

Assembly Concurrent Resolution

No. 138

Introduced by Assembly Member Nava

February 23, 2010

Assembly Concurrent Resolution No. 138—Relative to the California Community Colleges.

LEGISLATIVE COUNSEL'S DIGEST

ACR 138, as introduced, Nava. California Community Colleges: faculty.

This measure would express the intent of the Legislature that part-time and temporary faculty receive pay and benefits that are equal to those of specified tenured and tenure-track faculty, and that the California Community Colleges increase the percentage of full-time tenured and tenure-track faculty.

Fiscal committee: yes.

1 WHEREAS, An increasing percentage of the courses offered
2 in public colleges and universities in California are being taught
3 by part-time and other adjunct faculty; and
4 WHEREAS, The system of higher education within the
5 California Community Colleges has become dependent upon a
6 contingent workforce that is poorly compensated and too often
7 lacks basic supports, including health insurance; and
8 WHEREAS, These twin developments, the economic
9 exploitation of part-time and other contingent faculty, and the
10 shrinking of the ranks of full-time tenured faculty, limit the ability
11 of the state's public higher education system to provide

1 high-quality education, research, and support for economic
2 development; and

3 WHEREAS, Providing sufficient numbers of faculty with
4 full-time tenured and tenure-track employment and improving the
5 conditions under which part-time and other adjunct faculty work
6 will result in better service for students, communities, and the
7 economy; and

8 WHEREAS, Fair tax policies are the financial foundation of a
9 modern society; and

10 WHEREAS, Property taxes are the most reliable revenue source
11 for public services; and

12 WHEREAS, Proposition 13, an initiative measure approved by
13 voters at the June 6, 1978, direct primary election, unfairly restricts
14 corporate property tax increases, and has limited the ability to raise
15 additional revenues necessary to provide the high-quality education
16 that Californians expect and to support academic success in, and
17 progress through, the California Community Colleges; and

18 WHEREAS, Federal tax breaks have caused cuts in federal
19 support for higher education programs; and

20 WHEREAS, Funds have been provided through the annual
21 Budget Act to assist community college districts; and

22 WHEREAS, The principle of equal pay for equal work requires
23 that part-time faculty be provided with compensation that is directly
24 proportional to the compensation of full-time faculty; now,
25 therefore, be it

26 *Resolved by the Assembly of the State of California, the Senate*
27 *thereof concurring*, That it is the intent of the Legislature that all
28 part-time and temporary faculty receive pay and benefits that are
29 equal to those of tenured and tenure-track faculty of comparable
30 qualifications doing comparable work, as determined on a pro rata
31 basis; and be it further

32 *Resolved*, That the longstanding policy of the Board of
33 Governors of the California Community Colleges that at least 75
34 percent of the hours of credit instruction in the colleges be taught
35 by full-time instructors should be advanced; and be it further

36 *Resolved*, That each community college district should develop
37 and adopt plans to meet the requirements related to increasing the
38 percentage of full-time tenured and tenure-track faculty; and be it
39 further

1 *Resolved*, That the development and adoption of plans related
2 to increasing the percentage of full-time tenured and tenure-track
3 faculty should be subject to a collective bargaining process that
4 includes the exclusive representatives of the full-time and part-time
5 faculty serving at that institution; and be it further

6 *Resolved*, That each community college district should determine
7 a minimum salary goal for part-time and temporary faculty
8 employed on each campus that is prorated to the salaries of
9 full-time tenured faculty who have comparable qualifications and
10 do comparable work; and be it further

11 *Resolved*, That the determination of the method of prorating
12 salaries should be subject to a collective bargaining process that
13 includes the exclusive representatives of faculty serving at that
14 institution; and be it further

15 *Resolved*, That a community college district should reduce the
16 gap between the salaries of part-time and temporary faculty and
17 full-time tenured and tenure-track faculty by at least 15 percent
18 each academic year; and be it further

19 *Resolved*, That if, during a calendar year, a part-time or other
20 adjunct faculty member of a community college district teaches
21 at least 40 percent of the number of hours per week that is
22 considered to be a full-time assignment for tenured and tenure-track
23 faculty, and does not receive health benefits from any other source,
24 that part-time faculty member should be eligible for the same health
25 care benefits that are received by tenured and tenure-track faculty
26 at that campus; and be it further

27 *Resolved*, That each community college district should establish
28 a process under which part-time and other adjunct faculty, after
29 successful completion of a probationary period may, receive timely
30 notice of, and priority consideration for, appropriate teaching
31 assignments in future academic terms and preferential consideration
32 for attaining a tenure-track position when one becomes available;
33 and be it further

34 *Resolved*, That the process should ensure that part-time and
35 other adjunct faculty receive the accumulation of seniority,
36 notification about job openings at that institution prior to the
37 publication of announcements of those openings outside of that
38 institution, and preferential consideration for appointments to
39 tenure-track positions; and be it further

1 *Resolved*, That the implementation of these requirements should
2 be subject to a collective bargaining process that includes the
3 exclusive representatives of the full-time and part-time faculty
4 serving at that institution; and be it further

5 *Resolved*, That each community college district should make
6 progress toward the goals described in this measure; and be it
7 further

8 *Resolved*, That the Chief Clerk of the Assembly transmit copies
9 of this resolution to the governing board of each district of the
10 California Community Colleges and to the author for distribution.

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