

PART-TIME REHIRE RIGHTS

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California Community Colleges Chancellor's Office

Report on Staffing for Fall 2008

Statewide Headcount and Full-time Equivalency (FTE) by Employee Category

Employee Category	Headcount*	FTE**
Educational Administrator	2,051	2,074.1
Tenured / Tenure Track	18,200	20,825.0
Academic Temporary	45,257	17,159.6
Classified Administrator	1,554	1,568.8
Classified Professional	2,136	2,086.4
Classified Support	25,035	23,617.6
Statewide Total:	94,233	67,331.6

*Headcount is unduplicated by district.

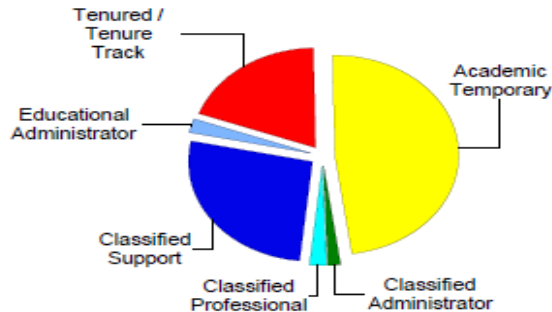
**Work Assignments included for FTE: Credit & Non-Credit Instruction, Direct Academic Support, Executive, Administrative, Managerial, Operations & Support, Leave, Released, Reassigned, Overload, Replacement

Academic Temporary Breakdown

- 43,735 Count of academic temporaries with FTE less than 61%
- 1,522 Count of academic temporaries with FTE equal to or greater than 61%
- 3,861 Count of academic temporaries working at multiple community college districts.
- 584 Count of persons employed at one district in a permanent capacity (in any classification, i.e. Educational Administrator, Tenured/Tenured Track, Classified) who are also employed at another district in an academic temporary capacity.

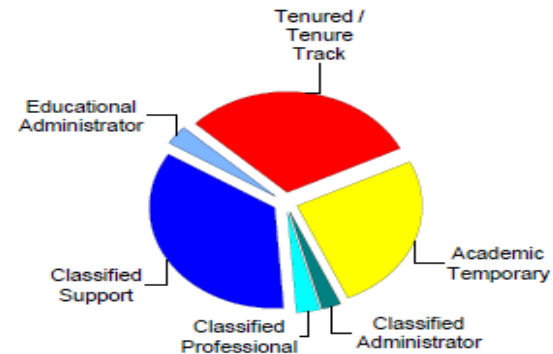
Note: For Fall 2008, the districts that do not report SSN-based employee records are: Cerritos, Chabot Las-Positas, Mt. San Antonio and Santa Monica.

Statewide Employee Headcount Unduplicated by District



■ Educational Administrator	2,051	2.2%
■ Tenured / Tenure Track	18,200	19.3%
■ Academic Temporary	45,257	48.0%
■ Classified Administrator	1,554	1.6%
■ Classified Professional	2,136	2.3%
■ Classified Support	25,035	26.6%
Total:	94,233	100.0%

Statewide Employee Full-Time Equivalency (FTE)



■ Educational Administrator	2,074.1	3.1%
■ Tenured / Tenure Track	20,825.0	30.9%
■ Academic Temporary	17,159.6	25.5%
■ Classified Administrator	1,568.8	2.3%
■ Classified Professional	2,086.4	3.1%
■ Classified Support	23,617.6	35.1%
Total:	67,331.6	100.0%

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California Community Colleges Chancellor's Office

Report on Staffing for Fall 2009

Statewide Headcount and Full-time Equivalency (FTE) by Employee Category

Employee Category	Headcount*	FTE**
Educational Administrator	2,067	2,084.6
Tenured / Tenure Track	18,299	20,482.5
Academic Temporary	42,449	16,122.0
Classified Administrator	1,586	1,594.5
Classified Professional	2,139	2,076.3
Classified Support	24,421	23,015.6
Statewide Total:	90,961	65,375.6

*Headcount is unduplicated by district.

