Every quarter, FA receives a significant number of calls from part-time faculty questioning their rights and the terms of their employment, including scheduling, evaluation, seniority, and rehire. Many of these concerns stem from a faulty understanding of the contractual protections and responsibilities provided by the FA-District Agreement. Part-time faculty are well-advised to take some time to become familiar with those parts of the Agreement that pertain to their employment.

Article 7 deals specifically with part-time faculty employment and is the heart of part-time faculty rights and responsibilities. In Article 7 you will find information on:

- **Scheduling and Assignments**
- **Reemployment Preference**
- **Load**
- **Salary**
- **Paid Offices Hours**
- **Additional Compensation**
- **Retirement Plans**

While Article 7 is obviously a critical read, other Articles of the contract also contain provisions that govern part-time faculty employment in the District:

- **Article 5:** Grievance Procedures
- **Article 6:** Evaluation
- **Article 8:** Personnel Files
- **Article 16:** Leaves (16.12, 16.15)
- **Article 22A:** Paid Benefits
- **Article 24:** Salaries (24.3, 24.4)
- **Article 26:** Summer Sessions
- **Article 27:** Calendar
- **Article 28:** Nondiscrimination
- **Article 36:** Conference Fund
- **Article 37:** Contract Education

To find out how much you should be paid for your work, consult the salary appendices:

**Appendices C, D, E, F.**

If you do not have a hard copy of the Agreement, it is available on the FA website at: http://fa.fhda.edu/.

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**Part-Time Faculty**

**Salary Schedule Improvements**

The new 2007-1010 Agreement will include three significant salary improvements for part-time faculty that are a direct result of the FA-District agreement on part-time parity.

Effective Fall Quarter 2007, **part-time faculty compensation increases from 72 to 74 percent** of a full-time salary (Steps 1-6). In addition to this increase, negotiations have also resulted in improvements in step and column movement.

In order to eliminate disparity between part- and full-time step advancement, **part-time faculty will now advance to the next step on the salary schedule after accruing the equivalent of .99 of a full-time annual load** rather than 1.00. This adjustment will especially benefit part-time faculty who teach in disciplines (such as math) where a full-time annual load of .99 moves the full-time instructor to the next step.

An even more significant improvement helps part-time faculty achieve column change. Until now, column change could only take place after completing 24 semester (or 36 quarter) hours of academic credit coursework. **The new provisions allows part-time faculty members to earn 50 percent of the required units (12 semester/18 quarter units) in another way:** through participation in or attendance at local, state, or national conferences, workshops or non-credit courses directly related to their employment in the District. All such activities must be approved by the Division Dean or appropriate administrator. Eighteen hours of conference/workshop activity equals one quarter unit. This provision is effective Fall Quarter 2007; however, faculty will not be able to file for these units until the 2007-2010 Agreement is completed, ratified, and approved by the Board.

See the September FA News (available on the FA website) for more details.