

Hi – my name is Peggy Oberstaller and I am testifying today for the passage of SB416 – pay equity for part time faculty.

I have been teaching since 2004 – 19 years – at Lane Community College as a part time faculty member. I teach Health Education courses such as Lifetime Health & Fitness, Women’s Health, Human Sexuality, and Drugs, Society & Behavior.

I have wanted to be a teacher since graduating from high school many years ago. My parents did not believe it was a good vocation for me and so would not contribute to my education if I pursued that option. In the end I took classes they approved and was only halfheartedly engaged in my education. After 2 years I dropped out and went to work. As an adult I went back to school to get my Bachelor of Science and Master of Science degrees at Oregon State University, and was offered a part time teaching job at LCC right after graduation.

Working as part time faculty for all these years has not been a pleasant experience. **I stayed for the student interactions and my passion for education.** When I was hired, I had no idea that I was being hired to work for 1 term, and no one explained that it was not a secure part time job. I only have a job from one term to the next – I can be left without work for one or more terms and then be asked to come back, leaving me with no income in the interim. I do not qualify for unemployment during those “breaks”, as the college does not consider me unemployed, they say they intend to have me back at a later date if the situation allows.

Full time faculty have a secure job, higher pay, choice of class assignments, and receive all the benefits and accolades. As part time faculty, I am required to have the same advanced college degree as full-time faculty but do not receive the benefit of their higher pay scale. Part time faculty do not get to choose their classes or the days & times they want to teach. We are assigned the classes that full-time faculty did not choose. I prep the classes I am assigned without pay, usually during school breaks, as we do not receive paid class prep time. There have been terms when I was not assigned my classes until a week before the new term began. If it was a class I had not taught in a while, I faced a logistical nightmare to stay one step ahead of my students throughout the term. It is almost impossible to plan time for appointments, work a 2nd and/or 3rd job, and have a life outside of work when I do not know the days & times I will be teaching once the current term ends.

When there was a surge in enrollment in the past, the college did not have enough faculty to teach additional classes, so part time faculty were allowed to teach a few extra classes each year. Once the enrollment dropped after a couple years, the college cut back our extra classes (and income). Over that time period I gained and then lost \$10,000 in salary from teaching the additional classes.

There is no difference in the work that part time faculty are required to do for each class we teach, so there should be no difference in our pay scale. We work hard and are dedicated to serving our students and helping them succeed. We I ask you to seriously consider passage of SB416, so that part time faculty members can finally receive a fair and equal salary for the work we do.

Thank you.