

Date of Hearing: April 21, 2026

ASSEMBLY COMMITTEE ON HIGHER EDUCATION

Mike Fong, Chair

AB 2417 (Zbur) – As Revised April 08, 2024

SUBJECT: Community colleges: part-time faculty: retirement

SUMMARY: Requires part-time faculty at a community college district, who performs a credible service for retirement benefits, to be provided with options to participate in specified retirement programs, and requires the California Community College (CCC) Chancellor's Office to develop information materials on the specified retirement programs. Specifically, **this bill:**

- 1) Requires the CCC Chancellor's Office to work with the State Teacher's Retirement System (STRS) and the Public Retirement System (PERS) to develop information materials on the following:
 - a) The differences between membership and the contributions made to the CalSTRS Defined Benefit Program, the CalSTRS Cash Balance Benefit Program, and social security;
 - b) Examples covering the amount of time required to vest in benefits offered by CalSTRS Defined Benefit Program, the CalSTRS Cash Balance Benefit Program, and social security; and,
 - c) Examples of the impact of having credits provided in social security.
- 2) Requires a community college district to provide qualifying part-time faculty with the option of participation in social security, the CalSTRS defined benefit program, or the CalSTRS Cash Balance Benefit program, if offered.
- 3) Clarifies the requirement for participation in the retirement/pension programs listed in (2), does not prohibit the community college district from offering an alternative retirement option in addition to the retirement/pension programs listed in (2).
- 4) Defines a qualifying part-time faculty member as a faculty member who is employed to perform a credible service for CalSTRS and is employed part-time or for not more than 67 percent of the hours per week of what would be considered a full-time assignment teaching assignment at the community college district.
- 5) States if the Commission on State Mandates determines there is a cost associated with the implementation of the measure, the State will reimburse local agencies and school districts for the determined cost.

EXISTING LAW: *For a review of existing federal and state law on CalSTRS, CalPERS, and social security, please refer to the analysis completed by the Assembly Public and Retirement Committee.*

State law pertaining to community college districts.

- 1) Establishes the California Community Colleges (CCC) under the administration of the Board of Governors of the CCC, as one of the segments of public postsecondary education in this state. The CCC shall be comprised of community college districts (Education Code (EDC) Section 70900).
- 2) Establishes that CCC districts are under the control of a board of trustees, known as the governing board, who has the authority to establish, maintain, operate, and govern one or more community colleges, within its district as specified (EDC Section 70902).
- 3) Defines faculty as employees of a community college district who are employed in an academic position that is not designated as supervisory or management, as defined. Faculty include, but are not limited to, instructors, librarians, counselors, community college health services professionals, handicapped student programs and services professionals, extended opportunity programs, and service professionals, and people employed in a position prior to July 1, 1990 that required nonsupervisory, nonmanagement community college certification qualifications (EDC Section 87003 (a)).
- 4) Defines a part-time faculty at the CCC as a faculty member who teaches 67% of the hours per week of what is considered a full-time assignment for regular faculty on a similar assignment. Clarifies a part-time faculty are not contract faculty and therefore are not subject to tenure nor subject to the protections provided by the EDC Code for contract faculty (EDC Section 87482.5).
- 5) States wherever possible part-time faculty should be:
 - a) Informed of assignments six weeks in advance;
 - b) Paid for the first week of an assignment when class is cancelled less than two weeks before the beginning of a semester and should be paid for all the classes scheduled for that week;
 - c) Have their names listed as the professor for the assigned course;
 - d) Have their names listed in the course schedule provided to students, faculty, and staff for the courses the part-time faculty is assigned to teach; and,
 - e) Considered as an integral part of their department and be given the same rights provided to full-time faculty in terms of book selection, participation in department activities, and the use of college resources (EDC Section 87482.8).
- 6) Requires the issue of earning and retaining of annual reappointment rights to be a subject of negotiation within the collective bargaining rights for part-time employees beginning with contracts adopted after January 1, 2002 (EDC Section 87482.9).
- 7) Authorizes community college districts to employ each academic faculty member as either contract, regular, or part-time (EDC Section 87604).

FISCAL EFFECT: Unknown

COMMENTS: *Double referred.* This measure was heard by the Assembly Public Employment and Retirement Committee on April 08, 2026, where it passed with a vote of 6 – 0. A review on

the issues germane to public employment and retirement is addressed in the Committee’s analysis.

Author’s statement. As explained by the author, “part-time community college faculty, who bring real-world experience and in-field expertise into the classroom, face significant inequities compared to their full-time counterparts. One of the most consequential gaps is in retirement information and options. Many part-time faculty who have spent decades contributing to Social Security are not informed about how to continue or strengthen those benefits, or how those benefits compare to enrolling in a different retirement system. Compounding the issue, not all community college districts even offer Social Security as an option, nor do they consistently provide clear, side-by-side information about available retirement choices.”

As further explained by the author, AB 2417, “ensures that every part-time faculty member is given complete, transparent information about their retirement options—and the opportunity to continue contributing to Social Security if they choose. Workers deserve the information they need to make the best financial decisions for themselves and their families. Providing that clarity empowers educators to plan for a secure and stable future.”

