Hello All:

My name is <name> and as the AFT adjunct Rep for <name of college> College, I would like to speak to you about Campus Equity Week.

A little over a week ago, Chancellor Carol informed us that according to a recent survey/study, it was determined that Mesa College graduates earn an average of over 70,000 dollars a year. I do feel this is a figure that we, as faculty, can celebrate as we are a contributing factor to their success.

At the same time, however, adjuncts, who comprise close to 75% of the SDCCD’s teaching faculty and who teach approximately 46% of classes in the district with but a very scant few exceptions, earn far less.

How much less?

I have been teaching at <name of college> College since <date>, and at <other colleges> since <date>, and at the top of my steps, meaning that I am one of the better paid adjuncts in the district.

Last year I made approximately $41,000 before taxes teaching a 17, as opposed to a 15-unit load, the average load of a full-time, tenure-track teacher.

In many ways I have been fortunate as an adjunct in that I enjoy health insurance benefits and rehire rights, unlike the situation at many community colleges both statewide and nationwide.

But that said, on average, adjuncts in the SDCCD are paid approximately 58% of a full-timer’s salary.

The main cause for this disparity has been a chronic underfunding of education at the state level, with adjuncts being hired on the cheap to address the state’s increasing educational needs.

While certainly this has created a class of workers who often live under financially and professionally challenging conditions, it has also hurt full-timers, who have witnessed a reduction in their ranks and an corresponding increase in their workloads to take on tasks like program review, tenure review, and SLO’s.

More importantly, it has hurt students, who are often deprived the necessary access to teachers, or the building of a true student-teacher relationship, in that their adjunct teachers are unavailable. Usually, this is because those adjuncts, who more often than not are in truth full-time part-timers, need to drive to their other work sites to teach. Studies have shown a strong correlation between student success and the building and/or maintenance of that student-teacher relationship.

In short, the proliferation of adjuncts, and their being underpaid has contributed to lower student completion rates, and in a way, a kind of fraud in that the education that can and should be delivered, is in fact, not being delivered.

AFT’s Campus Equity Week is about recognizing this problem, and taking the first of what will be many steps to address this problem.

On <date>, and <date>, from <time>, fellow adjuncts <names> and myself will be giving a short presentation regarding the adjunctification of the Community College system, its effects, and present a call to action to be directed towards the California Department of Finance, the Governor’s Offices, and the California State Legislature.

What we’re pushing for is a

1) 30 million dollar funding of adjunct office hours

2) 50 million dollars for adjunct equity pay

3) 100 million for the creation of more full-time faculty positions

<location>

Pizza and Soft Drinks will be provided

For more info please go to: <email>

In solidarity,

<name>

AFT Adjunct Rep.

<college>

P.S.: We’re also looking for volunteers (Both Adjunct and Contract Faculty) to help with tabling or the event itself. If you’re interested, please contact me with a simple reply.