**

(reference Article V of CBA at [aftguild.org](http://aftguild.org), click on “Collective Bargaining Agreements”)

- Eligibility: must complete 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.

**For more information or support contact our union!**

**Call: AFT Office 619-640-1155**

**[www.aftguild.org](http://www.aftguild.org)**

