

RESOLUTION IN SUPPORT OF FULL-TIME CLASSIFIED STAFF AND MANAGERS CONTINUING TO TEACH PART-TIME AT CERRITOS COLLEGE

WHEREAS, it has been a past practice since at least the 1980s for full-time Classified Staff/Managers, who meet minimum qualifications and go through the part-time hiring process, to be able to attain teaching assignments at Cerritos College.

WHEREAS, the benefits of Classified Staff/Managers teaching as adjunct faculty include increased staffing stability for the program, technical/subject matter expertise difficult to find with traditional part-time pools, and established awareness of the campus culture and student body.

WHEREAS, the Administration implemented a new policy greatly limiting the ability of full-time Classified Staff to teach part-time at Cerritos College without first engaging in negotiations with CSEA.

WHEREAS, the policy was discussed and planned by Administration without transparency or communication and lacked any regard for the negative impact it will have on programs and students.

WHEREAS, CCFF did not craft the new policy, it should have taken a more proactive role in informing impacted parties once it became clear a policy shift, which could affect part-time faculty and the work of department chairs, was forthcoming.

WHEREAS, the loss of qualified and experienced part-time faculty, as a direct consequence of the new policy change, will pose excessive hardship on some of the impacted departments including Business Communications Office Technology, Earth Science, Kinesiology, Law/Paralegal, Physics, Political Science, and Real Estate.

WHEREAS, the new policy will result in some courses no longer being offered as Classified Staff/Managers, in many cases, were not “taking classes away from other part-time faculty” but were instead offering a much-needed staffing opportunity for desperately in need departments/programs. Consequently, students may need to take courses necessary for program completion at other colleges.

WHEREAS, the stated rationale for limiting the full-time Classified Staff from teaching at Cerritos College is that the [Fair Labor Standards Act \(FLSA\)](#) mandates a blended overtime pay rate for classified staff who worked beyond 40 hours a week because they worked a second job at the same location.

WHEREAS, the FLSA does not prohibit nor limit the number of classes a full-time classified staff member may teach but merely mandates that staff who work an additional assignment be compensated, at minimum, by 1 ½ times the employee’s base hourly rate.

WHEREAS, the [Los Angeles Community College District \(LACCD\)](#), the largest community college district in the United States, views adjunct teaching (which is at-will employment by nature) as an “additional assignment” and allows its Classified Staff to teach up to a part-time load of 67% every regular term as long as the posted adjunct rate is at least 1 ½ times the employee’s base hourly rate.

WHEREAS, [LACCD HR Policy on Fair Labor Standards Act \(FLSA\) Requirements](#) provides the following illustration:

“**Example:** A Classified Assistant Administrative Analyst (Confidential) hourly rate is \$39.00. In order to take an adjunct teaching job, the employee would have to take an adjunct assignment that has an hourly rate of \$58.50 or higher to qualify.”

WHEREAS, some faculty are accepting of the new policy based on their personal viewpoint that adjuncts who only teach part-time should have priority over adjunct faculty who have full-time employment elsewhere, a viewpoint that is not supported by the CBA.

WHEREAS, adjunct faculty who currently or have previous full-time employment in the public or private sector (e.g., 4-year university professor, practicing attorney, business executive, technology/equipment expert, etc.) bring valuable expertise and/or specialty into the classroom that is invaluable to our student body and round out our academics.

WHEREAS, Classified Staff/Managers with part-time teaching assignments [received district notification](#) that adjuncts who only teach part-time should have priority over adjuncts who have concurrent full-time employment benefits with the district. A position that is discriminatory and not reflected in Article 13 of the 2021-2024 CBA.

WHEREAS, [Administrative Procedure 3410](#) describes the District's policy on nondiscrimination as "All employment decisions, including but not limited to hiring, retention, assignment, transfer, evaluation, dismissal, compensation, and advancement for all position classifications shall be based on job-related criteria as well as be responsive to the District's needs."

WHEREAS, faculty staffing considerations must primarily be about the continued viability of the program and enhancing student success and not about campus politics or philosophical perspectives by those who may not know or understand the various needs of individual departments or programs.

BE IT RESOLVED the Cerritos College Faculty Senate:

1. Supports the continuation of Classified Staff being able to teach up to a part-time load of 67% every regular term if the adjunct assignment rate is already equal to or greater than the FLSA-mandated 1 ½ classified base hourly rate.
2. Supports the continuation of Managers being able to teach part-time if they provide technical or subject matter expertise greatly needed by a department/program and if the VP of Academic Affairs signs off on their teaching evaluations which is already the past practice in these situations.
3. Recommends the district engage in negotiations with CSEA to develop a reasonable policy that respects past practice and focuses on what is best and beneficial for Cerritos College programs and students.
4. Recommends all District constituent groups practice transparency, effective communication, and a dedicated commitment to working with all affected parties whenever a new policy may negatively impact academic programs, student success, and/or student completion.
5. Affirms all adjunct faculty who teach at Cerritos College are to be respected and valued, regardless of whether they simultaneously have full-time employment at other public or private institutions, if they are currently Classified Staff/Managers at Cerritos College, or if they are retired professionals choosing to give back to the community by teaching on a part-time basis.
6. Affirms that staffing decisions regarding teaching assignments are best left to Department Chairs/Departments, and in line with CBA guidelines, as Departments know what is best and most effective for their programs.

BE IT FURTHER RESOLVED a copy of this resolution be sent to the Cerritos College Faculty Federation, the California School Employees Association #161, the College President, and the Board of Trustees.