

**Christie Diep, United Faculty President**  
**Statement to Board of Trustees Sept. 24, 2019**

I'm honored to be elected as the new United Faculty president. I want to first say that as UF President, I firmly support my fellow union presidents also seated here.

Adjunct faculty who create a huge part of our success, and classified staff who work so hard to make all the moving parts function for all of us on each campus.

It's now time for faculty to feel truly heard.

It's time to get us to the 75th percentile. This unfulfilled promise has gone on for too long.

It's time to embrace the California Community College standard of district paid dependent health care coverage.

It's time to recognize lab teaching as equivalent to lecture teaching and rectify the inequity.

Faculty salaries have slipped down the comparability charts into the bottom 25th percentile. Our ability to attract and retain the highest quality teachers is at stake. Faculty morale is at stake. The long-term reputation of our District is at stake.

It's a fundamental observation that, "Our budget is an embodiment of our values."

When almost all other community colleges in the state can budget to provide dependent health care coverage for their faculty, while we do not, there is a problem with our values.

When faculty are on their feet for long hours each day teaching extensive laboratory classes, while receiving reduced pay, there is a problem with our values.

When faculty are offered an on schedule raise of 2% total over three years, while the state has provided 6% over two years, and probably more to come in 2020 to address cost of living increases, there is a problem with our values.

Faculty need to see a new vision that significantly reflects the value of our work as teachers in this District. We need immediate and lasting commitments to our future stability.