



Faculty Association

MONROE COMMUNITY COLLEGE

1165 E. Monroe, Box 4 • Monroe, LA 70003-0165

Date: 8/14/2018

To: Adjunct Faculty of Monroe Community College

From: Jesse M. Redlo, Adjunct Director, Faculty Association

Re: Adjunct Seniority

Dear Adjunct Faculty Colleagues,

Over the past couple of months, I have received emails from many of you about course assignments, especially about the rights of senior adjuncts. From these emails, there seems to be widespread confusion about adjunct seniority. In collaborating with the other FA officers, it is our hope to clear up the confusion surrounding adjunct seniority.

We would like to call your attention to Article 32, Section C of the faculty contract. This section discusses the course assignment process. Please note, when being considered for a teaching assignment, credentials, professional experience, and teaching evaluations are considered along with the number of semesters you have taught for MCC. Assuming there are courses available that an adjunct is qualified to teach (appropriate qualifications are determined by the Department Chair and/or Adjunct Coordinator) and you are a senior adjunct, meaning you have 5 years of continuous teaching service and 90 FCH of MCC experience, you shall be offered a course prior to an adjunct faculty member with less experience.

Here are some examples of what adjunct seniority does not mean. You are not entitled to a specific class, even if you have taught it numerous times, as nobody (full-time faculty included) have rights to a class. Also, you not entitled to multiple course assignments. For example, you could have one class and someone with less experience could have two classes - this is contractually allowed. In addition, if you teach for multiple departments, each department is not required to offer you a course - you are entitled to one course from MCC, assuming available sections of something you are properly qualified to teach.

FA President, Bethany Gizzi, recently contacted the department chairs to remind them of their responsibility to ensure that senior adjuncts are to be offered a course. She also encouraged them to communicate openly with all adjuncts about how course decisions are made.

While this is the current contractual interpretation of the seniority issue, we welcome progressive dialogue, to better serve all of you. We will be hosting a meeting open to all adjunct faculty in the fall semester to come and voice any concerns you may have. The time and date will be announced soon. Please know that we as union officers value all of you and want to hear from you. As always, we will do our best to advocate for you.

Yours in Solidarity,



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1000 E. Monroe Ave., Monroe, LA 70173-1000

Jesse M. Redlo, M.S., CHIA
Adjunct Director, Faculty Association