

Submitter: Marilyn Pitts  
On Behalf Of:  
Committee: Senate Committee On Education  
Measure: SB416

Members of the Senate Committee on Education:

For eighteen years, I had a full-time teaching position in the Social Studies Department at Parkrose High School in Portland, Oregon. Then, I decided to take a part-time faculty position teaching GED classes at Mt. Hood Community College in Gresham. In both positions, I held a Masters of Science in Teaching degree. But, in the latter, I have been earning 50 - 60% of what my full-time colleagues are paid and receiving few benefits.

For me, the key reason why this bill is needed is "equity." Students and supervisors have essentially the same expectations for their part-time and full-time faculty:

- ? Prepare for class
- ? Stay current in the field of study
- ? Provide content in a way that students will learn
- ? Evaluate student work
- ? Complete grades
- ? Provide office hours

At MHCC, there are two things that our full-time colleagues do which we part-time faculty don't have to do: serve on committees and advise students.

If equity existed, part-time faculty would be paid the same as their full-time colleagues who have the same credentials and experience for those essential tasks involved in preparing for and teaching classes. (See the six items above.) That seems like a reasonable approach, and it would definitely provide an equitable work situation.

The challenge, of course, will be finances. While I would love to see this change begin in July of 2023, as the bill states, I imagine that it will need to occur over a few years. To be honest, I'd be willing to support such a bill even if it takes a few years to institute fully as long as our part-time faculty are able to see annual improvements over the years needed to get to equity.

Thank you, Senator Dembrow, for sponsoring this bill. Senators Weber, Anderson, Geiser Blouin, Robinson, and Wagner -- I hope you'll support this bill and, if necessary, creatively resolve issues that are raised. This change would positively impact the lives of hundreds of part-time faculty and their families across our great state. It would be well-received.

Thank you for your consideration.  
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