



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

### Priority of Assignment Benefits

Adjunct faculty Priority of Assignment (POA) rights are found under Article 5.2 of the SDCCD/AFT Faculty Contract.

#### 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 (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 unsatisfactory evaluation 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 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, 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)**

