

CFT One Faculty Task Force Vision

Since 2023, the CFT One Faculty Task Force — made up of classroom and non-classroom part-time and full-time faculty from throughout the state — has met regularly to develop a strategic plan to transform the current exploitative two-tier system of faculty in the California community colleges into a one-tier system. As a first step in this process, the task force focused on clarifying what a one-tier faculty structure would look like. As we build a statewide campaign, the work of the task force will be driven by the following Agreements on Principles and Goals, which define our vision.

Hiring Processes

- Districts shall institute locally developed hiring practices and onboarding processes that will apply uniformly to all faculty job openings.

Compensation and Work Assignments

- Each District must compensate all faculty using the same salary schedule proportionate to the faculty member's assigned load.
- All faculty will be expected to perform the same duties on a proportionate basis according to their percentage of assigned load.

Professional Development

- All professional development activities must be made available to all faculty, with compensation, if given, provided equivalently to all faculty.

Leaves, Benefits, and Retirement

- All faculty must be eligible for the same leave benefits (sick, education, parental, bereavement, FMLA, military, sabbatical, industrial accident, etc.).
- Any locally negotiated health insurance benefits, including post-retirement healthcare programs, must be available equivalently to all faculty.
- All CalSTRS and CalPERS service credit calculations must apply equally to all faculty who are members of CalSTRS or CalPERS.
- All faculty will have equitable access to defined benefit retirement plan options.

Performance Review, Due Process, and Job Security

- Districts shall institute locally developed evaluation/performance review cycles and processes that will apply equally to all faculty.
- Due process rights will apply equally to all faculty once hired.
- Existing layoff/seniority rules will apply to all faculty members.

Adopted by State Council on October 5, 2024

