

## **SOCCCDFA Resolution on Part-time Faculty Compensation**

WHEREAS, the South Orange County Community College District Faculty Association (SOCCDFFA) represents both full- and part-time faculty throughout the district; and

WHEREAS, part-time faculty constitute the majority of our faculty; and

WHEREAS, part-time faculty are required to have the same qualifications and teach sections of the same courses as full-time faculty; and

WHEREAS, according to the 2011 study published by the All Faculty Association, part-time faculty earnings in the South Orange County Community College District (SOCCCD) currently stand at 48% of parity with full-time faculty; and

WHEREAS, the current dual pay schedule system promotes an underclass of part-time faculty; and

WHEREAS, part-time faculty in the SOCCCD are currently not paid for preparation time, office hours, and other activities performed by both part- and full-time faculty in the course of their duties; and

WHEREAS, SOCCDFFA supports the principle of equal pay for equal work for all employees; and

WHEREAS, the National Education Association (NEA), with which we are aligned, has published the following statement: "NEA believes that it is time to end the abuse and inappropriate use of part-time and temporary faculty by colleges and universities. Part-time faculty should be treated no differently than full-time, tenured or permanent faculty for purposes of employment conditions...."

**RESOLVED, that the SOCCDFFA will advocate for the abolition of separate salary schedules for full- and part-time faculty to be replaced with one schedule, the schedule that is currently in use for full-time faculty only; and**

**RESOLVED, that the SOCCDFFA will advocate for pro-rata pay based on one salary schedule for all faculty, both full- and part-time; and**

**RESOLVED, that the SOCCDFFA will advocate for paid office hours for all faculty.**