

Associated Students of Cerritos College

IN THE SENATE OF THE ASSOCIATED STUDENTS

4/12/2023

Director Amy Parker introduced the following Resolution,
Senator Jose Hernandez seconded the following Resolution

A RESOLUTION

Supporting Faculty Demands on Staff-Faculty Dual Roles

JR-2223-11

Whereas: The Cerritos Community College District is currently in the process of implementing a new policy which would bar current full-time classified staff and managers from serving as part-time/adjunct faculty at Cerritos College outside of their current working hours; and

Whereas: The College was going to implement this policy starting on January 1, 2023, but due to the number of students who would be dropped from already-enrolled courses decided to postpone the implementation date to August 1, 2023; and

Whereas: There will still be a significant number of students who will suffer as a result of this policy, as many sections of courses will have to be canceled, and some courses (like Astronomy 105L) may be eliminated entirely as a result of their typical faculty being concurrent full-time staff/managers at the college; and

Whereas: The college claims that this decision is because of the “blended overtime” provision in the Fair Labor Standards Act, even though it could not affect this circumstance because the adjunct faculty per-hour rate is at least 50% higher than the staff per-hour rate, which the Los Angeles Community College District - the largest community college district in the United States - follows in allowing staff to serve as adjunct faculty; and

Whereas: The Faculty Senate passed a resolution on February 7, 2023 which opposes the college’s new policy and goes into detail about why it is not necessary, but neither the college administration nor the Board of Trustees took any action as a result of the resolution; and

Whereas: In the Coordinating Committee meeting on March 20, 2023, President/Superintendent Jose Fierro rejected the concerns of the Faculty Senate, stating that the policy would not change and that the college would just hire new faculty to replace those ejected as a result of the policy; and

Whereas: It is unlikely that the college will be able to replace the adjunct faculty in time for the Fall 2023 semester, as it is still working to recover the faculty it lost during the start of the COVID-19 pandemic lockdowns; and

Whereas: All of these decisions made by the college were made “without transparency or communication and lacked any regard for the negative impact it will have on programs and students”; and

Whereas: Many departments will suffer significantly as a result of this policy, which does not take into

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consideration the needs of individual departments and sectors of the campus; and

Whereas: As representatives of the student body, ASCC has a duty to advocate against any policy which could overall hurt student success and participation at the college; and

Whereas: ASCC has historically supported the demands of faculty against the college administration, such as with SR-2122-01, which supported the CCFF's demands in its negotiations with the college's administration; let it be

Resolved: The Associated Students of Cerritos College supports full-time staff/managers being able to teach at 67% load, as long as their adjunct pay per hour is at least 1.5 times more than their staff pay per hour, which is the college's status quo; and let it be further

Resolved: The Associated Students of Cerritos College opposes any move by the college administration or the Board of Trustees to remove staff and managers from their adjunct faculty positions due to them being a staff/manager; and let it be further

Resolved: The Associated Students of Cerritos College affirms and supports the February 7, 2023 Faculty Senate resolution entitled "Resolution in Support of Full-Time Classified Staff and Managers Continuing to Teach Part-Time at Cerritos College"; and let it be further

Resolved: The Associated Students of Cerritos College asks that the college's administration act in the future with the needs of faculty and students in mind, and not reject their needs and desires entirely out of a lack of willingness to accommodate for positive change; and let it be further

Resolved: The Associated Students of Cerritos College asks the Board of Trustees and the college's administration to not implement the proposed policy on August 1, 2023, and to instead work with the Cerritos College Faculty Federation, the Faculty Senate, and the California School Employees Association to implement a policy which preserves the status quo and follows the requests outlined in the Faculty Senate resolution; and let it be further

Resolved: Student Trustee Hector Ledesma is hereby requested upon passage of this resolution to communicate the desires of the Associated Students on this matter to the Board of Trustees; and let it be further

Resolved: Director of Equity and Diversity Amy Parker is hereby requested upon passage of this resolution to forward an electronic copy of it to all members of the Board of Trustees (except for Student Trustee Hector Ledesma), President/Superintendent Jose Fierro, Interim Vice President/Assistant Superintendent of Academic Affairs Wei Zhou, Vice President/Assistant Superintendent of Human Resources Mercedes Gutierrez, and Cerritos College Faculty Federation President Lynn Wang; and let it be further

Resolved: The Faculty Senate Liaison is hereby requested upon passage of this resolution to forward it to the Faculty Senate at their next meeting.

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Amendment History

Final Senate Action

Date of final vote:

Senators Voting Aye:

Senators Voting Nay:

Senators Abstaining:

Vote Count: __ Aye __ Nay __ Abstain

Committee Referral

Referred to Committee? Yes/No

Committee Performing Review (if applicable):

Committee Chairperson:

Committee Action: (Report complete disposition, amendments, committee vote, or date of final action.)

Presidential Action

Presidential Action (Approved or Veto): _____

Presidential Signature: _____ **Date:** _____

If vetoed, state reason: