

CONCURRENCE IN SENATE AMENDMENTS

AB 2417 (Zbur)

As Amended August 13, 2026

Majority vote

SUMMARY

Requires a community college district to provide temporary faculty employees the option to participate in social security, the State Teachers' Retirement System (CalSTRS) Defined Benefit (DB) program or Cash Balance (CB) Benefit program, if offered, or the Public Employees' Retirement System (CalPERS) DB program, and the California Community College Chancellor's Office (CCCCO) to work with CalSTRS and CalPERS to develop specified information materials on retirement programs opportunities for California Community College temporary faculty.

Senate Amendments

- 1) Remove the requirement that CalSTRS and CalPERS develop information and post it on their respective websites by a date certain.
- 2) Clarify that a community college district must provide information provided by CalSTRS to a newly hired person who is classified as a temporary employee.
- 3) Make related technical adjustments for these purposes.

COMMENTS

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 community college district. 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. This bill seeks to ensure employees receive information that allows them to evaluate those options based on their individual circumstances.

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 percent 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.

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, this bill seeks to establish a common baseline of information regardless of where an employee is hired.

Please see the various policy committee analyses for a full discussion of this bill.

According to the Author

"Part-time community college employees sometime come to the education field after careers in other industries where they earned retirement credits in Social Security. They may be unaware of the potential personal implications of selecting the most common retirement options in the public education field: CalSTRS' DB or CB Benefit plans or an alternative option, instead of Social Security. Those plans are excellent for employees who start their careers early and stay continuously in the education field. They may not provide much benefit for people who come later in their careers and may prevent those people from earning the 40 credits necessary to qualify for Social Security, since positions covered by those plans are typically excluded from Social Security. Since coverage under those plans means neither the employer nor the employee pay into Social Security, it may be tempting for the employee to elect those plans instead of Social Security and for the employer not to promote Social Security as an option. Thus, the employee who is unaware of the complicated interaction of these different retirement options may end up with very little retirement benefit and not enough credits to qualify for Social Security."

Arguments in Support

Among other things, the California Federation of Teachers states, "[n]ew part-time faculty may not be aware of the long-term requirements, benefits, and drawbacks of the retirement benefits they can choose between. In many instances, these workers have accumulated decades of service credit in social security, and may not work as a part-time faculty member long enough so that starting over in a new pension system makes financial sense. [This bill] brings clarity, ensuring part-timers both have the option of Social Security and a basic understanding of what options they have for retirement planning. The bill accomplished the latter by asking the CCCCCO to work with CalSTRS to develop informational materials that cover the financial retirement options available to part-time college faculty. This way, newly employed educators will have the most relevant information at hand so they can make the best-informed decision for their own retirement security."

Arguments in Opposition

None.

FISCAL COMMENTS

According to the Senate Committee on Appropriations, this bill would result in the following:

- 1) The CCCCCO would incur minor and absorbable costs to develop the required informational materials.
- 2) Minor and absorbable costs to CalSTRS and CalPERS.
- 3) Increase state pension contributions to the extent that additional part-time community college employees enroll in a state retirement system as a result of the bill. The annual fiscal impact is unknown, but could exceed \$50,000 annually (General Fund).

VOTES:**ASM PUBLIC EMPLOYMENT AND RETIREMENT: 6-0-1****YES:** McKinnor, Lackey, Boerner, Garcia, Nguyen, Michelle Rodriguez**ABS, ABST OR NV:** Alanis**ASM HIGHER EDUCATION: 10-0-0****YES:** Fong, DeMaio, Boerner, Macedo, Jackson, Muratsuchi, Patel, Ramos, Sharp-Collins, Tangipa**ASM APPROPRIATIONS: 14-0-1****YES:** Wicks, Hoover, Aguiar-Curry, Caloza, Dixon, Fong, Mark González, Krell, Pacheco, Pellerin, Sharp-Collins, Solache, Ta, Tangipa**ABS, ABST OR NV:** Arambula**ASSEMBLY FLOOR: 76-0-4****YES:** Addis, Aguiar-Curry, Ahrens, Alanis, Alvarez, Ávila Farías, Bains, Bauer-Kahan, Bennett, Berman, Boerner, Bonta, Bryan, Calderon, Caloza, Carrillo, Castillo, Connolly, Davies, DeMaio, Dixon, Elhawary, Ellis, Flora, Fong, Gallagher, Garcia, Gipson, Jeff Gonzalez, Mark González, Hadwick, Haney, Harabedian, Hart, Hoover, Irwin, Jackson, Johnson, Kalra, Krell, Lackey, Lee, Lowenthal, Macedo, McKinnor, Muratsuchi, Nguyen, Ortega, Pacheco, Papan, Patel, Patterson, Pellerin, Petrie-Norris, Quirk-Silva, Ramos, Ransom, Michelle Rodriguez, Rogers, Blanca Rubio, Sanchez, Schiavo, Schultz, Sharp-Collins, Solache, Soria, Stefani, Ta, Tangipa, Valencia, Wallis, Ward, Wicks, Wilson, Zbur, Rivas**ABS, ABST OR NV:** Arambula, Chen, Gabriel, Celeste Rodriguez**UPDATED**

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CONSULTANT: Michael Bolden / P. E. & R. / (916) 319-3957

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