

Priority of Assignment Benefits

Adjunct faculty Priority of Assignment (POA) rights are found under 5.2.2 – 5.2.7 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 six (6) years of service. 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 an unsatisfactory evaluation for their most recent evaluation for that course or assignment.
3. **FTEF for POA** is determined by taking the average FTEF load of the semester in which POA begins and the previous semester.
4. FTEF **may be increased** if there is additional growth in the department or attrition of faculty. FTEF increases are determined through seniority in the discipline.
5. If a faculty member with POA has their **FTEF increased**, then that faculty member maintains POA at that new FTEF 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 FTEF (which shall reduce their POA FTEF).
2. If a faculty member is unable to accept an assignment due to illness or other serious reason, a request can be made to the Vice President to maintain their POA during this break in service.
3. If a faculty member is **inactive for 18 months or more**, they shall lose POA.
4. 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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