

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 that will apply uniformly** to all faculty job openings.

Compensation and Work Assignments

- All Districts 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 to all faculty.
- All **CalSTRS service credit calculations** must apply equally to all faculty.

Performance Review, Due Process, and Job Security

- All faculty will undergo the **same evaluation/performance review cycle**.
- Tenure should be understood as a form of **due process**. Any faculty member with a minimum assignment load averaged over the academic year will be afforded **the same due process/tenure rights as currently exist for full-time tenured and tenure-track faculty**, including the current exceptions to tenure. Tenure review processes will remain locally negotiated.
- Existing **layoff/seniority rules** will continue to apply to all faculty members once those individuals become tenured.