

# ***CFT RESOLUTION TO END THE TWO-TIER SYSTEM***

Develop a strategic plan to end two-tier system in the community colleges

**March 19, 2022**

**Whereas**, it is widely agreed that the California Community College system's over-reliance on contingent faculty is one of the greatest problems in higher education today; and

**Whereas**, over 40 years of resolutions, advocacy, legislative lobbying, and other efforts have failed to make significant changes to this two-tier system; and

**Whereas**, there are existing models of a working one-tier system in higher education, such as those used in British Columbia; and

**Whereas**, the CFT Policy and Positions Handbook, Section 4.2.7, states that CFT supports "the ending of the two-tiered wage system";

**Therefore, be it resolved**, that CFT shall create, no later than January 1, 2023, a strategic planning task force, with members appointed by the president, to develop a strategic plan for transitioning to a one-tier system; and

**Be it finally resolved**, that this task force shall deliver its report for approval by the Executive Council and/or State Council no later than January 1, 2024.

- Passed by [State Council](#) on March 19, 2022
- Submitted by the [Part-Time Faculty Committee](#) and the [Higher Education Issues Committee](#)

## ***AN EXAMPLE OF A ONE-TIER SYSTEM TO COMPARE***

After a nearly 20+ year campaign, Vancouver Community College adopted a one-tier model. Funding sources along with other factors differentiate this model from what we might create here in California. Nonetheless, it offers us a place to begin our consideration of what a new one-tier model could look like here!

**What if we had one salary scale and one title for our faculty that allowed for variations in contract percentage and all faculty would serve on committees, be paid for preps and office hours? What if this also allowed for better security of employment and regularization of faculty to benefit our students?**

To learn more: <http://vccfa.ca/program-for-change-2/>

#aftguild1931

#onefaculty/onetier

