

## New Business item (a) FIELD teaching of EMLS non-credit courses and Bachelor Min Quals

EMLS is concerned about what seems to be a push from administration to allow FIELD (Farmworker Institute for Education and Leadership Development) to teach the EMLS non-credit (NC) courses . BC currently has 9 EMLS NC courses that are mirrored to EMLS credit courses. Here are the concerns:

1. Currently, one of the minimum qualifications to teach in the EMLS Department is a Master's degree. However, administration wants us to change our minimum qualifications for teaching NC courses to a Bachelor's degree. Apparently, that is the minimum qualification that CCC requires for teaching NC courses [2020 Min Quals Handbook lists ESL Noncredit as "specific Bachelor's/ Associate degree and professional experience"] . The department is concerned that changing the minimum qualifications to a Bachelor's degree to teach NC courses will affect their ability to keep the minimum qualification of a Master's degree for the mirrored credit courses.

— Response: Min Quals for credit courses have to abide by the Minimum Qualifications Handbook which lists Masters for the credit courses. Min Quals for noncredit courses can be Bachelor's. The Minimum Qualifications Handbook lists the min quals for **credit ESL courses** on p. 40: Master's in TESL, TESOL, applied linguistics with a TESL emphasis, linguistics with a TESL emphasis, English with a TESL emphasis or education with a TESL emphasis

OR

Bachelor's in TESL, TESOL, English with a TESL certificate, linguistics with a TESL certificate, applied linguistics with a TESL certificate, or any foreign language with a TESL certificate AND master's in linguistics, applied linguistics, English, composition, bilingual/bicultural studies, reading, speech or any foreign language

OR the equivalent

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The Minimum Qualifications Handbook lists the min quals for **noncredit ESL courses** on p. 57: Bachelor's degree in teaching English as a second language, or teaching English to speakers of other languages

OR

Bachelor's degree in education, English, linguistics, applied linguistics, any foreign language, composition, bilingual/bicultural studies, reading, or speech; and a certificate in teaching English as a second language, which may be completed concurrently during the first year of employment as a noncredit instructor

OR

Bachelor's degree with any of the majors specified in subparagraph (2) above; and one year of experience teaching English as a second language in an accredited institution; and a certificate in teaching English as a second language, which may be completed concurrently during the first two years of employment as a noncredit instructor

OR

Possession of a full-time, clear California Designated Subjects Adult Education Teaching Credential authorizing instruction in English as a second language.

2. Most of the teachers in the FIELD program only have a Bachelor's degree, and they are not necessarily discipline-specific, meaning they can be degrees from a variety of fields. BC's EMLS instructors (both full-time and adjunct) are trained specifically in language acquisition. They are concerned that allowing teachers with an assortment of degrees could affect the quality of our program.

— Response: We have to assume that instructors teaching from the COR are covering the COR. We also have to assume that the people hired by FIELD are qualified. Note that the BC is not getting the FTES for the courses taught by FIELD in our service area because BC kept its noncredit courses at

the Masters level. According to VP Rice, College of the Siskiyous (in Weed) asked for permission to have the FIELD noncredit classes in our service area to applied to College of the Siskiyou's FTES. College of the Siskiyous allows Bachelor's-degree holders to teach their noncredit courses. [Don't know why FIELD is working with a college well north of the Central Valley when FIELD headquarters are here in Tehachapi.]

3. The BC EMLS program is developed to prepare non-native English-speaking students for the rigors of college academics. The EMLS writing courses feed into English B1A and EMLS B1A. The EMLS listening/Speaking courses feed into Communication B1. EMLS faculty are concerned that students taking our noncredit courses that are taught by unqualified instructors in the FIELD program will not receive the same amount of rigor that will prepare them for transfer-level academic courses at BC.

— Response: The non-credit courses are not for students going into transfer-level courses. If a student takes the non-credit course, would they be able to use that non-credit course as a prerequisite course for the English B1A and EMLS B1A? In most cases, no since the credit/noncredit courses serve different purposes BUT noncredit students may be able to do that if they go through the Credit for Prior Learning route or Credit by Exam for the pre-req courses.

4. There is the belief that teachers who teach only non-credit courses are compensated less than teachers who teach credit courses, which is why we should mirror our NC courses with our credit courses. EMLS faculty are concerned that changing our minimum qualifications and allowing another organization to teach EMLS noncredit classes will set a precedent for BC to follow, resulting in EMLS instructors at BC teaching only NC courses and possibly being compensated less.

— Response: Faculty compensation on our salary schedule is based on the education level attainment of the faculty, not on the courses they teach. Master's-degreed instructors are NOT paid the same as the Bachelor's-degreed instructors, regardless of the courses they teach. VP Rice stated there is absolutely no intent on replacing our EMLS instructors by moving all of the EMLS credit courses to noncredit. Remember that the EMLS credit and noncredit courses are for two different types of students and BC is not getting FTES funding from the FIELD courses. Also, new instructor positions won't be created for a while since we're still about 30 over the FON.

5. While minimum qualifications for non-credit ESL courses across the state of California are often a BA rather than an MA, this does not appear to be true of mirrored credit/non-credit courses, such as those offered by our department, which lead to several certificates of competency that alumni can show to prospective employers etc.

The EMLS department is hesitant to make changes to their noncredit course minimum qualifications and would prefer to collaborate with FIELD to create new courses specifically designed to meet their needs. This would better serve FIELD and protect the integrity and rigor of our program.

— Response: Either track will work: new non-mirrored courses for FIELD or change mirrored noncredit to Bachelor's. Admin would prefer whichever way is faster for BC to get the FTES credit.