

This table accompanies “Bargaining for Contingent Faculty” by Christine Maitland and Gary Rhoades in the *NEA 2005 Almanac of Higher Education* (page 75).

Contract Provisions for Contingent Faculty in Oregon, Michigan, Illinois, and California

| Unit Type | Unit | Job Rights and Evaluation | Workload | Benefits | Salary |
|---------------|--|---|--|---|--|
| OREGON | | | | | |
| PT Only | OR095-Clatsop CC: >20% FTE (3 credit class) but less than 50% FTE averaged over academic year | No employee rights specified-strong management rights language. Evaluation may be used in making job decisions. | Meetings and office hours paid only if required, at \$14.42/hour. | 1 class tuition waiver—can transfer to spouse or children. 1 Sick Leave day for illness or personal reasons, must be used in 1-day increment, not accrued. | Paid by credit hour. Steps based on experience. |
| PT Only | OR115-Chemeketa CC: more than 20 clock hours per term, less than 50% of full load averaged over academic year. | Notice given for coming academic year, if requested. Notice for next term by 8th week of term. Preference for faculty experienced with that course, and faculty on higher steps of salary schedule. Evaluation language not too detailed. Employee can request an evaluation. | Policy on meeting attendance department-based. If participation is required then paid. Mandatory PT representation on selected committees. Paid for IT training if required. | 1-2 classes tuition waiver, can transfer to spouse or children. 2 hrs Sick Leave per credit taught, plus SL pool of 100 hours total. Professional Development Fund exists, can apply for funding. | Paid by credit hour. Steps based on experience and evaluations. |
| PT Only | OR117-Clackamas CC: 30 or more clock hours per term, not in full-time bargaining unit. | Notice given for coming academic year, if requested. Notice for next term by 8th week of term. Preference for faculty experienced with that course, and faculty on higher steps of salary schedule. Evaluations required in 1st 3 terms, not specifically tied to continued employment. | Paid for 1 office hour per week if teach 6 or more credits. Paid for Distance Learning course development. Paid for committee participation if placed on committee. | 1-2 classes tuition waiver. 2 days Sick Leave/Personal Leave, not accrued. Professional Development Fund exists, can apply for funding. | Paid by credit hour. Some get annual contract. Steps based on experience. |
| PT Only | OR125-Mt. Hood CC: less than 50% FTE. | Employee list formed based on experience. Preference for those on list. List requires 9 terms or 45 credits experience. Given notice of assignment for academic year where possible; given notice for next term by 6th week of current term. Evaluated in 1st 3 years, then every 3rd year. No definite tie to assignments. | Paid for office hours and committees IF required, at \$16.77/hour. Paid for distance learning course development. | \$250 tuition waiver. 1 Hour Sick leave per credit hour, accrued. 1 day emergency leave. Bereavement leave. Health insurance trust fund. Professional Development Fund. | Most paid by credit hour; some hourly. Steps based on experience. |

| Unit Type | Unit | Job Rights and Evaluation | Workload | Benefits | Salary |
|----------------|---|--|---|--|--|
| Combined | OR119-Columbia Gorge CC | No language on appointments, beyond management rights. Management discretion in evaluations. | Paid for new course development. NO pay for student contact. | 1-2 courses tuition waiver, transferable to family. NO paid sick leave, paid bereavement leave or paid jury duty leave. | Paid by credit hour. Steps based on experience. |
| Combined | OR098-Lane CC: more than .20 FTE per term or annual. | Notification of appointments, no time specified. After 7 terms in 3 years get seniority and preference for up to .5 FTE. General language on evaluations—not detailed. | Paid for in-service at 36% of credit hour rate. Paid for committees IF assigned. | 1 class per term tuition waiver, used any of next 3 terms. Not clear on sick leave—maybe 1 day/month? Bereavement leave. Some get health insurance - hospitalization and dental. | Paid by credit hour. Steps based on experience. |
| Combined | OR121-Central Oregon CC: 3 credits or more per term or 30 clock hours or more per term. | No language on appointments. No clear tie of evaluations to appointments. | No discussion | Can get partial contribution for health insurance. Can get \$250/year for professional development, can accumulate up to \$1000. But maximum of \$6,000 for ALL adjuncts available. | Paid by credit hour. Steps based on experience and evaluation. |
| 4 year-PT Only | Portland State University, Oregon, Part-Time: less than .5 FTE. | Those teaching 4 of last 6 terms, can get multiple term appointments. No specifics on evaluation: just general language. | Service is voluntary and unpaid. No mention of extra pay for office hours. | Health Insurance Fund: \$75,000 for partial payment of premiums for those with no other insurance plan available. Loans for health insurance premiums, with payroll deduction to repay. Professional Development Fund. | Payment: provides minimum for 9 month or 12 month appointments. Schedule not included. |

