



May 13, 2021

The Honorable Lorena Gonzalez
California State Assembly
State Capitol Building, Room 2114
Sacramento, California 95814

RE: AB 1269 (C. Garcia): Community colleges: part-time faculty – OPPOSE

Dear Chairwoman Gonzalez:

On behalf of the California Community Colleges Chancellor's Office, we must respectfully **OPPOSE** Assembly Bill 1269 (C. Garcia). This bill would require the Chancellor's Office to conduct a comprehensive study of part-time faculty employment, salary, and compensation patterns, collect and report part-time faculty parity data from each community college district, and identify recommendations that would enable our system to achieve pay equity for part-time faculty by January 1, 2027. Our 116 colleges represent locally independent districts governed by locally elected Boards. It is not appropriate for the Chancellor's Office to engage on matters of local control and locally negotiated collective bargaining agreements.

To be clear, part-time faculty are key to the success of California and the 2.1 million students who attend our community colleges. The Chancellor's Office 2021-2022 System Budget and Legislative Request includes a \$15 million request for ongoing support programs for part-time faculty, including compensation, office hours, and health benefits, and a \$40 million request to hire full-time faculty and transition existing part-time faculty to full-time.

However, requiring the Chancellor's Office to convene a workgroup, and issue formal recommendations, on this subject runs counter to the governance structure that the California Community Colleges have maintained for decades. Existing law requires the system Board of Governors to maintain "to the maximum degree permissible" local authority and control, and we have historically interpreted collective bargaining agreements to fall strictly within the purview of local districts. Further, locally elected community college boards are responsible for negotiating and adopting collective bargaining agreements that govern the terms of employment, including compensation, between each district and the faculty. Requesting that the Chancellor's Office assist in the development of recommendations related to collective bargaining agreements conflicts with longstanding precedent of neutrality in this area.

Furthermore, AB 1269 would establish an unfunded mandate on our agency. Within current resources, we do not have the capacity to oversee such a workgroup, or to issue such a study. Our

Chancellor's Office

1102 Q Street, Sacramento, CA 95811 | 916.445.8752 | www.cccco.edu

assessment is that this bill could cost approximately \$825,000 for the Chancellor's Office to hire additional staff, provide research, data, policy, and administrative support, and write a report.

To resolve concerns regarding pay equity, we encourage the Legislature to instead consider additional investments in full-time faculty hiring to lower the abundance of part-time faculty.

Such an investment could convert many part-time positions to full-time. These funds would also free up district resources that could be utilized for part-time faculty salaries and benefits. For context, closing the pay equity gap between part- and full-time faculty alone could cost between **\$300** and **\$900 million**. These are dollars that could be better dedicated to hiring more full-time faculty and developing institutional capacity to support our faculty and staff diversity initiatives.

For the above reasons, we must respectfully oppose AB 1269. If you have questions or would like to discuss this issue further, please do not hesitate to contact me at (650) 704-9477 or dobrien@cccoco.edu.

Sincerely,



David O'Brien, Vice Chancellor
Governmental Relations

cc: Members of the Assembly Appropriations Committee
The Honorable Cristina Garcia