
SENATE COMMITTEE ON APPROPRIATIONS

Senator Anna Caballero, Chair
2025 - 2026 Regular Session

AB 1028 (Fong) - Community colleges: temporary employees

Version: May 23, 2025

Urgency: No

Hearing Date: August 18, 2025

Policy Vote: ED. 7 - 0

Mandate: Yes

Consultant: Lenin Del Castillo

Bill Summary: This bill requires that the termination procedures for part-time faculty at California community colleges comply with the provisions of their local collective bargaining agreement (CBA).

Fiscal Impact: The Chancellor's Office estimates that this bill could result in one-time Proposition 98 General Fund costs of \$14,000 to \$22,000 per district, or between \$1 million and \$1.6 million statewide across all 72 districts, to update collective bargaining agreements and include procedures regarding the termination of part-time faculty. These costs could be lower to the extent districts already have these policies in place.

Background: Existing law authorizes community college districts to employ academic staff as contract, regular (tenured), or part-time faculty. The law defines part-time faculty as those teaching no more than 67% of a full-time faculty load.

Existing law requires community college CBAs to include policies for reemployment preference, termination of that preference, and a regular evaluation process for part-time faculty.

Existing law allows the governing board of a community college district to terminate a part-time faculty member at the end of a day or week, at its discretion, with judicial review limited to the timing of the termination. The law also requires community college districts without CBAs for part-time faculty to enter into negotiations and include specific terms and conditions.

Proposed Law: This bill requires that the termination of a part-time (temporary) faculty member by a community college governing board comply with the terms of any applicable CBA. It provides that if the bill's provisions conflict with an existing CBA in effect on January 1, 2026, they shall become operative upon the expiration of that agreement.

This bill provides that all part-time faculty assignments are temporary, contingent on enrollment and funding, and do not carry a reasonable assurance of continued employment, regardless of status, length of service, or reemployment rights.

Related Legislation: AB 1245 (Alquist, Chapter 850, Statutes of 2001) requires the reappointment rights for specified community college part-time faculty be a mandatory subject of negotiation.

SB 1379 (Mendoza, Chapter 891, Statutes of 2016) requires community college districts to negotiate collective bargaining agreements with part-time faculty that include terms of reemployment preference and a regular evaluation process as a condition of receiving funds allocated for the Student Success and Support Program.

AB 1690 (Medina, Chapter 877, Statutes of 2016) requires community college districts to have collective bargaining agreements with part-time faculty that include specified conditions of employment.

Staff Comments: While existing law requires CBAs to include certain provisions for reemployment and evaluation, there is ambiguity and variation across districts regarding termination procedures. A 2023 review of CBAs by Assembly Higher Education Committee staff found that, despite statutory requirements, many agreements either lack explicit termination procedures or defer entirely to Education Code provisions. This bill seeks to standardize practice by ensuring districts adhere to collectively bargained procedures when terminating part-time faculty. According to the author, “Part-time faculty are the backbone of California’s community colleges, and in the unfortunate event that they are let go, they deserve to know the reason they have not been rehired. AB 1028 will give part-time faculty the same consideration, respect, and dignity given to full-time employees, by clarifying the process that must be followed by Community College Districts and explicitly stating that termination processes outlined in bargaining agreements are honored.”

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