

March 24, 2022

The Honorable Jose Medina, Chair
Assembly Higher Education Committee
1020 N Street, Room 173
Sacramento, CA 95814

Subject: AB 1752 (Santiago); introduced on February 1, 2022
Position: CO-SPONSOR

Dear Assembly Member Medina,

The California Teachers Association (CTA) believes educational employees should be professionally compensated for what they know and do. CTA asserts that the concept of comparable worth – that men and women should receive equal pay for work requiring similar skill, effort and responsibility – has been a largely ignored and growing concern among California’s community college districts for many years. Every community college district must have salary schedules/structures and fringe benefit programs which will attract and retain scholarly, intelligent, creative, and dedicated personnel. For these reasons, CTA has worked with Assemblymember Miguel Santiago to **co-sponsor AB 1752**.

The California Community College (CCC) system is the largest higher education system in the world and serves the most diverse student body in the nation and the world. The CCC system is made up of 73 Community College Districts with 115 accredited colleges and one unaccredited college. The state legislature has taken steps to improve student success, ensure equity, and to provide students with the resources needed to complete their college degrees and certificates; however, those efforts and the associated funding are undermined by the faculty reality in the community college system: part-time faculty currently comprise an average headcount of 40% and teach on average 50% of college classes. These faculty lack the parity and equity to effectively do their jobs and fulfill the intent of the legislature in improving student success.

Equal Pay for Equal Work: AB 1752 is a simple proposal. The bill requires persons who are employed to teach adult or community college classes part-time to receive compensation in at least an amount that bears the same ratio to the amount provided to full-time employees based on the time actually served by those part-time employees, compared to the time actually served by full-time employees with comparable duties. Any reasonable person would agree that both full-time and part time faculty require substantially equal skill, effort, and responsibility, and provide instruction under similar working conditions at their respective campuses. The bill would impose this pay requirement upon the expiration or renewal of existing collective bargaining agreements.

Part-time faculty are hired as a cost-saving measure, and are, in many if not all ways, an exploited second class in the academic world. In 1968, California Education Code (EDC) was revised to create part-time faculty to fill emergency, temporary needs in the community colleges, but contrary to the labels of temporary and adjunct/unnecessary rooted in the EDC, part-time faculty have become a permanent fixture in the college system, and many of these professionals have been teaching on temporary contracts for decades at the same institutions. This exploitation harms our part-time faculty, our institutions, but it damages our students far more as they have limited access to part-time faculty who:

- are working multiple jobs to earn a living,

- are not compensated sufficiently or at all for office hours to meet with students (despite the student success research which has repeatedly demonstrated that students who visit professors during office hours are much more likely to succeed),
- are not provided adequate space on campus to meet with students and to do their work,
- are not included in the shared governance work that informs the college decisions and curriculum, and
- are not generally compensated for the professional development and training required by the state and national legislatures and accreditation.

Valuing equitable compensation practices: Fair compensation requires both awareness and action. CTA believes part-time faculty should receive the same salary and benefits as full-time faculty prorated according to their workload and academic qualifications and experience. Part-time faculty should participate in and be compensated for professional activities and faculty development programs. Part-time faculty should have paid office hours, office and storage space, and computer and e-mail access. Part-time faculty should have due process and reassignment rights.

There have been a myriad of approaches to analyzing part-time faculty compensation that have been piecemeal and overall ineffective in changing the working conditions for this contingent labor group. As a result, the vast majority of part time faculty are being exploited by campuses to provide low-cost instruction with little to no compensation for office hours, little opportunity for health benefits, and limited opportunity to truly be a part of the campus.

Pay parity is a systemic indicator of something deeper and more important. Research shows that students perform better in a variety of ways when they are served holistically at their campuses by professors who not only teach their courses but also have consistent office hours, office space, involvement in shared governance activities and are an overall part of the fabric of the college.

AB 1752 will memorialize California's commitment to the principle that all persons should be given equal opportunity for employment, promotion, compensation, including equal pay for comparable worth. The California Teachers Association urges your **support of AB 1752 (Santiago)** when it is heard in the Assembly Higher Education Committee on April 5, 2022.

Sincerely,



Patricia Rucker
Legislative Advocate

PR:bgs

CC: The Honorable Members of the Assembly Higher Education Committee
The Honorable Assembly Member Miguel Santiago