

Date of Hearing: April 24, 2019

ASSEMBLY COMMITTEE ON APPROPRIATIONS

Lorena Gonzalez, Chair

AB 897 (Medina) – As Amended March 12, 2019

Policy Committee: Higher Education

Vote: 11 - 0

Urgency: No

State Mandated Local Program: No

Reimbursable: No

SUMMARY:

This bill increases, unless explicitly agreed upon, the maximum number of instructional hours a part-time, temporary California Community College (CCC) faculty member may teach at any single community college district (CCD) and still be classified as a part-time employee from 67% of the hours a full-time, permanent faculty works to 85%. The bill also requires CCDs, as a condition of certain state funding, to update existing collective bargaining provisions to include the increase. It also requires a CCD to commence negotiations on January 1, 2020, if the CCD does not have a collective bargaining agreement with part-time faculty on that date.

FISCAL EFFECT:

One-time Proposition 98 General Fund cost pressures, potentially between \$360,000 and \$720,000, for CCDs to update or create collective bargaining agreements with part-time faculty, commencing January 1, 2020.

The League of California Community Colleges estimated that a 2016 bill that required CCDs to update collective bargaining agreements with part-time faculty to include seniority rights cost between \$5,000 and \$10,000 per CCDt. (The state has 72 CCDs.)

COMMENTS:

- 1) **Purpose.** Some part-time faculty must teach in different CCDs to stay under the current workload cap. This bill increases the amount of workload a part-time faculty member can teach, typically by one course, so faculty could teach more within one CCD. This change is especially important for part-time faculty in areas of the state where CCDs encompass large geographic areas and faculty must travel far distances to teach additional classes.
- 2) **Background.** Current law defines part-time, temporary employee as a person employed to teach at a CCD for not more than 67% of a “full-time teaching load.” Although the definition of a full-time teaching load varies by CCD, an average full-time teaching load is 15 units. A CCD employee who teaches a full-time teaching load is considered a full-time, contracted faculty member. Full-time faculty receive full salary, benefits and tenure, while part-time faculty do not.

In fall 2018, the CCC chancellor’s office reported about 20,000 full-time faculty and about 40,000 part-time faculty in the 114-campus CCC system. According to the California Federation of Teachers, nearly 50% of the California Community College (CCC) course

selections are taught by part-time faculty. A primary reason CCDs utilize part-time faculty is the lower costs associated with such faculty. Several studies on temporary faculty found that CCDs pay temporary faculty significantly less than full-time faculty performing the same duties.

- 3) **Student Success and Support Program.** This bill makes state funding through the Student Success and Support Program (SSSP) contingent on compliance. SSSP provided ongoing funding to CCDs for student support in admissions, orientation, assessment, counseling and student follow up. However, according to the Legislative Analyst's Office, the Committee on Budget (AB 1809), Chapter 33, Statutes of 2018, consolidates the SSSP and another program, the Student Success for Basic Skills, into a block grant, known as the Student Equity and Achievement Program. Funding for the new block grant program (\$475 million statewide) is based on CCDs' 2017- 18 fiscal year allocations for the consolidated programs. As a condition of receiving funds, CCDs are required to develop student equity plans, deliver student matriculation services and adopt assessment and placement policies, as specified under current law.

The author may wish to amend this bill to update the reference to the SSSP.

- 4) **Prior Legislation.** AB 1690 (Medina), Chapter 877, Statutes of 2016, as amended by SB 1379 (Mendoza), Chapter 891, Statutes of 2016, requires reemployment rights for part-time faculty to be negotiated locally, declared legislative intent regarding minimum reemployment standards and requires CCDs to negotiate these reemployment rights as a condition of certain state funding. The terms of reemployment preference are to be based on minimum standards up to a range of 60% to 67% of a full-time faculty teaching load.

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