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| MICHIGAN | | | | | |
| PT Only | Washtenaw CC (Michigan): those teaching 180 contact hours in each of past 3 years. | <p>Those in unit get right to select classes each term, subject to management approval, for which they are qualified. Priority over non-unit members, but less than full-time faculty requesting overloads.</p> <p>Evaluation: General language saying that the procedures will be similar to those for the full-time faculty. No specific tie to appointments.</p> | NO extra pay for professional development or office hours. Those are considered part of responsibilities. | <p>If miss class, not paid. No mention of paid sick leave, personal leave, bereavement leave, etc.</p> <p>1 class tuition waiver, only in term employed and only if work 4 semesters.</p> <p>\$150/year Professional Development fund, can cumulate.</p> <p>Access to health insurance and payroll deduct (all employee paid) for employee only.</p> | Paid by credit hour. No steps mentioned. |
| Combined | MI301-Gogebic CC: only those teaching 9 credits per academic year. | <p>Those in unit get preference for vacancies over non-unit members.</p> <p>Evaluations: 4 times in 1st year, then twice in 2nd and 3rd years. Can view results and attach comments.</p> | Paid for distance learning course development. No mention of pay for office hours or committees. | <p>Sick leave—get pro-rated amount earned by full-time faculty, can accrue. Get bereavement leave. Can participate in sick leave pool, withdrawing pro-rated full-time faculty amount.</p> <p>If teach 10 or more credits in academic year can get pro-rata family health insurance or fully paid single person insurance.</p> | Payment not clear. Mentions pro-rata. Steps based on experience. |
| Combined | MI267-Lansing CC: those teaching 3 or more contact hours per week in current or last semester taught. | <p>After nine semesters, get associate continuing contract for next academic year, with decisions grievable. Get notice of appointments, but not deadlines specified.</p> <p>Evaluation: new program of a “professional conversation” with a team, only for those on associate continuing contract. Administrative evaluation for all others.</p> | Paid for distance learning course development, required technology training for those hired before 2001, required meetings/advising, etc. Pay is from \$20 to \$25 per hour. | <p>Pilot program for health insurance.</p> <p>Sick leave bank; senior faculty get 4-12 hours sick leave per semester, can accrue. Paid for missed class if find substitute or reschedule class.</p> <p>Get bereavement leave.</p> <p>Tuition waivers, transferable to family.</p> | Paid hourly. Steps based on degree. |

| Unit Type | Unit | Job Rights and Evaluation | Workload | Benefits | Salary |
|-----------------|--|--|--|---|---|
| Combined | MI292-Schoolcraft CC: anyone less than 11 hours per semester. | On probation for 1st 4 semesters, then get on preference list for appointments. Ranks are established based on preference points/years of teaching. Detailed language on evaluations, with a definite tie to being on or off the preference list. | Mandatory orientation while probationary. If required, then compensated at 1/2 clock hour supplemental rate. | Up to 8 hours tuition grants based on credits taught, transferable to family and can cumulate, must be used within 2 years. 1-2 paid days leave for illness/bereavement. If miss class, don't have leave to use and can't reschedule, then not paid. Professional Development fund-up to \$100/year. | Paid by credit hour. Steps based on experience. |
| ILLINOIS | | | | | |
| PT Only | IL228-John A. Logan CC: 6 or more hours per term. | Seniority is considered, among many factors, in appointments. All new faculty are evaluated once a year for first 30 hours taught, then once every 2 years. | Office hours required, no mention of additional pay. | Tuition waivers for self and family. 1 hour per credit taught of sick leave, can accrue. | Paid by credit hour. Steps based on experience. |
| PT Only | IL234-Black Hawk College: 6 hours or more per semester. | After 10 semesters of "effective teaching" get priority in appointments. Evaluated in 1st 2 semesters, then every 3rd year. | Paid for "work outside terms of current teaching contracts." Not clear what all is included in that definition. Does state that paid for distance learning course development and required professional development. | Tuition waiver of 6 hours, can cumulate up to 18 hours, must use within 2 terms after teaching. 2 Sick leave days per term, can accrue up to 3 days. Also have sick leave bank. Paid Bereavement leave. Payroll deduct full cost for health, dental, and vision insurance on pretax basis. | Paid by credit hour. Steps based on experience. |
| PT Only | IL237-College of DuPage: those teaching 18 credits per year and 1 course per term for 3 consecutive years. | "Reasonable effort made to offer an initial assignment to the unit members who are fully qualified and who have had a continuing history of successful performance...at a minimum sufficient to maintain membership in the bargaining unit." But then has statement of management rights—assignment each term "shall be within the sole discretion of the College administration." | No extra pay for student contact. No mention of committees, etc. | 1 day sick leave per quarter. Access to health insurance plan (employee paid). | Paid by credit hour. No steps mentioned. |
| PT Only | IL254-Richland CC: those teaching 6-12 hours for 2 consecutive semesters. | No language on appointments. Evaluation language is general, and does mention that can be used to make decisions in appointments. | No extra pay for meetings or student contact. | 1 day sick leave per semester. | Paid by credit hour. Steps based on experience. |

