

Assembly Bill No. 1922

Passed the Assembly August 30, 2000

Chief Clerk of the Assembly

Passed the Senate August 29, 2000

Secretary of the Senate

This bill was received by the Governor this _____ day
of _____, 2000, at _____ o'clock ____M.

Private Secretary of the Governor



CHAPTER _____

An act to add Section 87613 to the Education Code, relating to community colleges.

LEGISLATIVE COUNSEL'S DIGEST

AB 1922, Romero. Community college faculty.

Existing law governs the employment of persons by a district to serve in faculty positions and establishes certain rights for these employees. Existing law authorizes the governing board of each community college district to employ any qualified individual as a temporary faculty member for a complete school year but not less than a complete semester or quarter during a school year.

This bill would require the Chancellor of the California Community Colleges to inform the Legislature of changes in the diversity makeup of the faculty and the progress the colleges have made in meeting district and systemwide goals regarding diversity in the workforce.

The people of the State of California do enact as follows:

SECTION 1. Section 87613 is added to the Education Code, to read:

87613. (a) The Legislature finds and declares all of the following:

(1) Effective faculty members are the core of an excellent community college. Therefore, it is in the best interest of the college, its students, and its community to hire the best qualified and, hence, the most effective, faculty to teach, counsel, and provide professional library and support services.

(2) Effective faculty demonstrate preparation that includes basic academic credentials as well as knowledge of the contributions of women and ethnic minorities, in addition to global contributions, to their teaching disciplines. They should also demonstrate the ability to use a variety of teaching methodologies, communication skills, and other interpersonal skills, to satisfy the



requirements of different student learning styles, and possess techniques and methodologies that are sensitive to a diverse student body.

(3) Community colleges cannot rely on applicants to appear; community colleges must actively seek applicants in order to build a diversified pool. Therefore, it is the intent of the Legislature that community college districts make reasonable progress each year toward rebuilding and strengthening the faculty to reflect more accurately the diversity of the adult population of California.

(4) Community colleges employ faculty either through regular or through temporary contracts. Many faculty who work part-time are employed under temporary contracts, and work from semester to semester with no right of reemployment. Temporary contracts are being misused to employ part-time faculty members when the duration and nature of prior service, together with the overall circumstances of the employment relationship, indicate that a full-time position would be more appropriate. This practice is unfair to students because part-time faculty are not available to counsel, advise, and mentor students.

(5) In order to make reasonable progress toward meeting district and systemwide goals regarding diversity in the workforce, districts should employ a range of techniques, including funding for in-state teacher recruitment, funding for out-of-state teacher recruitment, creating a strong correlation between high schools and higher education to create a pipeline into community college teaching, providing opportunities for graduate students to gain teaching or intern experience at the community college level, suspending inadequately diverse hiring pools, providing student grants directed at guaranteeing transfer for community college students who declare their desire to teach in community college, recruitment of more diverse educators into part-time faculty ranks, providing apprenticeships for part-time employees to expand teacher recruitment, and improving salary and benefits for part-time faculty.



(6) Students benefit from continuity of faculty whether that faculty is classified as contract or as temporary.

(7) The governing board of each community college district is required to inform the Chancellor of the California Community Colleges about the ethnicity, gender, and disability of its employees (5 Cal. Code Regs. 53004).

(b) Using the data collected pursuant to paragraph (7) of subdivision (a), as part of the annual budgetary hearing process, the Chancellor of the California Community Colleges shall inform the Legislature of changes in the diversity makeup of the faculty and the progress the colleges have made in meeting district and systemwide goals regarding diversity in the workforce.



Approved _____, 2000

Governor

