

CBA Tip: *Order of Employment Number*

A little known but important area of the contract explains your order-of-employment number. Every contract faculty member has a “start date” which corresponds to the first day they rendered service to the District in the probationary position. For classroom faculty, that is typically the first day of the fall semester they become a full time, contract faculty member (associate time before is exempt from this date). For non-classroom faculty who complete the hiring process and are ready to work, the date is July 1. Sometimes, however, faculty might have alternate start dates, particularly counselors and librarians who may start their contracts a bit later for whatever reason.

Since we have many faculty who have the same official start date, there is a “drawing” to determine your order of employment. Once this occurs, this number is recorded with the District.

So why is this number important? It brings with it some sense of “seniority” particularly with regard to the highly unlikely event of a reduction in workforce, but more commonly used in determining ranking positions for sabbaticals. As you know, the faculty has a certain number of sabbaticals offered each year. The eligible applicants are then put in order of their date of hire and then even further, their order of employment number. If, for example, there is one sabbatical spot remaining and the next two faculty on the list have the same start date, the order of employment number will then determine who gets that final spot.

You can read the specific contract language in the CBA, **Article G.1.0**.