**Work Assignments included for FTE: Credit & Non-Credit Instruction, Direct Academic Support, Executive, Administrative, Managerial, Operations & Support, Leave, Released, Reassigned, Overload, Replacement

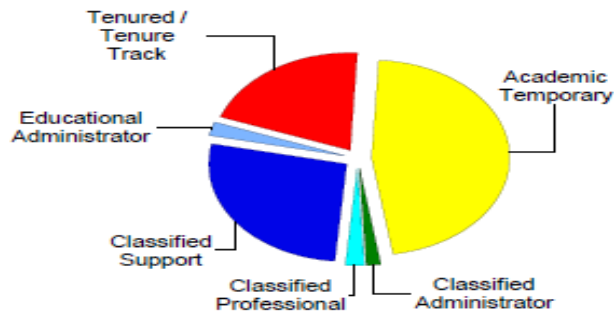
Academic Temporary Breakdown

- 41,063 Count of academic temporaries with FTE less than 61%
- 1,386 Count of academic temporaries with FTE equal to or greater than 61%
- 3,828 Count of academic temporaries working at multiple community college districts.
- 559 Count of persons employed at one district in a permanent capacity (in any classification, i.e. Educational Administrator, Tenured/Tenured Track, Classified) who are also employed at another district in an academic temporary capacity.

Note: For Fall 2009, the districts that do not report SSN-based employee records are: Cerritos and Santa Monica.

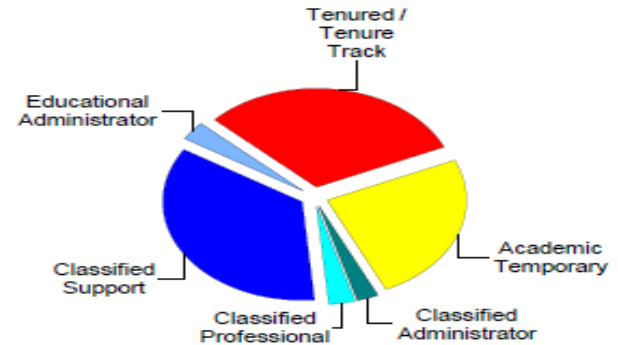
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Statewide Employee Headcount Unduplicated by District



Educational Administrator	2,067	2.3%
Tenured / Tenure Track	18,299	20.1%
Academic Temporary	42,449	46.7%
Classified Administrator	1,586	1.7%
Classified Professional	2,139	2.4%
Classified Support	24,421	26.8%
Total:	90,961	100.0%

Statewide Employee Full-Time Equivalency (FTE)



Educational Administrator	2,084.6	3.2%
Tenured / Tenure Track	20,482.5	31.3%
Academic Temporary	16,122.0	24.7%
Classified Administrator	1,594.5	2.4%
Classified Professional	2,076.3	3.2%
Classified Support	23,015.6	35.2%
Total:	65,375.6	100.0%

The numbers

- There were 45,257 part-time faculty in fall 2008.
- There are 42,449 of you in fall 2009.
- The drop was 2,808 fewer of you.

- 3,828 are considered freeway fliers
- 41,063 of you teach less than 61%
- 559 of you have a full time job at another college and moonlight elsewhere

HISTORY OF REHIRE RIGHTS

- 1998- AB 954-Martinez- Extend seniority and due process rights. Vetoed
- 1999-AB 2434- Wildman- Preferred right of retention. Failed Senate floor
- 2000- AB 1351 Lempert- Reemployment rights for part-timers. Failed Senate/suspense
- 2001-SB 1199- Romero- Due process rights for part-timers. Failed Senate Ed.
- 2001- AB 907-Goldberg- Equal pay, benefits and employment opportunities. Failed Assembly Higher Ed.
- 2002- SB 1199- Romero- Due process rights. Failed Senate Ed.
- 2003- SB 272- Soto- Due process in hiring. Failed Senate/ suspense.
- 2004-SB 1432- Burton- Rehire rights mandatory subject of bargaining, Signed into Law.

Current Law

- **87482.9.** This section applies only to temporary and part-time faculty within the meaning of Section **87482.5**. The issue of earning and retaining of annual reappointment rights shall be a mandatory subject of negotiation with respect to the collective bargaining process relating to any new or successor contract between community college districts and temporary or part-time faculty occurring on or after January 1, 2002.
- What this means
 - A district must negotiate the topic of rehire rights for part-time faculty.
 - A district does not have to agree to include the topic in a contract.
 - A district that refuses to bargain may result in an unfair labor practice.

