

FAQ: LAYOFFS OF FULL-TIME FACULTY

(Last update: 1/3/24)

The short version: As we begin spring semester 2024, FT and PT faculty are still laid off. Departments remain devastated with long waiting lists and students left out in the cold. In July 2023, the BOT passed a resolution requiring the college administration to restore all laid-off FT faculty by summer 2024. As of this writing, the District has restored a grand total of zero FT faculty since then.

In 2022, the District officially laid off 38 FT faculty, which also meant job loss for 98 part-time and 3 full-time categorical faculty. Since then, we've fought for re-appointments, and some positions have been restored. But some departments remain devastated – including where there is clear student demand. Cutting classes and throwing employees out on the street in a time of budget surplus is unconscionable.

Faculty, students, labor, and community allies fought hard to replace the board members who had voted for layoffs. In May 2023, the new Board of Trustees issued a resolution calling for the recall of laid off FT faculty.

But we still have mass waitlists for classes, especially in departments impacted by layoffs. So on July 27th, the Board unanimously passed a motion specifying that the process of rehiring faculty needs to begin right now, starting in departments where there is “urgent need.” The Board also clarified that the entire rehiring process needs to be completed by summer 2024, not 2025 as stated in the May Resolution.

Since then, David Martin has issued only two new recall notices (both to faculty who had already refused recall), and two offers of temporary employment that don't amount to real recall. Turning thousands of students away again this school year is wholly unacceptable. It is a profound failure in leadership. It undermines our mission as an institution as well as the long term financial stability of our college. Our city and region need a thriving City College that is ready to meet community demand for quality jobs, degrees, and hope.

See [the original Rehire Resolution here](#), a great [48 Hills article](#) about the Resolution, and another great [article in the SF Examiner](#) on the role layoffs have played in long waitlists.

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Impacted Departments

In February 2022, the BOT approved a list of 50 layoffs in 18 departments. Through activism and legal challenges, we were able to get that reduced to 27 in 14 departments by the time Fall semester started. [More detailed history here](#). Since then, with pressure on administration and a new BOT, more have been re-appointed.

The numbers here are intended to reflect only true re-appointments, not the temporary work that some laid-off FT faculty have been offered. Unfortunately we do not have numbers of PT currently assigned.

This doesn't account for all faculty who have been pushed out. Some faculty were laid off in May 2022 and subsequently retired or refused re-appointment because of their personal circumstances – or their desire to work somewhere where they'd be treated with respect. For part-timers, assignment after this layoff depends first on re-appointment of full-timers, then on FTEF. And David Martin's team has been cutting FTEF.

	Notices 5/2022	FT faculty laid off as of 8/2022	PT laid off as of 8/2022	FT Categorical laid off as of 8/2022	FT still laid off as of 1/3/24
Aircraft Maintenance Tech.	2	2			2
Architecture	1				
Auto/Moto/Construction	2	2	6		2
Behavioral Science	1				
Biology	1				
BEMA	1	1	4		1
Business	5	4	10		4
Chemistry	2	1			1
CNIT	1	1	6		1
Counseling	3	3		2	
Counseling / EOPS	2	1	3		
Engineering / Biotech	1	1	2	1	1
English	8	6	19		6
ESL + Institute	2	2	38		
Env. Horticulture & Floristry	1	1	3		1
Library & Learning Resources	2				
Physics	1	1	5		1
Theater Arts	1				
World Languages (French)	1	1	2		1
Total	38	27	98	3	21

The AMT program has been eliminated. No classes are offered.

"Impacted" departments. FT faculty are still laid off and PT cannot be assigned.

Counseling/EOPS and Theater no longer impacted, but FTE is reduced. PT and FT Categorical not assigned.

ESL is no longer impacted, but FTE has been reduced. Some PT are working, but not all.

No longer "impacted". FT have been reassigned, retired, or refused reassignment. PT are working.

Reappointment for FT Faculty

How will I know if I'm being reappointed?