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|--------------|---|--|--|---|--|
| Combined | IL247-Elgin CC: 12 or more credit hours per academic year and for 3 of 4 consecutive years. Entry into unit term after reach that level. | Seniority used to determine who gets course where there is a conflict in requests among those in bargaining unit. Seniority defined by date of entry into bargaining unit and total number of semesters worked as faculty at the college. Evaluated every 3rd year. | Office hours required at rate of 1 1/4 hour per 3 credits. No mention of extra pay. No extra pay for attending meetings. | \$140 professional development/semester can be requested. Tuition waivers for self and family. 3 days sick leave per semester, not accrued, can be used for personal or professional leave. | Paid by credit hour. Steps based on experience and degrees. |
| 4 Yr-PT Only | IL209-Roosevelt University: those teaching 3 or more credits in 3 of 5 preceding terms, or 9 hours in most recent 2 terms. | Seniority preference for first 6 credits of assignment. Get written notice of proposed assignments, with deadlines for notice. Committee formed on adjunct evaluations. | Extra pay (\$35/hour) for mandatory in-service workshops. No mention of extra pay for office hours. | Tuition waivers for those teaching 2 or more semesters and at least 6 credits, get hour per hour credit in tuition waivers, to maximum of 6 hours per year. For those teaching 4 semesters/12 hours also get 50% waiver for family member, hour per hour with maximum of 12 hours per year. Will get institutional membership in National Adjunct Faculty Guild insurance plan or comparable. Allow 403(b) participation. | Paid by course. Steps based on experience |

CALIFORNIA

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|--------------------|---|--|--|---|---|
| 4 Yr.- Combined | CA305-Cal. State University: Anyone working more than 60 days is in unit. | After 2 semesters, get 1 year appointment, subject so some limitations. After 24 units, get salary increase. After 6 years get 3-year appointment. Continue to get 3-year appointments unless documented unsatisfactory performance. If appointed for 2 or more semesters get "periodic evaluation"—rather general language about nature of evaluation. | Committees and, office hours—part of responsibilities. | Sick leave is pro-rata amount of full-time, which is earned as 8 hours per pay period. An accrue leave. Can also get donations of vacation or sick leave for catastrophic illness or injury. After 6 years FTE service get CSU fee waiver. Get 1 personal day. | Paid on salary schedule with step increases; salary includes committee work and office hours. |
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| PT Only | CA328-UC Non-Senate Faculty | <p>In 1st 6 years, no entitlement to reappointment, can be given an appointment for more than one year. After 6 years get continuing appointment for specified percentage, when there is a need for courses. Decisions grievable.</p> <p>Evaluations are required for reappointment, language is very detailed and grievable on procedure.</p> | Office hours considered part of assigned workload. | <p>Can apply for \$135/person professional development fund.</p> <p>Pretax contributions for HMO. Some employees get employer contribution (state education code/law).</p> <p>UC retirement plan per state law.</p> <p>Can contribute to 403(b)</p> <p>Could not find how sick leave hours are earned, despite long section on FMLA.</p> <p>Many provisions for unpaid leaves.</p> <p>Many other potential benefits, such as housing, child care, that vary by campus.</p> | Paid monthly/annual. Steps based on merit, title, experience. |
| PT Only | CA342-Long Beach CC: all hourly faculty | <p>Placement in "pool" based on seniority and satisfactory performance.</p> <p>Requirement of notice.</p> <p>Some aspects grievable.</p> <p>Detailed language on evaluations, which are in 1st semester, then every 3rd year.</p> | Paid for flex day activities up to 3 hours per day. Paid for serving on committees. | <p>As alternative to social security can go into Public Agency Retirement System.</p> <p>1 hour sick leave for every 18 hours of paid service.</p> <p>Extended illness leave at 50% pay.</p> <p>Can use sick leave for personal necessity leave.</p> <p>Bereavement leave.</p> <p>Professional Conference leave.</p> | Paid hourly. Steps based on experience and degrees. |
| PT Only | CA286-North Orange County CC: hourly staff up to .60 FTE. | Those teaching 33% FTE or more for 4 semesters with satisfactory evaluation get seniority and preference in appointments. Evaluated in 1st semester and 1 in 6 semesters after that. Detailed language on evaluation. Status of "Preferred Consideration" with good evaluations. | Assignment for course includes 10 minutes office hours per 50 minutes clock time for class. | <p>Up to \$100/year for insurance premiums for those not otherwise eligible/covered by insurance.</p> <p>1 hour sick leave per 18 hours service, can accrue, and can use for personal necessity, including bereavement.</p> <p>Professional development leave.</p> | Paid by credit hour. Steps based on degree. |

