



Bill Summary

AB 1752 would create pay parity for part-time faculty of the California Community Colleges by requiring districts to adopt terms of compensation for part-time faculty of at least the same ratio to the full-time faculty for comparable duties.

Additionally, this bill would require that the new level of compensation must be negotiated no later than the expiration date of the community college district’s collective bargaining agreement.

Existing Law

Requires, as a condition of receiving funds allocated for the Student Success and Support Program, community college districts that do not have a collective bargaining agreement with part-time, temporary faculty in effect as of January 1, 2017, to commence negotiations with the exclusive representatives for part-time, temporary faculty regarding minimum standards for the terms of reemployment preference for part-time, temporary faculty assignments (Education Code Section 87482.3).

Background

The California Community College (CCC) system is the largest higher education system globally and serves the most diverse student body in the nation. The CCC system is made up of 73 Districts with 115 accredited colleges and one unaccredited college.

In 1968, California Education Code was revised to create part-time faculty to fill emergency, temporary needs in the community colleges. However, contrary to the labels of “temporary” and “adjunct/unnecessary”, rooted in the Ed Code, part-time faculty have become a permanent fixture in the college system. Many of these professionals have been teaching on temporary contracts for decades at the same institutions.

Need for AB 1752

Part-time faculty comprise 70% of community college faculty and teach approximately 50% of classes across the system. As a result, many CCC administrators are exploiting part-time faculty on their campuses as a cost-savings measure and are in many, if not all, ways an exploited second class in the academic world. These measures hurt part-time faculty, impede full-time faculty hiring, and, most importantly, negatively impact the students they serve.

Research shows that when students are served holistically at their campuses by professors who not only teach their courses but also have consistent office hours, office space, involvement in shared governance activities and are an overall part of the fabric at the college that, students perform better in a variety of ways. Part-time faculty lack the parity and equity to effectively do their jobs and fulfill the intent of the Legislature in improving

student success while being overworked and underpaid.

The CCC Chancellor's Office own analysis determined that part-time faculty members are paid, on average, half as much as full-time faculty members per hour for comparable duties. This exploitation harms our part-time faculty and our institutions, but it damages our students far more as they have limited access to part-time faculty who:

- Are working multiple jobs to earn a living;
- Are not compensated sufficiently or at all for office hours to meet with students (despite research that demonstrates that students who visit professors during office hours are much more likely to succeed);
- Are not provided adequate space on campus to meet with students and to do their work;
- Are not included in the shared governance work that informs the college decisions and curriculum, and;
- Are not generally compensated for the professional development and training required by the state and national legislatures and accreditation.

To address these inequities, AB 1752 will require districts to provide part-time faculty with compensation of the same ratio as full-time faculty for comparable duties. This bill will ensure a living wage for these faculty and ensure that students have the proper support from their professors.

Support

California Teachers Association (Sponsor)

Opposition

None on file.

For More Information

Stephanie Gerstle, Legislative Assistant
Office of Assembly Member Miguel Santiago
916.319.2053 | Stephanie.Gerstle@asm.ca.gov