

Priority of Assignment Benefits

Adjunct faculty Priority of Assignment (POA) rights are found under 11.3 – 11.5 of the AFT Collective Bargaining Agreement (CBA).

Criteria for receiving/attaining POA:

1. Six (6) semesters of **service** in a particular discipline at one of the colleges within the last ten (10) semesters. POA begins **AUTOMATICALLY** at the start of the seventh semester of service.
2. POA applies to **each course taught to date** by the faculty where that faculty member has not received a 3.49 or lower evaluation score for their most recent evaluation for that course or assignment.
3. **LED for POA** is determined by taking the average LED load of the semester in which POA begins and the previous semester.
4. LED **may be increased** if there is additional growth in the department or attrition of faculty. LED increases are determined through seniority in the discipline.
5. If a faculty member with POA has their **LED increased**, then that faculty member maintains POA at that new LED level.

POA offers:

1. **POA offers are made in** order of seniority (based upon hire date for particular courses for which the faculty member has POA).
2. If a faculty member has POA in multiple courses or assignments, the course offering shall be made in **consultation** with the faculty member.

3. If there are more faculty members with POA in a particular course than courses available, offers shall be made on a **seniority basis** for that particular course.
4. **Cancellation of a course after the semester begins** for which a faculty member has POA does not allow for the displacement of a faculty member with less POA seniority or no POA.

Termination or loss of POA:

1. A faculty member may lose POA if they **decline all offers of assignments** or decline a portion of their POA LED (which shall reduce their POA LED).
2. A faculty member and Dean can **agree** that a faculty member is unable to accept an assignment due to illness or another serious reason. If this agreement is reached, then the faculty member maintains POA. If no agreement is reached, an appeal can be made to the Vice President.
3. A faculty member who declines an offer may **submit a written request** to the Dean at the time of the offer to maintain POA.
4. If a faculty member is **inactive for 18 months or more**, they shall lose POA.
5. If it is determined that a faculty member does not meet the standards of the Department as a result of formal evaluation, **POA may be terminated or suspended**.

For more information or support, please contact us!

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