| Unit Type | Unit | Job Rights and Evaluation | Workload | Benefits | Salary |
|-----------|--|--|---|---|---|
| PT Only | CA291-Coast CC: adjuncts less than .50 FTE | Can request reason for lack of reappointment, but not grievable. Do have detailed language on evaluations, with procedural violations grievable. | Paid for activities not related to direct teaching. | 5 hours sick leave/semester for 3 hrs teaching. Can use for personal necessity, bereavement, court, etc. \$11,000/term professional development fund. Can get \$100 to \$700 for conference travel. | Paid by credit hour. Steps based on experience. |
| PT Only | CA316-Desert CC: all adjuncts | Notice of proposed assignments, with deadlines. No seniority language. Evaluated 1st semester, then every 3rd year. Detailed language on evaluation, and can appeal evaluation. | Paid for 6 hours for flex activities. Paid for committees when assigned. Paid for 1/2 hour office hours if work 40% or more FTE, at \$15/week. Paid for course development, distance learning training, distance learning course development. | 1 hour seek leave per weekly contact hour of teaching. Can use 1/2 for family, 2 days for personal leave. Bereavement leave. | Salary schedule with COLA increases; 6 hours pay for flex activities; paid for faculty senate work. |
| Combined | CA280-Santa Monica CC: all hourly faculty | Notification of proposed assignments, no deadlines. After 5 semesters become associate faculty and generally get same number hours as in previous year. Must have satisfactory evaluations to become associate faculty. Detailed language on evaluation, including student, class observation, and self evaluation (optional); with procedure grievable. | Compensated for flex hours. Office hours required for selected courses and paid. Required to attend at least 1 department meeting per term, with no additional pay. | If meet certain minimum number of semesters/hours, get Kaiser medical insurance with District contribution. Can audit 1-2 courses per year Sick leave—6 hours per 100 hours of teaching, can accrue. Bereavement leave. Can use some sick leave for personal necessity leave. | Paid by credit hour. Steps based on experience/degree. |
| Combined | CA302-Los Angeles CC District | Options A and B described, B in use and summarized here, A to be considered in future: If on seniority list, then can continue on that assignment as long as college needs courses taught. Seniority is based on 1st semester of employment. Evaluated 2nd semester, then every 6th semester. Not much detail in language. | Salary differential for office hours. No extra pay for professional development days. Professional growth committee. | Fund for professional conference and tuition reimbursement, up to \$1,000 for professional development, \$2,000 or 50% for tuition reimbursement. 2 days sick leave per semester, can accrue. 1/2 pay for extended absence if on reemployment list. Access to group health insurance, vision and dental, some pay only 50% per education code. | Paid by course, not hours. Steps based on experience and degree. |

| Unit Type | Unit | Job Rights and Evaluation | Workload | Benefits | Salary |
|-----------|--|---|-----------------------------------|--|--|
| Combined | CA330-Cuesta College: all regular and temporary faculty. | <p>Preference in appointments if satisfactory evaluations and employed at least 1 of 4 preceding semesters. Seniority based on prior service.</p> <p>Evaluation is management rights type language.</p> | No mention of extra compensation. | <p>If less than .5 FTE then no district contribution to health insurance, after that get pro-rata.</p> <p>\$50,000 to help pay single premium health insurance for those without coverage.</p> <p>Pro-rata sick leave; can use some for personal leave. If arrange for exchange of classes with approved person, then won't lose pay for attending conferences, college-related activities, or personal emergencies.</p> | Paid hourly. Steps based on experience and degree. |