



Date: April 27, 2023

To: Senate Education Committee on Education

RE: HB 2740A (2023), and PERS qualification for part-time faculty in Oregon

Chair Dembrow, members of the committee,

The Oregon Education Association represents over 41,000 educators and education service professionals across the state, from pre-k to community colleges. Including hundreds of part-time faculty at eleven of Oregon's community colleges. OEA supports HB 2740A.

For decades, the use of part-time faculty by our institutions of higher education has increased dramatically. The reasons given range from the need for flexibility, to ensuring classes are taught by folks working in the field on a day-to-day basis. However, the use of part-time faculty is actually a massive cost saving measure because part-time faculty have not received the benefits nor pay equivalent to full-time faculty, based on the hours they work for the institution.

And for part-time faculty who teach at multiple institutions, cobbling together a full-time (or more) teaching load, the disparity is remarkable.

Recognizing this fact, the legislature created a trigger of 600-hours for PERS qualification. This meant that any part-time faculty that taught 600-hours in a school year would start qualifying for PERS. The problem is that they never defined what constituted an hour of work, leaving that up to every individual institution. What happened was a patchwork of different formulas across the system (please find below); some of which adequately accounted for hours spent prepping, grading or supporting students, others of which grossly mischaracterized the job and only credited hours in the classroom.

HB 2740A fixes that. The formula proposed by the bill (2.67 hours x hours in the classroom), takes the 600-hour threshold, and asks what it would take to qualify if someone worked .5 FTE (22.5 credit hours) in a year. The answer is a 2.67:1 ratio. That is exactly what this bill does.

OEA supports HB 2740A, and urges its passage with a "do pass" recommendation.

You can find additional information on [this legislature request research by HECC](#). The chart on pages six and seven are on the second page of this testimony.

Table 1: Calculating PERS Hours from FTE

Estimated PERS hours reported for part-time faculty member teaching BIO 101 (4 credits, 3 hours lecture, 3 hours lab, 11 week term) in Fall 2015.			
Institution	Estimated PERS Hours	Calculation	Comments
Blue Mountain CC	109.08+	4 Instructional Units*27.27	Assuming that 4 credits = 4 Instructional Units (IU)
Central Oregon CC	106.68	4 Work Load Units*26.67	Assuming that 4 credits = 4 WLU
Chemeketa CC	112.57+	(5.1ILC*15.88)*1.39	3 lecture hours (1 hour=1ILC)+ 3 lab hours (1 hour=0.7ILC) = 5.1 ILC
Clackamas CC	90.42+	66 classroom hours * 1.37	Assume lab hours are counted as classroom hours
Clatsop CC	66+	66 hours* 1.0	Eligibility based on hours on contract. Assume 1:1. Other duties tracked and paid hourly.
Columbia Gorge CC*	128.05+	66 hours*1.94	Hours*weight (1.94 for lecture/lab, 2.3 for lecture, 1.61 for lab, 1.0 for committee work)
Klamath CC	110	4*11*2.5	Credit * weeks * 2.5 = per term hours
Lane CC	97	.22 FTE*440 PERS hours*1 term	Term FTE * 440 PERS hours*number of terms
Linn-Benton CC	88+	4 credit hours*11 weeks*2	Credit hours*# of weeks*2.0 PERS weight
Mt. Hood CC	106.68+	4 ILC*26.67	# of ILC * 26.67
Oregon Coast CC	112.86+	33 lecture hours*2.42 + 33 lab hours*1	Lecture hours*2.42 + others hours*1
Portland CC*	114.09+	.342FTE*.834*400	FTE*PERS Factor*400. PERS factor is .834. Differential workload factor applied to lecture and lab hours
Rogue CC	132+	66 hours*2	Lecture/Lab class hours *2
Southwestern CC	66	66 hours*1.0	Actual hours in the classroom
Tillamook Bay CC	88+	0.22 FTE*133.33*3 months	Position FTE x PERS factor (133.33) x months worked

Treasure Valley CC	88	4 credits*7.33 hours*3 months	1 credit is 7.33 hours/month
Umpqua CC	80	4 ILC*20	1 ILC=20 hours reported to PERS
Public Universities*	138.66	.2667*173.33*3	FTE*173.33 hours per month*months. Full-time for part-time instructional faculty is 15 credits per term.

*Information updated based on feedback from college or university.