

San Diego Miramar College Academic Senate Resolution, Fall 2024
Differentiating Equivalencies and Faculty Service Areas

Whereas, California Code, Education Code §87357, states, “[w]ith regard to minimum qualifications for faculty, the board of governors shall consult with, and rely primarily on the advice and judgment of, the statewide Academic Senate.” That body, the Academic Senate for California Community Colleges, has delineated this process clearly in their position paper, “Equivalence to the Minimum Qualifications 2020”;¹

Whereas, California Code, Education Code, §87359 (b) requires that “[t]he process, as well as criteria, and standards by which the governing board reaches its determination regarding faculty members shall be developed and agreed upon jointly by representatives of the governing board and the academic senate, and approved by the governing board;”

Whereas, the District’s Faculty Service Area (FSA) Commission, whose processes are outlined in the San Diego Community College District’s Collective Bargaining Agreement,² has made recommendations regarding new FSAs without 1) ensuring that the faculty member meets the Minimum Qualifications for the discipline in question, and 2) including “up to six (6) non-voting discipline specialists” in their determination;

Whereas, according to California Code, Education Code §87743 through §87743.5, FSAs have one purpose: to determine the order by which faculty may be laid off when a district is facing a reduction in force;

Whereas, the Academic Senates and the AFT Guild have agreed to work together with the SDCCD to ensure that language in the CBA does not preclude the rights and authority of the A.S. in determining equivalencies as laid out in California Code, Education Code, §87357 and §87359;

Therefore be it resolved, that the SDCCD ensure that *all* applications for equivalency follow the process developed jointly between representatives of the governing board and the District’s four Academic Senates, AP 7211;

Resolved, that the SDCCD clarify that faculty can apply for an additional FSA only after they have qualified for Minimum Qualifications as per the District’s approved process;

Resolved, that the SDCCD clarify that FSAs are not equivalencies or Minimum Qualifications, they are a staffing determination based on equivalency or clear minimum qualifications, and that FSAs are solely relevant in regards to layoffs, if those were to occur.

Footnotes:

1. See the ASCCC Position Paper, adopted Fall 2020 "[Equivalence to the Minimum Qualifications 2020](#)" as well as a summary of that [paper's recommendations](#)
2. See "ARTICLE XXIII - FACULTY SERVICE AREA/REDUCTION-IN-FORCE" in the [Collective Bargaining Agreement](#) between the AFT and the SDCCD.

Approved by the SDMC Academic Senate on 11/19/24