

## ***Equivalency (Faculty)***

The issuance of credentials using “subject matter areas” was discontinued in 1990 with the passage of Assembly Bill 1725 (1988), and replaced with a set of "Minimum Qualifications". Minimum Qualifications are now used to determine a candidate's eligibility for academic and administrative positions in the community college system based on their education and experience.

AB 1725 references minimum qualifications required for the hiring of a community college faculty member teaching any credit course, and speaks to determining a candidate’s minimum qualification based on “equivalency”. According to Education Code §§ 87359 individuals who do not possess the minimum qualifications for service may be hired as faculty members if they possess “qualifications that are at least equivalent to the minimum qualifications.”

Just as California community district’s must adhere to the required minimum qualifications when establishing hiring criteria and/or determining hiring eligibility, the Districts and Colleges may also establish “equivalency” based on a candidate’s previous course work and or professional experience, which are at least equal to the state adopted minimum qualifications for a particular discipline.

### [Title 5. Education § 53430. Equivalencies](#)

Equivalence to Minimum Qualifications (ASCCC, adopted Spring 2016) is available online at:

[http://www.asccc.org/sites/default/files/equivalency\\_paper.pdf](http://www.asccc.org/sites/default/files/equivalency_paper.pdf)