

Top Rights of Part-time Faculty



- First Community College in CA to secure parity for part-time faculty.
- 10% pay increase from July 2022 and elimination of 60% pro-rata pay schedule.
- Option to participate in 50/50 healthcare plan (PCCD pays half the benefit cost).
- 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.
- Right to serve and be paid as faculty evaluators.
- Seniority rights for PT faculty in the Preferred Hiring Pool.
- Unemployment benefits for summer and winter breaks.
- Office hour parity for part-time instructors (3rd paid office hour for those who teach 9 equated hours or more) and summer/intersession office hour.
- Step increases for 30 units service incl. sub. hours.
- Right of first refusal for newly developed online courses.
- Right to serve and be paid as a member on PFT Executive Council.
- Increased load factor for part-time counselors, librarians and nurses.
- Increased pay for part-time coaching stipend, and a commitment from the district to work towards parity in pay rate between part-time and full-time coaches.