Part-time faculty at the California Community Colleges (CCC). The CCC is the largest two-year system in the United States and educates roughly 2.1 million students between the 116 campuses located throughout the state.¹ The 115 brick and mortar college campuses are divided into 72 districts managed by local governing boards comprised of locally elected trustees. Calbright College is overseen by the Board of Governors, which is the statewide governing board for all 116 colleges and 73 districts. Each community college district’s governing board, employs part-time, contract, and tenured faculty to fulfill the academic duties of the college within the community college district.

In fall 2025 the CCC employed 18,499 tenured/tenure track faculty and 40,902 part-time faculty.² Part-time faculty represented 68.9% of the academic workforce at the community college. In February 2023, the California State Auditor published an audit entitled, “California Community Colleges: Increasing Full-Time Faculty and Diversity Remains a Challenge.”³ The audit described the difference between part-time and tenured track/tenured employees by detailing that,

“part-time faculty members are classified as Part-time employees and generally receive fewer employee benefits. Full-time faculty members are typically hired with the expectation that they will work to achieve tenure, which makes them permanent employees. Hiring part-time faculty allows colleges more flexibility to quickly meet changing educational demands in certain fields, but part-time faculty also face challenges that make it more difficult to provide the support their students need. Because colleges can hire part-time faculty faster and at less cost than they can hire full-time faculty, they frequently rely on part-time hiring to fill faculty positions in the short term. In 2021 the Chancellor’s Office estimated that the average cost for compensation and benefits of a full-time faculty member was about \$131,000, whereas the average cost of a part-time faculty member who teaches a full load of 15 credits, but

¹ CCC Chancellor’s Office Data Mart – Students – Student Head Count – Academic Year 2024-2025.

² CCC Chancellor’s Office Data Mart – Faculty & Staff – Annual Statewide Staffing Reports – Salary Distribution by District – 2025.

³ <https://information.auditor.ca.gov/reports/2022-113/index.html>

generally would not receive benefits, was about \$45,000. Part-time faculty members have less support from the college than full-time faculty members and are given fewer responsibilities.”

To remedy the disparities between part-time and tenured track/tenured faculty, the Legislature has provided ongoing funding for: pay parity for comparable work for part-time faculty, compensation for part-time faculty’s office hours, and the provision of health care to part-time faculty. The Legislature has also passed a myriad of legislation requiring community college districts to have specific provisions pertaining to part-time faculty within the collective bargaining agreement for faculty. In the 2025-2026 enacted budget, the State provided \$23.6 million for office hour compensation for part-time faculty, \$26.5 million for part-time faculty pay parity, and \$200.4 million for part-time faculty health insurance reimbursement.

Retirement options for part-time faculty. As detailed in the analysis completed by the Assembly Committee on Public Employment and Retirement, every community college district is already required by state and federal law to provide some form of retirement benefit to their employees, part-time or full-time.⁴ Therefore, this measure informs community college part-time faculty of their right to options under the law and requires the Chancellor’s Office to provide a benefits description fact sheet on the available choices to the faculty member. This measure does not increase eligibility for CalSTRS nor does it require a community college district to provide a retirement benefit beyond what is required in existing law. Participation in CalSTRS for part-time faculty is optional and therefore, if an employee chooses not to participate, the district is required by state and federal law to furnish the employee with either social security or another retirement option.⁵ This measure would inform employees of their rights and provide the part-time faculty with factual information on the differences of each retirement plan offered to them by the community college district.

Arguments in support. As the sponsors of the measure, CFT – A Union of Educators and Classified Professionals, AFT, AFL-CIO (CFT), states “part-time community college faculty are often individuals who have chosen to give back to their communities by becoming educators in their local community college districts after long careers in the private sector. Most private sector jobs accumulate credit in the social security system. Upon the start of employment with a community college district, the new educator will be provided with several options for their retirement plan, including the California State Teachers' Retirement System (CalSTRS) pension, CalSTRS Cash Balance Benefit Program if offered, and several other options that may be offered by districts. However, while current law also allows the option of Social Security, this option is often not as apparent, nor always offered as the other retirement options.”

CFT further states, “new part-time faculty may not be aware of the long-term requirements, benefits, and drawbacks of the retirement benefits they can choose between. In many instances, these workers have accumulated decades of service credit in social security, and may not work as a part-time faculty member long enough so that starting over in a new pension system makes financial sense. AB 2417 brings clarity, ensuring part-timers both have the option of Social Security and a basic understanding of what options they have for retirement planning. The bill

⁴ https://leginfo.legislature.ca.gov/faces/billAnalysisClient.xhtml?bill_id=202520260AB2417#

⁵ https://www.calstrs.com/membership-eligibility#:~:text=You%20may%20be%20eligible%20for%20the%20CalSTRS,to%20school%20curriculum%20development%20*%20Administrative%20duties

accomplished the latter by asking the community college chancellor's office to work with CalSTRS to develop informational materials that cover the financial retirement options available to part-time college faculty. This way, newly employed educators will have the most relevant information at hand so they can make the best-informed decision for their own retirement security.”

REGISTERED SUPPORT / OPPOSITION:

Support

California Community College Independents
California Federation of Teachers – a Union of Educators & Classified Professionals, AFT,
AFL-CIO
California State Council of Service Employees International Union (seiu California)
Faculty Association of California Community Colleges

Opposition

None on file.

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