

Assembly Bill 1269

(Community colleges: part-time faculty)
Assemblymember Cristina Garcia (D – 58)

PROPOSAL

AB 1269 (C. Garcia) would create parity for part time faculty of the California Community Colleges so that equal work results in equal pay.

Additionally AB 1269 would require that the Chancellor's Office collect and report part time faculty parity data from each Community College District and that the Chancellor's Office and each CCCD have the information available on their public facing website by July 1, 2022.

Additionally AB 1269 would require that there be a statewide definition of Parity for Part Time Faculty that can be applied to the local context. It would be a formula that can be tied to the local salary schedule for Full Time Faculty. A part of the statewide definition would be to determine what is included when parity data is reported: Office hours, shared governance, Health benefits, etc.

Additionally AB 1269 would require that community colleges close the Parity Gap by 2027.

BACKGROUND

The California Community College (CCC) system is the largest higher education system in the world and serves the most diverse student body in the nation and the world. The CCC system is made up of 73 Community College Districts with 115 accredited colleges and one unaccredited college. The state legislature has taken steps to improve student success, ensure equity, and to provide students with the resources needed to complete their college degrees and certificates; however, those efforts and the associated funding are undermined by the faculty reality in the community college system: part-time faculty currently comprise an average headcount of 70% and teach on average 50% of college classes.

PROBLEM

Part Time Faculty comprise 70% of the community college faculty and teach approximately 50% of the classes across the system. As a result, many CCC administrators are exploiting Part Time Faculty on their campuses as a cost savings measure and are, in many if not all ways, an exploited second class in the academic world. These

measures hurt Part Time Faculty, impede full time faculty hiring, and most importantly negatively impact the students they serve. Research shows that when students are served holistically at their campuses by professors who not only teach their courses but also have consistent office hours, office space, involvement in shared governance activities and are an overall part of the fabric of the college that students perform better in a variety of ways.

Part time faculty lack the parity and equity to effectively do their jobs and fulfill the intent of the legislature in improving student success.

In 1968, California Education Code was revised to create part-time faculty to fill emergency, temporary needs in the community colleges, but contrary to the labels of temporary and adjunct/unnecessary rooted in Ed Code, part-time faculty have become a permanent fixture in the college system, and many of these professionals have been teaching on temporary contracts for decades at the same institutions.

This exploitation harms our part-time faculty, our institutions, but it damages our students far more as they have limited access to part-time faculty who:

- Are working multiple jobs to earn a living;
- Are not compensated sufficiently or at all for office hours to meet with students (despite the student success research that has repeatedly demonstrated that students who visit professors during office hours are much more likely to succeed);
- Are not provided adequate space on campus to meet with students and to do their work;
- Are not included in the shared governance work that informs the college decisions and curriculum, and;
- Are not generally compensated for the professional development and training required by the state and national legislatures and accreditation.

STATUS

3/4/2021 – Referred to Assembly Committee on Higher Education.

SUPPORT

California Teachers Association/Community College
Association (CTA/CCA) sponsor
California Federation of Teachers (CFT) sponsor

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