

# Top Rights of Part-time Faculty



1. 10% pay increase from July 2022 and elimination of 60% pro-rata pay schedule.
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. 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.
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.
11. Increased load factor for part-time counselors, librarians and nurses.
12. 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.