

Appendix CC Re-employment Preference

The purpose of Appendix CC is to provide examples for offering assignments to faculty who have re-employment preference status in accordance with Article 100.8. (Cases are for illustration purposes only and do not limit or expand the scope of the contract language.)

1. Associate Faculty (AF) with ~~REP~~ re-employment preference (REP) have preference in initial offering of assignments of work over AF without REP. ~~(Cases are for illustration purposes only and do not limit the scope of the contract language.)~~

The accounting department has one class to be assigned to AF. The department currently has 1 AF with REP and other members of the AF pool without REP. Per the requirements of Article 19.7.1, the AF with REP must be offered the assignment before other members of the AF pool without REP.

~~The accounting department will assign two classes to AF. The department has 3 AF with REP and 2 without. The 3 AF with REP have preference over the 2 AF without. Offers of assignments must be first made to the AF with REP. Normal guidelines are followed for deciding which AF would get the assignments.~~

Having REP is for initial assignment only. There is no preference for additional assignments.

~~The music department has two piano classes to assign. They have one AF with REP and one without. The AF with REP has preference in the assignment of one of the classes but not both. The department may assign a class to each instructor, or both the the AF with REP, following standard guidelines.~~

2. **In fulfilling their obligations to associates with REP, the departments should make an offering of all available assignments for which the AF with REP is qualified and deemed capable of teaching by the department chair based on the criteria in Article 100.8.**

The accounting department has two sections of a class to be assigned to AF. The department has 1 AF with REP and other members of the AF pool without REP. One of the sections available meets on Saturdays only; the other section available meets on Mondays and Wednesdays. The AF with REP should be offered their choice of the two sections.

3. **Preference is not absolute:**—A department chair may only withhold an assignment from an AF with REP if the AF is substantially deficient in the criteria for assignment and is, in the judgment of the department chair, incapable of

teaching the class. Criteria for assignment can be found in section 100.6 of the contract Article 100.8. The criteria include the member's qualifications, education, continuing education, scope and recency of experience, and maintenance of currency in area or subjects. Note:—This any deficiency is *not* judged relative to another AF who does not have REP.

The only assignment available for AF in the math department is one course in calculus. The department has one AF with REP who has no teaching experience beyond algebra and has no recency in the subject. In the judgment of the department chair, the AF is not capable of teaching this course based on the criteria in Article 100.8. In this case, the department chair does not have to offer the assignment to the AF with REP, but could offer the assignment to another AF who does meet the criteria to teach the course.

The math department has no algebra assignment for AF. The only assignment open is a course in calculus. They have an AF with REP who has no teaching experience beyond algebra and has no recency in the subject. In the judgment of the department chair, the AF does not have the ability to teach this course. In this case, the department could hire an AF without REP who is able to teach the calculus course.

Note: This situation is often easily avoided, and it should be. Assigning other AF with REP who can teach calculus to that class can open up an introductory algebra class for the instructor.

- 4. The history of assignment load criteria means that an Associate with REP should be offered enough assignments to maintain their historical load within a department before assignments are offered to associates without REP contingent upon the total sections available and on whether the AF is judged by the Department Chair to be capable of teaching the course based on the other criteria in Article 100.8. This criteria does not preclude the department from offering additional courses to an Associate with REP as long as the REP obligation to other Associates with REP has been met.**

The music department has two piano classes to assign to AF. They have one AF with REP and one without. If the AF with REP has been teaching 2 piano classes for several years, then both classes should be offered to him/her before an offer is made to another AF.

The music department has three piano classes to assign to AF. They have one AF with REP and one without. If the AF with REP has been teaching 2 piano classes for several years, then the available sections should be offered to the AF with REP first; if the AF with REP indicates a desire to teach all 3 sections, the department chair should assign 2 of the sections to the AF with REP. The department chair may then either offer the last section to the AF with REP or to another AF.

The music department has only one piano class to assign to AF. They have one AF with REP and one without. If the AF with REP has been teaching 2 piano classes for several years, then the class must be offered to him/her before an offer is made to another AF. The department will have fulfilled their REP obligation to the AF with REP.

The music department has one piano class and one trombone class to assign to AF. They have one AF with REP and one without. If the AF with REP has been teaching 2 or more piano classes for several years, then the piano class should be offered to him/her before an offer is made to the AF without REP. The AF with REP has no teaching experience in trombone and no recency in the subject. In the judgment of the department chair, the AF with REP is not capable of teaching the trombone course based on the criteria in Article 100.8. In this case, the department may offer the trombone class to the AF without REP and will have fulfilled their REP obligation to the AF with REP.

5. The semester or first term of assignment criteria should be used in determining assignment priority between multiple associates with REP.

The ESL department has 6 sections of a particular course to assign to AF. The department has 4 AF with REP. One of the AF with REP has taught 3 sections of the course each semester for 7 years, one AF with REP has taught 2 sections of the course each semester for 5 years, and two of the AF with REP have taught 2 sections each semester for 3 years. The available sections of the course should be offered to the AF with REP who has taught 3 sections for 7 years before any class sections are offered to the AF with REP who has taught the classes for 5 years and the department should allow the AF to maintain their historical load. Once the AF with REP who has taught for 7 years has been assigned by the department chair, the next AF with REP who has taught for 5 years should be offered sections. Finally, the two AF with REP who have taught for 3 years should be assigned any remaining sections—if only one section remains, the criteria in Article 100.8 should be used to determine which AF is offered the assignment.

6. Preference does not reach across disciplines or colleges. However, it is possible for an AF to earn REP at both Colleges and/or in different departments/programs/service areas.

An AF librarian who earned REP at Mission College does not have REP at West Valley College unless he/she has established separate REP at West Valley College. Similarly, an AF who earned REP in the English department does not have REP in other departments/programs/service areas.

An AF librarian with REP at Mission College is not offered an assignment. That librarian does not have preference in assignment at WVC. Similarly, an AF with REP in English does not have preference in a counseling assignment. It is possible to earn preference at both colleges or in two disciplines.

Preference is not for specific classes or specific times, only in the initial offer of assignment.

- 7. Faculty should be informed in advance of any change in requirements, such as additional training, that shall be required to maintain an assignment.**

The computer applications department is upgrading to a new version of Word. There are significant differences in the new version that require the instructor to be trained in those changes, for example the integration of html. Because of new requirements, having REP may not be sufficient to ensure assignment. The department should strive to avoid conflict by informing its faculty that new training will be required for the new curriculum.

- 8. See Article 100.9.3 for information on loss of re-employment preference.**

- 9. Departments are encouraged to maintain a re-employment preference list to include the semester or term of first department assignment and the history of assignment of load within the department for each faculty member.**