

# Top 10 Rights of Part-time Faculty

1. One of only five CCCs to have a PT salary schedule with more than 20 steps.

2. Option to participate in 50/50 healthcare plan (PCCD pays half the benefit cost).

3. Part-time Preference Pool. After teaching for 8/12 semesters, faculty are eligible for rehire preference. Once in the Pool, faculty must receive two negative evaluations by two different instructors with an Improvement Plan outlining concerns before removal.

4. Right to serve and be paid as faculty evaluators.

5. Seniority rights for PT faculty in the Preferred Hiring Pool.

6. Unemployment benefits for summer and winter breaks.

7. Automatic participation in office hour program for faculty who teach more than 3.0 units.

8. Step increases for 30 units service incl. sub. hours.

9. Right of first refusal for newly Developed online courses.

10. Right to serve and be paid as a member on PFT executive council.

