

# Summer Session Assignments

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The most common complaints regarding *Article 26* are (1) assignments not distributed appropriately, (2) too many/not enough assignments given to certain faculty, and (3) lack of transparency regarding the “tiebreaker” used when assignments run out. Both schedulers and faculty might benefit from a review of the main provisions of *Article 26*.

*Article 26.1* mandates the hierarchical order in which assignments are to be distributed: all faculty who request a summer assignment are put into one of these nine categories:

- Category 1: full-time faculty who were not employed the previous summer
- Category 2: full-time faculty who were employed the previous summer
- Category 3: part-time faculty with reemployment preference who were not employed the previous summer
- Category 4: part-time faculty with reemployment preference who were employed the previous summer
- Category 5: part-time faculty without reemployment preference who were not employed the previous summer
- Category 6: part-time faculty without reemployment preference who were employed the previous summer
- Category 7: faculty from other divisions in the district
- Category 8: *Article 19* faculty
- Category 9: all others

NOTE: within each category above, all faculty are equal.

As further stipulated in *26.1*, all Category 1 faculty are to get a “full” assignment (if requested) before any Category 2 faculty get assigned; likewise, all Category 2 faculty get assigned before any Category 3 faculty get assigned, and so on.

*Article 26.5* defines a “full” summer assignment. Unlike an assignment under *Article 7*, a summer assignment is typically more than one four or five unit class but not more than two such classes. A summer session assignment is “proportionate to the average load of a regular academic quarter...” Therefore, the average load for a regular 12-week quarter is reduced by half for the summer six-week session, rounded up to the nearest class. For example, for faculty assigned three classes in a regular quarter, a “full” summer assignment would be two classes (1.5 rounded up).

In the event that, within one category, more faculty have requested an assignment than the number available, *Article 26.1* stipulates “a mutually-acceptable tie-breaking process shall be established by the Division Dean and the affected faculty members.” A tie-breaker can be as simple as flipping a coin, pulling names out of a hat, or using alphabetized last names (A-to-Z one summer and Z-to-A the next). But, a tie-breaker cannot be based on seniority (REP) or on student retention, competency, recent training, or anything that adds to the existing minimum qualifications for a particular assignment.

Deans/schedulers and faculty are encouraged to contact the FA Conciliator with questions about summer session assignments. Further, faculty who don’t know what summer session Category they fall into or are unaware of what tie-breaker method is used in their division are encouraged to ask their dean for clarification.