

**(Draft) Resolution in Support of the Faculty Association's Work to Contract**

WHEREAS the national inflation index is currently at 8.5%; and

WHEREAS the median income for Silicon Valley is currently \$138,000; and

WHEREAS the median income for Foothill-De Anza Community College faculty falls far below this figure; and

WHEREAS many of our faculty actually earn so little as to place them at the low income level for Santa Clara County (some even lower); and

WHEREAS having faculty who are economically secure is crucial to the welfare and success of our students; and

WHEREAS the Foothill-De Anza Community College District prides itself as being a model of equity and student success; and

WHEREAS the District has received additional "Cost of Living Adjustment" funding of 5.07% for the 2021-22 academic year and is slated to receive an additional 5.33% for 2022-23; and

WHEREAS the District has offered the Faculty Association 0% of these monies in salary negotiations; and

THEREFORE, we, the duly elected De Anza Student Government representatives, affirm our support for the Faculty Association's demands for a reasonable salary offer reflecting the increase in state funding and support their efforts to attain this through a "Work to Contract" job action in which they withdraw from all except their minimal contractual duties.

We further call upon the FHDA Board of Trustees and Chancellor Judy Miner to take immediate action to rectify this situation so that faculty may continue their important work with students and the District's regular governance operations.