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AB-1028 Community colleges: temporary employees. (2025-2026)

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Assembly Bill No. 1028

CHAPTER 288

An act to amend Section 87665 of the Education Code, relating to community colleges.

[Approved by Governor October 03, 2025. Filed with Secretary of State October 03, 2025.]

LEGISLATIVE COUNSEL'S DIGEST

AB 1028, Fong. Community colleges: temporary employees.

Existing law establishes the California Community Colleges under the administration of the Board of Governors of the California Community Colleges. Existing law authorizes the establishment of community college districts under the administration of community college governing boards, and authorizes these districts to provide instruction at community college campuses throughout the state. Existing law authorizes the governing board of a community college district to terminate the employment of a temporary employee at its discretion at the end of a day or week, whichever is appropriate, as specified.

This bill would require, if the governing board of a community college district terminates the employment of a temporary employee, that the procedure for terminating the temporary employee comply with the provisions of the local collective bargaining agreement that pertain to the termination of a temporary employee. The bill would provide that, in all cases, part-time faculty assignments are temporary in nature, contingent on enrollment and funding, and subject to program changes, and no part-time faculty member has reasonable assurance of continued employment at any point, irrespective of the status, length of service, or reemployment preference of that part-time, temporary faculty member. By imposing additional duties on community college districts, the bill would impose a state-mandated local program.

The California Constitution requires the state to reimburse local agencies and school districts for certain costs mandated by the state. Statutory provisions establish procedures for making that reimbursement.

This bill would provide that, if the Commission on State Mandates determines that the bill contains costs mandated by the state, reimbursement for those costs shall be made pursuant to the statutory provisions noted above.

Vote: majority Appropriation: no Fiscal Committee: yes Local Program: yes

THE PEOPLE OF THE STATE OF CALIFORNIA DO ENACT AS FOLLOWS:

SECTION 1. Section 87665 of the Education Code is amended to read:

87665. (a) Consistent with subdivision (b), the governing board of a community college district may terminate the employment of a temporary employee at its discretion at the end of a day or week, whichever is appropriate. The decision to terminate the employment is not subject to judicial review except as to the time of termination.

(b) If the governing board of a community college district terminates the employment of a temporary employee pursuant to subdivision (a), the procedure for terminating the temporary employee shall comply with the provisions of the local collective bargaining agreement that pertain to the termination of a temporary employee.

(c) In all cases, part-time faculty assignments shall be temporary in nature, contingent on enrollment and funding, and subject to program changes, and no part-time faculty member shall have reasonable assurance of continued employment at any point, irrespective of the status, length of service, or reemployment preference of that part-time, temporary faculty member.

SEC. 2. If the Commission on State Mandates determines that this act contains costs mandated by the state, reimbursement to local agencies and school districts for those costs shall be made pursuant to Part 7 (commencing with Section 17500) of Division 4 of Title 2 of the Government Code.