When you bargain

- Elements to consider
 - Who is covered
 - What constitutes eligibility
 - What are you entitled to
 - Access to the grievance procedure
 - What to do in case of ties
 - How do you cover breaks in service

Adjunct Assignments

BEST

Adjunct Faculty- It shall be the policy of the _____ Community College to recognize the paramount role that adjunct faculty have in the quality of education at the college. To this end, every effort shall be made by the district to provide for priority consideration for adjunct faculty, currently employed by the district, when making assignments of part-time work and in filling new full time positions.

- A. The district shall maintain a list of all adjunct faculty who have taught for four of the last six semesters and shall provide faculty on that list with the right of first refusal to continuing assignment to classes for which they have successfully taught. (In the event that two or more part-time faculty have equal standing on the list and fewer sections of classes are required in any given semester the faculty member with the greatest district wide seniority shall be granted the position.)
- B. The district shall provide for currently employed faculty, who do not qualify for the seniority list above, priority to position assignment before new hires.
- C. Adjunct faculty shall have the right to reject assignment in two consecutive semesters only. Rejection of a third assignment shall cause the faculty members removal from priority consideration.
- D. For the purposes of this article, and subject to the criteria in sections A and B above Adjunct faculty assignment may take into consideration the following criteria:
 1. Faculty Subject matter experience
 2. Previous and current evaluations
 3. Skills related to courses offered in a specific department
 4. Maintenance of previous workload
 5. Adjunct Assignment preference forms
- E. Adjunct faculty that desire to increase their workload up to the equivalent of a 67% assignment shall be granted such assignment providing they possess the minimum qualifications for the open positions not filled by the criteria in Sections A and B above.
- F. Assignment of all adjunct faculty shall not be conducted in a manner that is arbitrary, capricious or discriminatory and any dispute as to adjunct assignment shall be processed as a grievance.

Adjunct Assignments

ACCEPTABLE

Adjunct Faculty- It shall be the policy of the _____ Community College to recognize the paramount role that adjunct faculty have in the quality of education at the college. To this end, every effort shall be made by the district to provide for priority consideration for adjunct faculty, currently employed by the district, when making assignments of part-time work and in filling new full time positions.

- A. All adjunct faculty employed during the current academic year shall be afforded the right of first refusal to all classes taught when offered in the ensuing academic year.
- B. After all assignments have been filled by employing the criteria in Section A above, faculty employed during the current academic year shall be granted the right of first refusal to any remaining unassigned classes in the ensuing academic year.
- C. After all assignments have been filled by employing the criteria in Section A and B above, faculty employed during the current academic year shall be granted the right of first refusal to any remaining unassigned classes in the following academic year.
- D. After employing the criteria in Sections A,B, and C above the district may fill any remaining positions in the current academic year with any faculty member who meets minimum qualifications.
- E. For the purposes of this section adjunct faculty referenced above may not be reemployed by the district if two of the last three evaluations contain a majority of criteria deemed needs improvement or unsatisfactory. For other faculty not reemployed under provisions above, the district shall bear the burden of proof as to why the adjunct faculty members was not reemployed if the faculty member exercises his/her right to file a grievance.
- F. Adjunct faculty that desire to increase their workload up to the equivalent of a 67% assignment shall be granted such assignment providing they possess the minimum qualifications for the open positions prior to the exercise of Section D above.
- G. Assignment of all adjunct faculty shall not be conducted in a manner that is arbitrary, capricious or discriminatory.

Adjunct Assignments

BETTER THAN NOTHING

Adjunct Faculty- It shall be the policy of the _____ Community College to recognize the paramount role that adjunct faculty have in the quality of education at the college. To this end, every effort shall be made by the district to provide for priority consideration for adjunct faculty, currently employed by the district, when making assignments of part-time work and in filling new full time positions.

