

FSFCCP PT/VL Contract
Special VL Unit for Pre-qualified PT Faculty – Section 2
Grandfathering PT/VL Faculty – Section 3
Preference to Senior PT Faculty for VL positions – Section 5

ARTICLE IX
CHANGE IN EMPLOYMENT CLASSIFICATION

Section 2

The special Visiting Lecturer unit (described in Article IX Section 1 above) shall henceforth be awarded to those qualified, if requested, upon the attainment of 20 adjunct seniority units (Pool VI), with a pre-qualification upon the attainment of 16 units if requested. Those who have been pre-qualified may not subsequently be denied the unit for lack of qualifications. Qualification or pre-qualification for the special VL seniority unit described in this section shall not be denied unless a written explanation, if requested, is given by the Department Head, or, if there is no department, by the person(s) who normally does(do) hiring. The special Visiting Lecturer seniority unit shall continue to confer less seniority than a unit earned by actual teaching or other work as a Visiting Lecturer, but it shall in all other respects be equal to a full Visiting Lecturer seniority unit and confer all rights conferred by a full Visiting Lecturer seniority unit. This means the normal seniority tie-breaking provisions shall apply.

Section 3

The College shall offer reclassification into the full-time bargaining unit, in Ranks V through VIII, effective with the beginning of the next semester of the College's regular academic year, to any member of this bargaining unit who has attained the following qualifications: fourteen (14) or more Visiting Lecturer seniority units. (For purposes of reclassification into the fulltime bargaining unit only, and for no other purposes, after a break of four (4) consecutive semesters in consecutive Visiting Lecturer service, each additional semester of consecutive break in such service shall cause the loss of two (2) Visiting Lecturer seniority units.) Notwithstanding the above, any such reclassification is conditioned on an affirmative performance evaluation and on the acceptance of the Employee's qualifications by the Hiring Committee of the Department. (If there is no Department, by the person or persons who normally do the hiring in accordance with the normal process).

Section 5

When the Visiting Lecturer list has been exhausted, in hiring new Visiting Lecturers, adjunct Employees shall be considered along with external candidates; provided, however, that adjunct Employees in Pools VII-XIV shall be considered before those in Pools IV-VI and in Pools IV-VI before those in Pools I-III. If any adjunct Employee in Pool VII to XIV (but no other) is dissatisfied with the final hiring decision, s/he may appeal to the appropriate Vice President, who shall give the reasons for the decision in writing if requested by the Employee. However, the decision of that Vice President shall be final.