

Chair Fateh and Members of the Senate Higher Education Committee,

As a TPT faculty, one of the most difficult parts of my job is not knowing what workload I will have next semester. Sometimes I may be asked to teach an overload, and sometimes I may only receive partial employment. Aside from the salary instability, the uncertainty of whether I'll receive a full or 50% employer contribution to my family's health insurance is particularly worrisome. A single teaching credit can mean the difference between a \$540 per month and a \$2300 per month premium for insurance.

I can go from full benefits teaching an overload one semester, to half benefits the next semester because I'm assigned fewer credits then. That uncertainty is not productive while I'm trying to innovate teaching lessons and looking out for my most vulnerable students. We can do our best work as teachers when we know Minnesota State will take care of us. The difference between how UFT and TPT faculty are taken care of is rather stark. TPT faculty need more safeguards in terms of work and insurance guarantees so that we can more fully take care of our students.

MSCF Contingent Faculty Member

(Testimony submitted anonymously due to the tenuous nature of their employment)