- A. Each Department that employs adjunct faculty shall maintain a seniority list of adjunct faculty by subject taught. Faculty with the greatest seniority in any given course shall be offered no less than the equivalent load he/she averaged over the previous two academic years. Assignments to additional offerings shall than be offered in the same manner to the adjunct member with the second greatest seniority for that subject and continuing until all current seniority list members have been exhausted. Upon the exhaustion of the seniority list members the district shall then fill remaining sections of classes offered with current qualified adjunct faculty from within the department prior to employing new faculty and providing that additional classes shall not exceed a 67% load during any academic year.
- B. Assignment of all adjunct faculty shall not be conducted in a manner that is arbitrary, capricious or discriminatory.

AB 1807

- This is a proposed bill in the legislature that would change the current law to require all districts to establish rehire rights for part-time faculty.
- The bill is currently being debated in the legislature
- The bill would codify who is eligible for placement on a rehire list based on semesters of service and qualifications.

Arguments in favor of AB 1807

- Would provide stability for part-time employees who meet the criteria.
- Would reward faculty for their continued service.
- Would eliminate much of the discretion and favoritism that districts continually abuse in the employment of part-timers

MANAGEMENT ARGUMENTS OPPOSING AB 1807

- Would cost districts excessive amounts of money to establish and monitor the lists of part-time employees.
- Establishes a two tiered system of employment.
- Eliminates the flexibility of districts in staffing programs.
- Will result in additional costs for processing grievances.

AVERAGE PT HOURLY RATES

RANK	DISTRICT	PT AVG HOURLY 2008-09	PT AVG HOURLY 2009-10	% INCREASE	RANK	DISTRICT	PT AVG HOURLY 2008-09	PT AVG HOURLY 2009-10	% INCREASE
1	LOS ANGELES	102.46	108.92	6.3%	37	SOUTHWESTERN	60.56	60.10	-0.8%
2	MARIN	96.52	100.66	4.3%	38	SIERRA	56.52	58.23	3.0%
3	MIRA COSTA	99.08	100.05	1.0%	39	LONG BEACH	57.33	58.19	1.5%
4	SAN FRANCISCO	92.61	93.75	1.2%	40	PALOMAR	58.58	58.15	-0.7%
5	FOOTHILL	88.33	93.08	5.4%	41	GAVILAN	63.70	58.10	-8.8%
6	SANTA MONICA	81.67	88.35	8.2%	42	KERN	55.00	57.50	4.5%
7	SAN JOSE	87.03	86.43	-0.7%	43	NAPA	57.32	57.33	0.0%
8	SAN MATEO	85.21	84.43	-0.9%	44	CERRITOS	58.79	56.75	-3.5%
9	EL CAMINO	82.56	83.40	1.0%	45	CITRUS	55.09	56.29	2.2%
10	SONOMA	80.30	82.64	2.9%	46	SANTA CLARITA	55.73	56.18	0.8%
11	CHABOT	82.34	82.60	0.3%	47	HARTNELL	56.31	56.13	-0.3%
12	RIO HONDO	77.51	77.00	-0.7%	48	SAN BERNARDINO	53.56	53.76	0.4%
13	CABRILLO	75.83	75.81	0.0%	49	VICTOR VALLEY	50.60	53.53	5.8%
14	PERALTA	78.87	75.23	-4.6%	50	BUTTE	51.44	52.91	2.9%
15	VENTURA	0.00	74.87		51	SHASTA	52.69	52.63	-0.1%
16	ANTELOPE VALLEY	70.17	71.63	2.1%	52	MENDOCINO	50.94	52.28	2.6%
17	SANTA BARBARA	65.63	71.39	8.8%	53	SISKIYOU	47.08	50.69	7.7%
18	CONTRA COSTA	69.11	71.31	3.2%	54	PALO VERDE	0.00	50.46	
19	LOS RIOS	69.10	70.41	1.9%	55	SEQUOIAS	49.76	50.08	0.6%
20	COAST	70.15	68.60	-2.2%	56	WEST HILLS	54.88	49.46	-9.9%
21	MT. SAN ANTONIO	66.75	67.90	1.7%	57	RANCHO SANTIAGO	51.85	49.40	-4.7%
22	REDWOODS	64.92	67.06	3.3%	58	COMPTON	49.01	49.32	0.6%
23	SAN JOAQUIN	64.08	66.95	4.5%	59	IMPERIAL	54.16	49.14	-9.3%
24	SOUTH ORANGE	62.00	66.83	7.8%	60	COPPER MTN.	48.73	48.72	0.0%
25	RIVERSIDE	65.56	66.82	1.9%	61	NO. ORANGE	48.36	48.46	0.2%
26	YUBA	64.34	66.67	3.6%	62	STATE CENTER	47.90	48.27	0.8%
27	CHAFFEY	61.44	65.73	7.0%	63	DESERT	47.39	47.81	0.9%
28	SOLANO	0.00	64.81		64	FEATHER RIVER	47.23	45.42	-3.8%
29	OHLONE (Fremont)	63.39	64.03	1.0%	65	BARSTOW	45.14	45.16	0.0%
30	WEST VALLEY	30.89	62.96	103.8%	66	LAKE TAHOE	44.43	44.83	0.9%
31	SAN LUIS OBISPO	61.11	62.00	1.5%	67	ALLAN HANCOCK	43.85	44.56	1.6%
32	PASADENA	61.45	61.31	-0.2%	68	MERCED	43.91	44.04	0.3%
33	GLENDALE	62.11	60.97	-1.8%	69	MT.SAN JACINTO	42.49	42.77	0.7%
34	YOSEMITE	59.64	60.91	2.1%	70	LASSEN	33.66	33.67	0.0%
35	SAN DIEGO	60.40	60.70	0.5%	71	MONTEREY	60.50		-100.0%
36	GROSSMONT	59.15	60.36	2.0%	72	WEST KERN	56.67		-100.0%
						STATE AVERAGE 09-10		69.59	