If they are offering you reappointment, the District should send you email and also a hard copy letter. Get in touch with your chair and talk about possibilities in your department. Let them know if you're available and interested in work at CCSF. Start checking your CCSF email. If you've moved, update your mailing address in Web4 so that you can receive a recall letter promptly if they send you one.

What does reappointment mean? Is it different from recall?

The legal term is "reappointment", but some administrators have been calling it "recall". It means the same thing. You return to your tenured or tenure-track status.

The letters the college has sent are vague about this. They say they are offering you one year of work, as if the following year is in doubt. It seems this is deliberate, to leave them wiggle room in case they find some kind of loophole. Our legal team so far has not found a loophole and believes that no matter what the District calls it, these letters mean real reappointment.

Can I be assigned less than 100%?

There might not be enough work for you to get all the way up to 100% load. In that case, you would still keep your FT status. You would be paid on the FT payscale, but only be paid for the load you're assigned. It is important to know that even if this happens you are still tenured or tenure-track, and you keep your right to a full load when assignments become available.

What if I turn down reappointment?

Education Code (87744) says: "(b) The right to reappointment may be waived by the employee, without prejudice, for not more than one college year, unless the board extends this right, but such a waiver shall not deprive the employee of his or her right to subsequent offers of reappointment." That means you can refuse this assignment and still have rights for the following year. It wouldn't hurt to be clear about that when you respond, and say that you are not waiving your rights and are still interested in future assignments.

What about temporary assignments?

The District has assigned a few full-time faculty to temporary work, filling in for other faculty who are on leave. This is not a true reappointment, but you should still be paid on the FT scale. The temporary position does not affect your lay-off status. You can turn down temporary work without having turned down real reappointment.

Full-time Faculty Forced to Transfer

If I was forced to transfer to a new department, does the board resolution mean I'll be transferred back?

We do not expect anyone to be transferred back automatically.

How can I get back to my previous department?

First they must reassign the laid-off faculty, and get them up to 100% load. Then it will depend on restoring FTEF. If assignments are available in your previous department, you can request them, no matter what department you're officially assigned to. And anytime they hire for a new FT position, they're supposed to first inform the college community so that FT faculty can apply for internal transfer before the position is publicly posted. Talk to the chair of your previous department to stay informed when opportunities come up.

FT Faculty Not Immediately Reappointed

How long do I have the right to reappointment?

We previously posted that under California law, tenured faculty have reappointment rights for 39 months; tenure-track faculty have reappointment rights for 24 months. However, we won an improvement in our [2023-2026 contract](#). **All laid-off FT faculty now have the reappointment rights for 39 months.**

Your right to be reappointed applies in your home department and also anywhere else in the college you have an FSA.

What do I need to do to be reappointed?

Stay in touch with your chair and continue to fill out [preference forms](#) each semester so they know you're available and interested. If you have an FSA in a different department, stay in touch with that chair as well. Check your CCSF email. If you've moved, update your address in Web4.

What happens to my email access, Canvas, etc?

You retain access to all of your accounts during your pre-employment period.

Does my time away from CCSF count as a break in service?

No. It's like an unpaid leave but not a break in service under the Education Code.

STRS & Retirement

I'm a few years from retirement. Will a layoff prevent me from retiring?

No, you do not forfeit your pension or your right to retire from CalSTRS because of a layoff. All the CalSTRS rules around eligibility, etc. still apply. Contact [CalSTRS](#) for more information.

I haven't vested in STRS yet. What happens to my pension?

You need five years of service credit in the STRS DB plan to vest. That counts service credit you earned when you were part-time and when you were at other schools, if you were in the DB plan at the time.

You don't lose the contributions you've made. If you are reappointed at CCSF, or if you work at another school in the same DB plan, you will pick up earning service credit. It doesn't matter if there's a break in time – once you get to 5 years total you will vest.

You have the option of getting the employee part of your contributions back from STRS. You can contact them and they have a form you can fill out. But if you do that, and then you start working again in education, you'll have to start your five years all over again.

Sick Leave

Can I be paid out for unused sick leave?

No. CCSF does not pay out unused sick leave.

