



## GCCCD-AFT Guild, Local 1931 Negotiated Adjunct Faculty Benefits

### Priority of Assignment Benefits

Adjunct faculty Priority of Assignment (POA) rights are found under Article XI of the GCCCD/AFT Faculty Contract.

#### Criteria for receiving/attaining POA:

1. Six (6) semesters of **service** in a particular discipline at one of the colleges within the last ten semesters of service. POA begins **AUTOMATICALLY** at the start of the seventh semester of service (fall/spring only to qualify).
2. POA applies to **each course taught to date** (even before gaining POA) by the faculty member provided that faculty member has not received an evaluation score of 3.49 or lower in their most recent evaluation for that course or assignment.
3. **FTEF for POA** is determined by taking the average FTEF load over the past two semesters (semesters five and six to start).
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. However, the Dean has the ultimate right of assignment.
3. If there are more faculty members with POA than courses available, offers shall be made on a **seniority basis**.
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 Dean 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, regardless of reason.
4. If it is determined that a faculty member does not meet the standards of the Department as a result of formal evaluation two semesters in a row, their **POA will be terminated**.
5. POA faculty who have all or part of their assignment removed by management after a Tentative Assignment Offer (TAO) has been issued, and then decline a subsequent assignment offered to them, will not lose any POA rights within that discipline, unless such declination has taken place two or more semesters in a row.

**For more information or support, please contact us!**

**Call: 619-640-1155**

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

