

## My Adjunct Faculty Story in Support of HB 2669

To Whom It May Concern,

My name is Natalie Holliday, and I have been an adjunct instructor at the community college level since 2009. I work as a mathematics instructor for Rogue Community College, RCC. More recently I also started teaching math for the college GED program.

Since being hired as an adjunct instructor, I have applied for full time jobs, but I have not been hired. Some background information: I started my teaching career as a high school math instructor. I have a MAT degree with an advanced math endorsement. I am qualified to teach all levels of math up to and including calculus. I worked for a local high school for 2 years, but it was not a good fit. Then I started with RCC and found my home. I can relate to my students at RCC because I too came back to school to retrain.

What I find difficult is the pay inequity. I have a master's degree and am highly qualified to be a math instructor. The same requirements of full-time faculty. I do the same work as a full-time faculty member who teaches the same class. I prepare lessons, create projects to deepen understanding of content, make and grade tests and homework. All of the same duties as full-time faculty, except the extra 10% that they are required to do for additional college committees. Yet I am paid less than half of what full-time faculty make for the same job.

There should be equal pay for equal work.

At my current level of pay, I put groceries on my credit card last winter when my electric and gas heat bills increased. I only buy 1 tank of gas most months, and don't plan trips since gas prices went so high. I only eat out 1-3 times a month. I almost never buy coffee from a stand as that expense adds up quickly. In short, I watch my budget and live frugally to survive on my low pay.

In addition, I am grateful for SB551 and the health care it provides me. However, I don't go to the doctor very often as I can't afford all of the co-pays. Last summer I got very sick with an infection. I had to have minor surgery and antibiotics prescribed. The total bill came to around \$800. Without the help of my children, I don't know how I would have paid that bill.

I work hard and care about my students. I go to conferences to keep learning new ways to reach my students. I am constantly revising my lectures and projects to be relevant and helpful to my students' understanding of fractions, integers, and all levels of algebra. I love what I do. It would be great to be paid a living wage for the value of having an instructor who is highly qualified, has a masters degree, and a love of teaching.

Sincerely,

Natalie Holliday

Rogue Community College Mathematics Instructor/GED Instructor