

AFT Local 6262 Response

In response to the Board of Trustees' call for public comments related to the imposing of terms, we respectfully submit the following response.

For decades the Santa Clarita Community College District (SCCCD) has taken advantage of low paid adjunct labor. Practically every year the state provides increased funding to community colleges. Most community colleges in the region have used these increases to substantially raise adjunct wages. However, unlike other districts, SCCCDC has chosen to offer negligible increases to its already underpaid adjuncts. This abuse of labor has resulted in large yearly cash surpluses. The District uses these surpluses to reward administrators with exorbitant salaries, all the while relying on an ever growing pool of low paid adjunct labor to keep the college running.

The District can easily afford to increase adjunct salaries. On June 30, 2022, the District's Ending Fund Balance was estimated to be a record setting \$16,080,000. This dramatic increase in the EFB is due in part to the \$2.7 million the district saved by offering fewer sections to adjunct faculty even though the State continued to fund SCCCDC at pre pandemic levels. While the District could have chosen to pass a small amount of this savings onto the adjunct faculty, the District instead increased the full-time faculty overload compensation by 5.8% (more than \$200,000) and increased total compensation for Educational Administrators by 7% (more than \$474,000). It should be noted that the Educational Administrators who received increases in 2020-21 were already amongst the highest paid in California. Meanwhile, the adjunct faculty were amongst the lowest paid in the region. District administrators should not be rewarded for this behavior. A District with a Chancellor earning more than half-a-million dollars per year, and with a cash reserve of over \$16,000,000, shouldn't be heard to claim that adjuncts living at the poverty level don't deserve an annual pay increase.

In 2020-21, during what was one of the most difficult times our adjuncts have ever faced, the District cut adjunct classes, unilaterally implemented a pay cut, and offered a 0% annual increase. This callous disregard for the dire economic circumstances of our adjuncts is appalling. Even before the pandemic, 25% of adjunct faculty were on public assistance. Now with inflation skyrocketing, combined with the District's cuts, our adjuncts are facing hunger and homelessness.

The adjunct faculty demand fair pay and better working conditions. A 6% increase for 2020 would cost the District less than 1/3 of the surpluses the adjuncts generated during the 2020-22 academic years. Adjuncts deserve a fair share of the revenue they generate. We cannot undo years of underpaying adjuncts with a single pay increase, but we can ensure that our adjuncts do not fall even further behind their peers.

In closing, regarding the imposition of terms, the Union's position is that the District has failed to bargain in good faith and that the imposition of terms is unlawful under EERA. Instead of calling a vote to impose terms, the Board of Trustees should send the District's negotiators back to the table with a reasonable offer.

Respectively Submitted,

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