ALPHA	DISTRICT	Minimum	Minimum	Maximum	Maximum	S	#	Qualifications for
		2000-09	Rank	2000-09	Rank	M	of steps	step movement
		Masters	All	Masters	All	M		
		Degree	Degree	Degree	Degree			
1	ALLAN HANCOCK	\$44.63	64	\$66.30	40	17	7	6 sems
2	ANTELOPE VALLEY	\$66.34	17	\$75.63	31	16	3	30 units
3	BARSTOW	\$42.00	69	\$46.00	71	17.5	0	ed only
4	BUTTE	\$47.79	55	\$58.04	59	17.5	4	6 sems
5	CABRILLO	\$67.81	13	\$107.50	9	16	12	2sems
6	CERRITOS	\$48.83	51	\$60.33	54	17.5	9	2 sems
7	CHABOT	\$74.94	4	\$99.97	13	17.5	8	9 units
8	CHAFFEY	\$64.00	27	\$71.00	47	17.5	3	30 units
9	CITRUS	\$67.31	15	\$80.06	24	16	6	2 sems
10	COAST	\$63.25	19	\$81.44	21	16	6	2 sem
11	COMPTON	\$40.38	70	\$65.16	42	16	4	4 sems
12	CONTRA COSTA	\$57.96	22	\$94.91	16	17.5	22	30 units
13	COPPER MOUNTAIN	\$49.77	47	\$51.81	66	17.5	na	Education only
14	DESERT	\$47.56	57	\$61.43	51	16	5	18 units
15	EL CAMINO	\$78.13	3	\$94.11	17	16	6	2 sems
16	FEATHER RIVER	\$42.34	67	\$64.14	43	17.5	18	2sems
17	FOOTHILL	\$71.39	9	\$100.42	12	12	6	30 units
18	GAVILAN	\$53.84	33	\$77.84	29	16	3	5 sems
19	GLENDALE	\$50.79	42	\$65.31	41	16	6	1 year
20	GROSSMONT	\$47.64	56	\$76.75	30	17.5	15	2 sems same yr.
21	HARTNELL	\$57.75	23	\$60.07	56	17.5	1	30 units
22	IMPERIAL	\$55.00	31	\$55.00	63	16	0	0
23	KERN	\$60.16	21	\$60.16	55	16	0	0
24	LAKE TAHOE	\$42.01	68	\$50.84	70	12	3	9 quarters
25	LASSEN	\$33.67	72	\$33.67	72	17.5	0	na
26	LONG BEACH	\$50.74	43	\$62.16	50	17.5	3	2 sems
27	LOS ANGELES	\$55.50	29	\$71.41	36	16	9	5 units
28	LOS RIOS	\$60.83	20	\$132.71	4	17	15	30 units
29	MARIN	\$88.83	1	\$178.26	1	17.5	2	6 years
30	MENDOCINO	\$46.75	62	\$62.65	48	17.5	2	6 sems
31	MERCED	\$44.00	66	\$51.03	67	17.5	3	6 sems
32	MIRA COSTA	\$67.72	14	\$113.13	6	17.5	10	4 sems
33	MONTEREY	\$47.17	59	\$79.75	26	17.5	11	2 sems
34	MT. SAN ANTONIO	\$67.14	16	\$79.75	25	16	4	30 units
35	MT.SAN JACINTO	\$47.83	54	\$52.49	65	17.5	5	6 sems
