October 23, 2014

Governor Jerry Brown  
State Capitol, Suite 1173  
Sacramento, CA 95814

**RE: Dignity, Equity, and Fairness for Temporary Community College Faculty to Promote Student Success**

Dear Governor Brown,

You are no doubt aware of the sub-standard working conditions our community college temporary, part-time faculty work under. Although the law requires them to possess the equivalent qualifications of their tenured/tenure-track counterparts, they receive less than half the salary, and in most cases receive no health coverage and are not compensated for office hour time outside of class to meet with students.

As you are also keenly aware, the California Community Colleges serve a wide range of students, including those most in need of assistance. Approximately 38% of our student population qualifies as low income and receives a Board of Governor Fee Waiver, and 71% are self-reported as non-white ethnic minorities. It has clearly been your focus when developing your education policy to direct additional funding to serve this student population. With the State’s focus on student success, the desired outcomes will not be achieved if there is not an equal focus on improving the working conditions of our temporary, part-time faculty who teach nearly fifty percent of our community college courses.

Research clearly shows how the over-reliance on temporary, part-time faculty diminishes faculty involvement in student learning1,2, and hence diminishes the rate of student success, including lowering the retention rate, the graduation rate, and the transfer rate of students to four year colleges and universities3,4,5,6,7. It has even been shown directly that for every 10 percent increase in the percent of tenured faculty at a two-year college, the chance that a student will transfer to a four-year college increases by 4 percent8.

Due to the temporary nature of their employment, temporary, part-time faculty often do not know until the first week of the semester whether they will have an assignment or not. This uncertainty in employment forces many temporary, part-time faculty to subsist on food stamps and seek unemployment insurance

coverage to bridge the gap until their next assignment comes along. Even when assigned the equivalent of a full load, many temporary, part-time faculty are barely able to make ends meet.

Consequently, in an effort to begin to rectify this abysmal situation, the Community College Council of the California Federation of Teachers is calling upon you to include the following items in your January 2015 budget proposal:

* $50 million in new resources to increase the salaries of temporary, part-time faculty as a first step toward achieving pay equity with their tenured/tenure-track colleagues;
* $30 million in new resources to fund paid office hours for temporary, part-time faculty;
* $100 million in new resources for the conversion of existing part-time temporary faculty to full-time faculty status.

We hope that you will give these proposals serious consideration as you develop your January 2015 budget proposal. Please do not hesitate to contact me if you would like to discuss any of these items in more detail.

Sincerely,

Jim Mahler, President

Community College Council of the California Federation of Teachers

c: Speaker of the Assembly Toni Atkins

Senate President Pro tem Kevin de León

Assembly Education Finance Budget Subcommittee Chair Al Muratsuchi

Senate Education Budget Subcommittee Chair Marty Block

Department of Finance Director Michael Cohen

Department of Finance Program Budget Manager Nick Schweizer

Community College Chancellor Brice Harris