

DCE Reappointment Rights and Seniority

The DCE Seniority List is published by each college every year on August 15. This list reflects DCE seniority accrued through the previous June 30. This list is important because it indicates reappointment rights by work area and the priority in which available courses are assigned. Although this was always the case, its importance is now elevated because of declining enrollment and fewer course sections being offered. Unit members are advised to consult the list and question if it does not appear accurate. Seniority is expressed in years, but its calculation is determined by the means provided by the collective bargaining agreement (see below).

Reappointment rights are effective after teaching five courses over three consecutive fiscal years (7/1-6/30) at the college. These courses do not have to be in the same department. Teaching two or more courses per year in a work area at the college earns one-year seniority. One course in one area and one course in another area in a fiscal year provides one-year seniority in each work area. Loss of accrued seniority results after a consecutive two fiscal year break in service at the college unless on an authorized leave of absence. Canceled courses do not count toward a break in service.