



September 18, 2025

The Honorable Gavin Newsom  
Governor of the State of California  
1021 O Street, Suite 9000  
Sacramento, CA 95814

***Re: Request for Veto on AB 1028 (Fong)***

Dear Governor Newsom:

On behalf of the Association of California Community College Administrators (ACCCA), the foremost member-supported professional organization for administrators and managers at the California Community Colleges (CCC), I write to respectfully request your veto on Assembly Bill (AB) 1028, which seeks to revise the Education Code regarding the termination of part-time, temporary faculty at the CCC.

**Potential Fiscal Impact**

While we understand the author's intent, AB 1028 could create significant new costs for community college districts (CCDs) and the state. By requiring that termination of temporary, part-time faculty conform to collective bargaining provisions rather than the current statutory framework, districts would be subject to additional procedural obligations that could increase legal exposure, arbitration costs, and administrative workload.

Current flexibility allows districts to quickly adjust staffing levels in response to enrollment shifts and funding fluctuations, an essential practice given the volatility of state revenues and student demand. If AB 1028 were enacted, districts would likely be forced to carry faculty costs for courses with low or no enrollment, diverting scarce dollars away from student services, instructional support, and workforce development programs. Ultimately, this measure could undermine the state's goal of aligning resources efficiently with student needs, while placing upward pressure on district operating budgets and, by extension, state apportionments.

**Local Control and Administrative Flexibility**

AB 1028 also raises concerns regarding the erosion of local control. CCDs are governed by locally elected boards of trustees and managed by professional administrators who are accountable to their communities. Staffing decisions—particularly with respect to temporary, part-time faculty—must remain flexible so that colleges can respond to enrollment patterns, course demand, and fiscal realities.

Current law already permits districts and bargaining representatives to negotiate terms of employment for temporary faculty, including reemployment rights. By imposing prescriptive statutory requirements, AB 1028 would reduce the autonomy of districts, constrain local decision-making, and risk creating one-size-fits-all rules that do not reflect the diverse needs of California's 73 CCDs.

### **Commitment to Students and Partnerships**

ACCCA members are deeply committed to fair employment practices and productive collaboration with faculty unions. However, we believe this bill would tip the balance away from collaboration toward mandates that could hinder innovation and responsiveness. Protecting the ability of administrators to make timely staffing adjustments is essential to safeguarding the financial health of districts and ensuring that resources remain focused on student access and success.

For these reasons, ACCCA must respectfully oppose AB 1028 and ask you to please veto the measure.

Sincerely,



Susan K. Bray  
Executive Director

cc: The Honorable Mike Fong  
Michelle McKay Underwood, Legislative Advocate, School Services of California Inc.  
Kyle Hyland, Legislative Advocate, School Services of California Inc.