
SENATE COMMITTEE ON EDUCATION

Senator Sasha Renée Pérez, Chair

2025 - 2026 Regular

Bill No: AB 2417 **Hearing Date:** July 1, 2026
Author: Zbur
Version: May 18, 2026
Urgency: No **Fiscal:** Yes
Consultant: Ian Johnson

Subject: Community colleges: part-time faculty: retirement.

SUMMARY

This bill requires community college districts (CCDs) to provide temporary faculty performing CalSTRS-creditable service with the option of participating in the CalSTRS Defined Benefit Program, the CalSTRS Cash Balance Benefit Program if offered by the district, or Social Security. The bill also requires CalSTRS and CalPERS to develop informational materials comparing these retirement options, and requires districts to provide those materials to newly hired temporary faculty beginning July 1, 2027.

BACKGROUND

Existing law:

- 1) Requires public employers, under federal law, to provide employees with either Social Security coverage or membership in a qualified retirement plan.
- 2) Establishes CalSTRS, including the Defined Benefit Program and the Cash Balance Benefit Program, for eligible public education employees.
- 3) Establishes CalPERS for eligible public employees.
- 4) Requires CCDs to classify faculty employed to teach not more than 67% of a full-time assignment as temporary employees.
- 5) Excludes temporary and adjunct community college faculty from mandatory CalSTRS Defined Benefit Program membership, but permits eligible employees to elect membership.
- 6) Authorizes CCDs to offer the CalSTRS Cash Balance Benefit Program to eligible part-time and temporary employees.
- 7) Requires employers to notify employees with retirement election rights and provide written information to assist with that election.
- 8) Provides that CalSTRS-covered employment generally is not covered by Social Security, meaning employees do not earn Social Security credits for that service.

ANALYSIS

This bill:

- 1) Applies to temporary community college faculty performing CalSTRS-creditable service.
- 2) Requires these employees to be provided the option of membership in:
 - a) The CalSTRS Defined Benefit Program;
 - b) The CalSTRS Cash Balance Benefit Program, if offered by the district; or
 - c) Social Security.
- 3) Clarifies that districts may offer another retirement option in addition to those specified in the bill.
- 4) Requires CalSTRS and CalPERS, by July 1, 2027, to develop and post informational materials describing:
 - a) Differences in membership and contributions among the available retirement options;
 - b) Examples of how long it takes to vest in benefits; and
 - c) Examples of the impact of earning Social Security credits.
- 5) Requires CCDs, beginning July 1, 2027, to provide those materials to newly hired temporary faculty.

STAFF COMMENTS

- 1) ***Need for the bill.*** According to the author, “Part-time community college faculty, who bring real-world experience and in-field expertise into the classroom, face significant inequities compared to their full-time counterparts. One of the most consequential gaps is in retirement information and options. Many part-time faculty who have spent decades contributing to social security are not informed about how to continue or strengthen those benefits, or how those benefits compare to enrolling in a different retirement system. Compounding the issue, not all community college districts even offer social security as an option, nor do they consistently provide clear, side-by-side information about available retirement choices. [This bill] ensures that every part-time faculty member is given complete, transparent information about their retirement options—and the opportunity to continue contributing to social security if they choose. Workers deserve the information they need to make the best financial decisions for themselves and their families. Providing that clarity empowers educators to plan for a secure and stable future.”

- 2) ***The unique employment patterns of community college faculty.*** Unlike many K-12 educators, temporary community college faculty often enter teaching after careers in other industries and may have accumulated retirement benefits through Social Security or other retirement systems prior to joining a CCD. Because temporary faculty frequently work part-time, teach at multiple institutions, or enter the profession later in their careers, retirement decisions may have different implications than they do for employees who spend an entire career in public education. The bill seeks to ensure employees receive information that allows them to evaluate those options based on their individual circumstances.
- 3) ***Builds upon ongoing legislative efforts to improve conditions for temporary faculty.*** Temporary faculty comprise a significant majority of the community college instructional workforce, representing nearly 70% of academic employees statewide. In recent years, the Legislature has invested substantial resources toward addressing long-standing concerns regarding pay parity, office hours compensation, health care access, and other employment conditions for temporary faculty. This bill takes a narrower approach by focusing on retirement literacy and informed decision-making rather than expanding compensation or benefits directly.
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- 4) ***Statewide consistency in information provided to employees.*** Although existing law provides retirement election rights and notification requirements for eligible employees, the author and sponsors contend that retirement options are not always presented consistently across districts and that employees may not fully understand the long-term implications of available choices. By requiring CalSTRS and CalPERS to develop standardized informational materials and requiring districts to distribute those materials to newly hired temporary faculty, the bill seeks to establish a common baseline of information regardless of where an employee is hired.

SUPPORT

California Federation of Teachers (sponsor)
California Federation of Labor Unions
California School Employees Association
SEIU California

OPPOSITION

None received

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