Will I lose the hours?

If you return to work at CCSF within your re-employment period, it's still there.

You can transfer it to another school district if you'll be under the same STRS retirement plan at the new district. That includes high schools or any school with the same plan.

If you're in the DB plan, the used sick leave can just sit in CCSF's books until you retire. Then it will be used to buy service credit in STRS. If you're not working at CCSF at the time, they won't necessarily know that you're retiring. Then you'll have to get in touch with CCSF HR to tell them to report the unused sick leave to STRS.

If you're in the CB plan or Social Security, there is no service credit to buy. You lose the hours.

What about extra COVID sick leave?

All faculty who worked in-person any time from March 17, 2020 – December 2022, earned extra sick leave. This leave should now be reflected in your Employee Dashboard. More information [here](#).

Part-time & Categorical Faculty

I am full-time categorical. How does this process impact me?

Faculty who have categorical contracts, where your entire load is grant-funded, cannot be tenured. That means in the eyes of the law, you are treated as a part-timer, no matter how many hours you work. You can be bumped by tenured or tenure-track faculty, if they have the qualifications to work in your assignment. The information in this section applies to you as well as to traditional part-time faculty. In addition, David Martin has said he is planning to remove grant funding from the college to prevent reappointment of FT faculty. We don't know if this applies to all grants or only some. (EOPS categorical full-timers are different. They can be tenured and so are treated as FT for this purpose.)

How do layoffs of full-timers impact part-time and categorical faculty?

The District made extreme cuts. For FT faculty to be laid off, most PT faculty in that area will be laid off first. PTers and FT categorical faculty may be bumped by tenured or tenure-track faculty who meet the minimum qualifications and District competency criteria (Ed. Code section 87743). PT and categorical faculty can be bumped by FT faculty from other departments.

FT faculty who are laid off will have reappointment rights, making it less likely that PT and categorical faculty will be reassigned later. In addition to restoring the FT positions, we also need to restore FTE to the departments to ensure we can offer the classes and services our students need and to fully employ PT and categorical faculty.

Can a part-timer be retained for an assignment if a laid-off full-timer is qualified?

No. If the FT faculty member is qualified, they will have priority. PT and categorical faculty can be assigned only if no FT faculty is qualified and available for that particular assignment.

What is the process for layoffs for part-timers?

PT faculty are assigned by seniority and re-employment rights under article 13 and 13-1 if assignments are available. The District is not required to create assignments for faculty. If there are no available assignments, part-timers simply don't get work. The District is not required to issue pink slips to PT faculty, and they don't refer to it as a "layoff".

Often PT faculty are informed in advance as the schedule is being made, but assignments can also be added and cut at the last minute.

What was David Martin's plan?

In an [5/25/22 email](#) and a 5/26/22 meeting with department chairs, David Martin laid out his plan.

- **Shrink department budgets to match the layoffs.** He shrank those budgets beyond what the BOT had approved – clearly not a budget necessity even if you believed the administration's own numbers. This prevented reappointment of FT and PT faculty by making sure there was no work available.
- **Shrink department budgets where faculty are on release time.** David decided to punish departments and students rather than allow reappointment.
- **Shrink departments where faculty work is grant-funded.** Pink-slipped FT faculty would have the right to to these assignments. David at first refused grants rather than allow reappointment. Then his administration started approving some of the grants, but calling them temporary work
- **Hold these cuts in place for years.** Pink-slipped FT faculty have the legal right to reappointment for 39 months if tenured, 24 months if tenure-track. When chairs asked David how long these cuts would last, he said that they would last for the entire reappointment period.
- **Inequity between departments.** These restrictions applied only in departments where FT faculty received pink slips.

What will happen next?

The BOT resolution says all tenured and tenure-track faculty be restored "by summer 2024".

It is clear that David Martin is still working to shrink the school and prevent reappointment of FT and PT faculty. At the same time, faculty, staff, and students, along with our allies on the BOT, are fighting to expand the school. The college has the financial resources to grow and to offer the programs our communities need.

What happens next is up to us.