I. WHAT IS AN INTERSESSION?

If you were a California community college student, you would probably spend your summer learning. If you are an instructor with the Los Angeles Community College District, you may spend your summer teaching. The summer and winter intersessions provide our students with wonderful opportunities to take the classes they may not have been able to take during the spring or fall semesters. The five- to eight-week intersession classes offered by some of the nine...
campuses of the Los Angeles Community College District can be veritable lifesavers for our students.

Instructors are often willing and able to forego their summer and/or winter breaks to teach intersession courses. Adjunct faculty members, in particular, have questions, such as: What is the order of priority for how these assignments are distributed? Is there a separate priority list for adjunct intersession assignments? If so, how does an adjunct faculty member earn a place on the list?

II. THE AGREEMENT

Our best source for answers to these questions is Article 15, Assignment, Summer and Winter Intersessions in the Agreement between the Los Angeles Community College District and the Los Angeles College Faculty Guild. You can also find an explanation on page 9 in the Adjunct Survival Guide.

III. PRIORITY FOR INTERSESSIONS

The first priority for any intersession assignments is for full-time faculty who need to teach them in order to fulfill their full-time load (if their annual load was not fulfilled during fall and spring). The next priority is for all full-time faculty in the discipline (who have their own priority list for intersessions). Then part-time faculty with seniority are given first right of refusal for any leftover classes. Finally, adjunct faculty not on a seniority list can be offered an assignment. There are separate lists for contract (full-time) and adjunct (part-time) faculty. Your department chair is responsible for maintaining these lists.

III. PRIORITY LISTS

Although regular, contract (full-time) faculty have separate priority lists for winter and for summer, a single priority number list is used to assign intersession classes to adjunct
instructors for winter and summer (a different list for each discipline). This list is different from the seniority lists for fall and spring semesters, established under Article 16 of the bargaining agreement. While these seniority lists for fall and spring semesters also include full-timers, the adjunct priority lists include only “true” adjuncts. A faculty member must teach for four semesters to achieve seniority and must be on a seniority list in order to be placed on the intersession adjunct priority number list. Beginning in summer 2012, the adjunct priority number list reflected three intersessions.

Whether or not you are offered an intersession assignment depends upon your position on the priority number list. Anyone who has not taught a class will be given the designation of “0.” Your department chair is responsible for offering a full assignment to those at the top of the list (until all available classes are assigned). Once an adjunct faculty member has taught a full assignment, he/she will go to the bottom of the list with the designation of “1.” A “full assignment” means five or six standard teaching hours, which usually represents two classes. If an adjunct faculty member gets offered only one three-hour assignment, he/she will not go to the bottom of the list but may end up somewhere in the middle of the list, with a designation of a “1/2” for only having taught a half assignment.

IV. MOVEMENT ON THE LIST

Initially, beginning in winter 2012, an adjunct faculty member’s position on the intersession priority number list depended upon that instructor’s position on the fall 2011 Seniority List. Subsequently, an adjunct instructor’s position on the intersession list depends upon his or her history of teaching intersession classes. Faculty members who taught an intersession assignment during the most recent winter or summer session are sent to the “back of the line,” so faculty members who have not taught an intersession class can have a chance to do
so. In this way, faculty members who have not taught an intersession class for the greatest number of years will move to the top of the intersession list. This is essentially the opposite of how the fall/spring seniority list operates.

Priority lists are campus-specific, so teaching an intersession at another campus will not affect one’s position on a different LACCD campus’s intersession priority list. In the event that two faculty members have not taught an intersession assignment within the same number of intersessions, the faculty member with the greatest length of service in the District will achieve priority on the list. In the event of a second “tie,” a District administrator will hold a drawing to choose which faculty member is given the assignment. AFT 1521 representatives and the faculty members themselves are entitled to witness this drawing.

V. ARTICLE 15

It is important to read Article 15 of our agreement to learn more about intersession assignments. It is filled with important information. For example, intersession assignments do not count toward the 33% teaching load required to qualify for District health benefits. Teaching in intersessions does not count toward seniority standing on the fall/spring seniority lists. In addition, intersession work is not subject to the 67% load limitation as provided in Education Code 87474. An English instructor (for example) who is limited to teaching only two three-unit classes for the District in the fall and spring may teach more than two three-unit classes during any given summer or winter session. However, faculty may not teach more than 85% above a full load (two classes) in any one intersession within the District.

Unlike with fall/spring semester seniority lists, an adjunct instructor can be on only one discipline list for intersessions. He/she may have to choose on which discipline list he/she wishes to be placed. The choice is up to the faculty member, not the department chair.
VI. THE TIMELINE

The *Agreement between the Los Angeles Community College District and the Los Angeles College Faculty Guild* explains the deadlines imposed upon department chairs regarding the distribution of intersession teaching assignments. According to the agreement, your chair must attempt to fill intersession assignments by the end of the eighth week of the previous semester (for example, by the eighth week of the spring semester for summer assignments, and by the eighth week of the fall semester for winter assignments). Your chair must contact faculty to determine availability by the end of the third week of the previous semester. By the end of the fourth week, your chair must submit the priority list(s) to the supervising dean. By the end of the sixth week, initial offers of employment must be made to faculty members. By the end of the eighth week, faculty members must respond to these offers.

The appropriate vice president from your campus must then approve the intersession priority list and forward it to the appropriate department chair, all faculty members whose names appear on the list, the AFT 1521 chapter president, and the campus grievance representative. A refusal is equivalent to not being offered an assignment, so the faculty member will remain at the top of the priority list indefinitely until he/she actually takes an intersession assignment.

a. THE INTERSESSION COMMITTEE

According to Article 15.D and Article 32 in the *Agreement between the Los Angeles Community College District and the Los Angeles College Faculty Guild*, an intersession committee must be formed on each campus for each intersession. This committee must consist of two or more faculty members and three or more administrators. The committee serves as an appeal body to hear and rule upon assignment priority issues.

VII. CONCLUSION
An intersession teaching assignment can be a very rewarding experience for an adjunct faculty member. However, it is important to ask questions about the “ins and outs” of any teaching assignment. Adjunct faculty members who have questions about intersession assignments should contact the Los Angeles College Faculty Guild through our website at www.aft1521.org, or the AFT 1521 chapter president at their campus. They may also contact the author at the e-mail address listed below (see ABOUT THE AUTHOR). As adjunct instructors, it is important for us to stay informed.

Works Cited

Los Angeles College Faculty Guild. *Agreement between the Los Angeles Community College District and the Los Angeles College Faculty Guild*. Los Angeles: Los Angeles College Faculty Guild, 2011. Print.

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