Part-Time and/or Temporary Faculty
In California’s Ed. Code

The Ed Code for California Community Colleges Sections 87400-87488 and 87660-87683 uses specific terms and definitions for academic employees.

“Regular Employees” means a tenured employee (typically full-time faculty).

“Contract Employee” means a probationary employee (typically a full-time, tenure Track faculty)

“Temporary Employee” is defined in 87480 and 87482 as “temporary employee faculty members, who are employed to serve from day to day during the first 3 school months of any terms to instruct temporary classes not to exist after the first 3 school months of any school term...”

“any qualified individual as a temporary faculty member for a complete school year, but not less than a complete semester or quarter during a school year. The employment of those persons shall be based upon the need for additional faculty during a particular semester or quarter because of the higher enrollment of students during that semester or quarter as compared to the other semester or quarter in the academic year, or because a faculty member has been granted leave for a semester, quarter, or year, or is experiencing long-term illness, and shall be limited, in number of persons so employed, to that need, as determined by the governing board.”... A district that employs faculty pursuant to this subdivision shall provide data to the chancellor’s office as to the number of faculty members hired under this subdivision, and what the ratio of full-time to part-time faculty was for each of the three academic years prior to the hiring of faculty under this subdivision...

[This is the first instance where the words full-time and part-time are used]

Part-time faculty is used sporadically throughout. It is first found in 87482 in regard to FT/PT ratios (even though full-time is not really used in the Ed Code). It appears in 87482.5 in regard to the 67% law. It is found again in 87880-87885 in regard to the Part-time faculty bill of rights, negotiating rehire rights, and the office hours program.

Part-time faculty and Temporary sections and definitions need to be clarified, defining, and separated. Temporary still exists for short term classes and last minute hires for sabbatical and other leaves of absence for “contract and regular” faculty. Ed Code should differentiate between “temporary” and “part-time” faculty because their appointment is contingent upon enrollments, funding, or program need and many of these faculty have been incorrectly classified as “temporary for years or decades while serving in the same position within a district. Unlike temporary positions, these assignments are necessary, on-going, and continuing. Perhaps this category could be renamed “contingent employee” to differentiate between them and temporary.
Rationale for the changes:
- Differentiates between temporary and Part-time
- Clearly mirrors Cervisi
- Similar in nature to the Ed Code terms for contract and regular (note, not full-time or permanent terms)
- Clarifies that these positions, unlike temporary, are necessary, on-going, and continuing.

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