

**PLEDGE OF SUPPORT: "EQUAL PAY FOR EQUAL WORK"**

**WHEREAS**, Part-time adjunct faculty teach nearly 65% of all classes at City Colleges, teach the same courses and earn the same degrees as tenured full-time faculty; and

**WHEREAS**, part-time faculty at City Colleges earn an average of \$13,604 per year – well under the 2020 Federal Poverty Level (FPL) of \$26,200 for a family of four, and receive very few benefits; and

**WHEREAS**, even if teaching the same number of classes, part-time faculty would be paid \$.51 less on the dollar than a full-time professor; and

**WHEREAS**, adjuncts receive 16.3% less salaries than part-time adult educators at City Colleges, and unlike part-time adult educators, receive no pay for class preparation time; and

**WHEREAS**, Chicago taxpayers are forced to pick up the financial cost for the estimated 25% of part-time faculty who receive governmental assistance; and

**WHEREAS**, adjunct salaries at City Colleges range between 15.2% to 18.0% less than comparable community colleges in and around the Chicago area; and

**WHEREAS**, the Board of Trustees of City Colleges is subject to appointment and jurisdiction of the Mayor of Chicago;

**THEREFORE...**

**BE IT RESOLVED THAT:**

We, the undersigned members of the Chicago City Council endorse the principle of pay equity and equal pay for equal work. To this end, we urge City Colleges to compensate its adjunct faculty at pay rates comparable to other employees who perform the same or similar work.