**Calculating Load for Part-Time Faculty with Preference Rights**

With respect to calculating load for part-time faculty with preference rights, the language of the contract is as follows:

***25.7.1 Whenever possible, a faculty member with staffing preference must be offered his or her historical modal load [most frequent load] taught within the past five (5) corresponding semesters.  If there is no modal load, then median load will be used. Part-time faculty on variances over 67% will be considered to be at a 67% load for that semester in regards to modal load history.  Load will be tracked by Division Deans.***

Staffing Preference relates to the **minimum** load a part-time faculty member needs to be offered by the department (if classes are available). Schedules are prepared and recommended by academic departments in adherence to established division/department/by-laws/guidelines/regulations.

***25.7.5   Part-time faculty with preference will submit to their department chair or designee a Scheduling Preference Form (such as Appendix PT-5) every semester prior to staffing for the next semester.  The form will ask for scheduling preferences, including times and dates, as well as whether the faculty member would like to increase his or her load (up to the maximum of 67%) and what courses he/she is interested in teaching and qualified to teach.  Departments will take faculty preferences into consideration when staffing.***

**CALCULATING MODAL LOAD**

In the two examples below, the faculty member should be assigned a Fall 2016 modal load of .6 because the historical load of .6 repeats more than any other mode

 **Example A:** Modal Load = .6

|  |  |
| --- | --- |
| **Semester** | **Load** |
| Fall 2015 | .6 |
| Fall 2014 | .2 |
| Fall 2013 | .6 |
| Fall 2012 | .4 |
| Fall 2011 | .6 |

 **Example B:** Modal Load = .6

|  |  |
| --- | --- |
| **Semester** | **Load** |
| Fall 2015 | .4 |
| Fall 2014 | .6 |
| Fall 2013 | .2 |
| Fall 2012 | .6 |
| Fall 2011 | 1.0 = .67 |

**CALCULATING MEDIAN LOAD**

If there is no historical modal load, that is, no load repeats more frequently than all others, use the median load. To arrive at the median, arrange the loads in order from lowest to highest; the load that is in the middle spot (three) is the median. **In no case, should the mean or average be calculated.**

**Example A:** Median Load = .33 (.2, .33, **.33**, .66, .66)

|  |  |
| --- | --- |
| **Semester** | **Load** |
| Fall 2015 | .66 |
| Fall 2014 | .66 |
| Fall 2013 | .2 |
| Fall 2012 | .33 |
| Fall 2011 | .33 |

**Example B:** Median Load = .33 (.2, .25, **.33**, .66, .67)

|  |  |
| --- | --- |
| **Semester** | **Load** |
| Fall 2015 | 1.0 = .67 |
| Fall 2014 | .66 |
| Fall 2013 | .33 |
| Fall 2012 | .2 |
| Fall 2011 | .25 |

**CALCULATING LOAD WHEN THERE ARE ZEROES**

This load calculation is contingent to some degree on the reason there are zeroes. One reason, of course, is that if preference rights are awarded after the seventh semester of teaching, and modal and median load are based on the five previous corresponding semesters, new faculty will have zeroes as in the examples below:

 **Example A:** Faculty member will start with a modal load for Fall of .2 and a modal load for Spring of 0.

|  |  |  |  |
| --- | --- | --- | --- |
| **Semester** | **Load** | **Semester** | **Load** |
| Fall 2015 | .4 | Spring 2016 | .4 |
| Fall 2014 | .2 | Spring 2015 | .2 |
| Fall 2013 | .2 | Spring 2014 |  0 |
| Fall 2012 | .2 | Spring 2013 |  0 |
| Fall 2011 | .2 | Spring 2012 |  0 |

**Example B:** Faculty member will start with a median load of .2 for both Fall and Spring.

|  |  |  |  |
| --- | --- | --- | --- |
| **Semester** | **Load** | **Semester** | **Load** |
| Fall 2015 | .4 | Spring 2016 | .4 |
| Fall 2014 | .2 | Spring 2015 | .2 |
| Fall 2013 | .2 | Spring 2014 | .4 |
| Fall 2012 |  0 | Spring 2013 | .2 |
| Fall 2011 |  0 | Spring 2012 |  0 |

**Example C:** Faculty Member declined all assignments for Fall 2012 (approved unpaid leave) so the “0” for Fall 2012 is **not** utilized to take away staffing preference but it is utilized in the 5 semester calculations. The “five corresponding semesters” would be Fall 2011, Fall 2012, Fall 2013, Fall 2014, and Fall 2015.

 Median Load Fall 2016 = .66

|  |  |
| --- | --- |
| **Semester** | **Load** |
| Fall 2015 | 1.0 = .67 |
| Fall 2014 | .66 |
| Fall 2013 | .66 |
| Fall 2012 |  0 (approved unpaid leave) |
| Fall 2011 |  0 |

**Example D:** Faculty Member has Staffing Preference for Fall and Spring Semesters and did not teach Fall 2011, Fall 2013, and Fall 2015 due to no classes being available.

 Modal Load Fall 2016 = 0 (No longer has load in Fall) and Modal Load Spring 2017 = .4 (Maintains Spring Staffing Preference).

|  |  |  |  |
| --- | --- | --- | --- |
| **Semester** | **Load** | **Semester** | **Load** |
| Fall 2015 |  0 | Spring 2016 | .4 |
| Fall 2014 | .4 | Spring 2015 | .4 |
| Fall 2013 |  0 | Spring 2014 | .4 |
| Fall 2012 | .4 | Spring 2013 | .4 |
| Fall 2011 |  0 | Spring 2012 | .4 |

**LOSING STAFFING PREFERENCE**

With respect to losing staffing preference for not teaching or declining all assignments (0 load), the language of the contract is as follows:

***25.4.1 A faculty member who has not taught or has declined all assignments offered for the previous two semesters, except under conditions covered under the CMFLA (California Medical Family Leave Act) may lose preference.***

 **Example A:** Faculty Member has Staffing Preference for Fall and Spring Semesters of .4. and declined teaching assignments Spring 2015 and Fall 2015. Spring 2016 the faculty member loses Staffing Preference for both semesters.

|  |  |  |  |
| --- | --- | --- | --- |
| **Semester** | **Load** | **Semester** | **Load** |
| Fall 2015 |  0 | Spring 2016 |  Loses Staffing Preference for all future semesters |
| Fall 2014 | .4 | Spring 2015 |  0 |
| Fall 2013 | .4 | Spring 2014 | .4 |
| Fall 2012 | .4 | Spring 2013 | .4 |
| Fall 2011 | .4 | Spring 2012 | .4 |