

Use of Paraprofessionals, Commitment to Established Principles and Guidelines

Whereas, The Academic Senate for California Community Colleges has adopted numerous resolutions which addressed the distinction between counseling faculty and paraprofessionals (including 8.01S98, 8.02S99, 8.01S10, 8.01 F13) beginning with Resolution 15.1 F93, which affirmed the distinct professional role and function of counseling faculty, who meet minimum qualifications (Ed.Code 87355) leading to counseling knowledge, competencies, and skills, and affirmed that the role and function of counseling faculty is distinct from paraprofessionals and as referenced in ;

Whereas, Counselors are faculty who are required to meet the minimum qualifications stated in *Minimum Qualifications for Faculty and Administrators in California Community Colleges* (2019), and thus are the discipline subject matter experts whose roles and responsibilities are legally reserved to them because it falls within their subject matter expertise as defined in the state minimum qualifications;

Whereas, The Academic Senate for California Community Colleges adopted paper *The Role of Counseling Faculty and Delivery of Counseling Services in the California Community Colleges* reiterates the four functions of counselors noted in Title 5 §51018 and notes some of the discipline-specific competencies that counselors possess and some possible duties for paraprofessionals that are not reserved for counselors; and

Resolved, That the Academic Senate urges the Hartnell College District to remove language from any paraprofessional job description that duplicates or impinges on duties unique to counselors; and

Resolved, That the Academic Senate urge the Board of Trustees not to substitute paraprofessionals for experienced, trained counseling faculty and in so doing disregard the knowledge, competencies, and skills that professional counseling faculty provide to ensure student success; and

Resolved, That the Hartnell College Counseling Department work collaboratively and collectively with our local bargaining units to prevent the improper appropriation of subject matter expertise and the roles and responsibilities legally reserved for counseling faculty to non-faculty paraprofessional advisors; and

Resolved, That the Hartnell College Counseling Department prepare a one page briefing document that defines and clarifies the role of faculty counselors providing these services, summarizing relevant points, and make this document available for distribution to policy makers and other interested parties.

