

Q & A: Part-time Lecturer (PTL) Pool

What is the Seniority Pool?

The Seniority Pool recognizes the continued re-employment of part-time faculty. Once you have taught 18 load credits at any one community college, you automatically enter the seniority pool for your discipline. If you teach 18 load credits at another community college campus in Connecticut, you would enter the Seniority Pool at the second institution as well.

What does the Seniority Pool offer?

The Seniority Pool guarantees the offer of one course per semester, as long as there are courses available. Please note that it only guarantees an offer of a course, it doesn't guarantee that the course will run, nor does it guarantee you a specific course or a specific schedule. Specific courses or specific schedules are factors that need to be discussed with your department chair.

Courses should be offered in fall and spring as long as there are a sufficient number of courses available; if not, seniority on the list is important. For example, if there are 7 members on the seniority list and 5 courses, the 5 most senior are offered courses. Seniority within the pool is calculated by determining when the 18-credit threshold was met. Those members with more seniority within the pool should be offered courses first. However, if you are offered a course as part of the seniority pool and it does not end up meeting enrollment or is otherwise canceled, you cannot bump someone with less seniority.

How can I be removed from the Seniority Pool?

There are two ways you can be removed from the Pool. If you refuse the offer for 3 semesters in a row, it is considered a break in service. The break in service will not apply to the following:

- a. pursuing an advanced degree related to the field in which the employee teaches,
- b. for medical reasons relating to themselves or immediate family members.

If you are refusing for these valid reasons, it is best to notify your chair that you are refusing for one of these reasons and keep documentation of the illness or education.

You can also be removed from the Pool if you receive a negative evaluation. We encourage you to reach out to your department chair to schedule an evaluation if you don't believe that you have one on record.

Your department chair should be the individual evaluating you. You should receive two weeks notice that they will be visiting your class and afterwards, they should let you know how it went. If you have any questions or concerns about evaluations, please reach out to the 4Cs.

Are there other benefits that I get with the Seniority Pool?

Yes! Once you have reached the threshold of 18 credits, you receive a higher wage.

The other benefit afforded only to part-time faculty in the Seniority Pool is tuition waivers at CT State. The value of the waiver may also be used at the Connecticut State Universities, with the member paying the difference between community college and CSU tuition and fees. Please refer to the Agreement for Part-Time Employees, Article XV.

Whom do I contact if I have further questions or concerns?

If you have any questions or concerns, please reach out to the 4Cs office at 860.296.5172 or by email to kimberly@the4cs.org.