



Reference: *Education Code Section 87482.3; 87663*  
*Code of Regulations Title 5, Section 53021*

As of the date of this Board Policy, the part time (adjunct) faculty of the District are not represented by an exclusive labor representative. Accordingly, this policy is intended to implement and meet the requirements of AB 1690 (Medina), SB 1379 (Mendoza), and Education Code Section 87482.3 in order to ensure that the District is eligible for Student Success and Support Program (SSSP) funding.

In the event that the adjunct faculty choose and elect an exclusive representative, the Board directs the Chancellor or his/her designee to commence negotiations in good faith with the exclusive representative for adjunct faculty with the goal of implementing the policies and standards set forth in Education Code section 87482.3 as part of a final collective bargaining agreement. Any agreement reached with the exclusive representative for adjunct faculty will immediately supersede this policy.

#### Adjunct Faculty Rehire Rights

It is in the best interest of the District to rehire experienced, competent adjunct faculty.

Every adjunct faculty member must meet the minimum qualifications for the discipline to which he/she is assigned, as approved by the California Community College Board of Governors.

After eight consecutive semesters of employment with the District, with an assignment of at least 5 teaching hours (a laboratory activity hour shall be equivalent to seventy-five hundredths (.75) of a lecture hour) for each of the eight consecutive semesters, an adjunct faculty member with the willingness and expertise to teach specific classes or take on specific assignments that are necessary for student instruction or services shall be entitled to reemployment preferences, provided that the adjunct faculty member has not received less than a satisfactory evaluation during the two prior evaluations.

Within the schedule of classes as determined by the District, the adjunct faculty member shall have a preference over other adjunct faculty members to continue teaching a load equal to the highest load taught in any of the last eight semesters up to a maximum load of 5 teaching hours.

Any additional assignments shall be made at the District's discretion after all assignments based on reemployment preference have been made each semester. Upon completing all assignments based on reemployment preference, the District may assign the adjunct faculty member additional teaching hours up to a maximum of 67% per academic year. The reemployment preferences articulated in this Section are for initial scheduled assignments only and are for teaching hours, not specific courses. In the event a class is cancelled, there are no bumping rights.

Courses taught during summer session shall not be counted in determining an adjunct faculty member's load.

Adjunct faculty members who receive an evaluation rating of "needs improvement" or "does not meet standards" shall lose reemployment preferences.

In all cases, adjunct faculty assignments shall be temporary in nature, contingent on enrollment and funding, and subject to program changes. No adjunct faculty members shall have reasonable assurance of continued employment at any point, irrespective of the status, length of service, or reemployment preference of that adjunct faculty member.

#### Adjunct Faculty Evaluations

Adjunct faculty members will be evaluated within the first year of employment. Thereafter, adjunct faculty members will receive regular evaluations at least once every six semesters.