36	NAPA	\$53.56	34	\$67.76	38	17.5	7	3 sems
37	NO. ORANGE	\$52.56	39	\$62.39	49	17.5	2	3 sems
38	OHLONE	\$56.52	25	\$74.11	32	16	7	1 year
39	PALO VERDE	\$48.81	52	\$61.30	52	17.5	2	5 sems
40	PALOMAR	\$50.27	45	\$63.92	44	17.5	4	960/640/480 class hrs
41	PASADENA	\$49.56	48	\$84.58	19	16	25	150 hours
42	PERALTA	\$52.63	38	\$87.86	18	17.5	7	30 units
43	RANCHO SANTIAGO	\$71.75	7	\$101.53	11	16	3	2 sems
44	REDWOODS	\$39.89	71	\$63.77	45	17.5	10	45 units
45	RIO HONDO	\$64.04	18	\$126.81	5	16	14	4 sems
46	RIVERSIDE	\$52.95	37	\$72.07	35	16	3	2/4 sems
47	SAN BERNARDINO	\$55.49	30	\$59.49	57	17.5	0	0
48	SAN DIEGO	\$55.80	28	\$71.21	37	16	6	450 hours
49	SAN FRANCISCO	\$88.38	2	\$140.83	3	17.5	12	4 sems
50	SAN JOAQUIN	\$52.47	40	\$78.52	28	17.5	7	2 sems
51	SAN JOSE	\$72.86	6	\$105.93	10	16	8	1 year
52	SAN LUIS OBISBO	\$48.10	53	\$95.59	15	17.5	14	4 sems
53	SAN MATEO	\$56.37	26	\$82.75	20	17.5	10	1 year
54	SANTA BARBARA	\$71.57	8	\$95.59	14	16	9	1 year
55	SANTA CLARITA	\$53.30	36	\$58.72	58	16	3	4 sems/Bsems
56	SANTA MONICA	\$68.69	11	\$153.09	2	16	23	30 hrs
57	SEQUOIAS	\$47.37	58	\$53.42	64	17.5	5	1 year
58	SHASTA	\$46.00	63	\$57.49	60	17.5	8	15 units
59	SIERRA	\$54.08	32	\$72.47	34	16	14	30 units
60	SISKIYOU	\$49.85	46	\$60.80	53	17.5		Educ. Only
61	SOLANO	\$53.31	35	\$66.59	39	17.5	5	2 sems
62	SONOMA	\$73.71	5	\$108.00	8	17.5	9	2 sems
63	SOUTH ORANGE	\$57.04	24	\$63.67	46	17.5	5	4 sems
64	SOUTHWESTERN	\$68.67	12	\$80.84	23	17.5	4	6 sems
65	STATE CENTER	\$46.99	61	\$56.08	61	17.5	4	1 year
66	VENTURA	\$49.49	49	\$78.72	27	17.5	17	4 sem
67	VICTOR VALLEY	\$51.00	41	\$51.00	68	16	0	0
68	WEST HILLS	\$49.00	50	\$51.00	69	16	na	ed. Only
69	WEST KERN	\$50.74	44	\$55.78	62	17.5	3	2 years
70	WEST VALLEY	\$69.16	10	\$111.95	7	17.5	12	80% of full time load
71	YOSEMITE	\$44.58	65	\$72.93	33	16	10	4 sems
72	YUBA	\$47.17	60	\$80.85	22	17.5	7	15 units

