

Faculty Negotiations

From: Sen Prozanski (sen.floydprozanski@oregonlegislature.gov)

To: hamiltonm@lanecc.edu; eystem@lanecc.edu

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President Hamilton and Chair Eyster –

During contract negotiations, I ask that you please consider the following which I learned from faculty representatives:

- Over the past 15-years, faculty at LCC have made sacrifices to help the college stay afloat through lean years. In that time, their salaries have fallen behind inflation by 8 percent, they have accepted 8 unpaid furlough days, and they have agreed to increase class sizes to help preserve LCC's instructional mission. The college has also cut instructional costs by increasing the number of part-time faculty to full-time faculty, positions which are paid at 68 percent the rate of their peers despite having the same qualifications.
- These moves by the college will ultimately lower the educational value of LCC to its students: As experienced faculty are driven from the field, students will lose out.

The Legislature made education funding a key focus during the 2019 session, including increased funding for community colleges. I'm pleased this investment and additional savings brought an additional \$2 million to LCC. However, part of our intention with these investments was to ensure that education jobs remained good jobs -- jobs where we could recruit and retain an experienced and motivated work force to educate out students.

The investments that LCCEA seeks in COLAs and in adjustments to part-time faculty pay represent the kind of investments I had hoped to see. I urge you to come to a quick and fair resolution, so LCC can remain focused on its mission of education.

Thanks for considering my input. Please let me know if I can provide further information.

Floyd