



City of Philadelphia

City Council
Chief Clerk's Office
402 City Hall
Philadelphia, PA 19107

RESOLUTION NO. 240974

Introduced October 24, 2024

Councilmember Phillips

RESOLUTION

Calling on the Board of Trustees at Community College of Philadelphia for increased wages for all faculty and staff, including full-time faculty, part-time faculty, and classified staff.

WHEREAS, AFT 2026 represents all full-time faculty, part-time faculty, and classified staff at the Community College of Philadelphia (CCP); and

WHEREAS, The Faculty & Staff Federation has been in negotiations with the Board of Trustees since January, with the current contract having expired on August 31 of this year, resulting in all staff working without a new contract since that date; and

WHEREAS, Historically, the Board of Trustees has successfully negotiated and signed all three staff contracts simultaneously, setting a precedent for collaborative agreement; and

WHEREAS, The City Council of Philadelphia has allocated an additional \$5 million in operating funding for the upcoming year, marking the largest single-year increase in operating funding CCP has ever received; and

WHEREAS, This significant increase in funding presents a critical opportunity for the Board of Trustees to invest in the dedicated faculty and staff essential to the College's mission, especially as enrollment at CCP is currently on the rise; and

WHEREAS, The working conditions of faculty and staff directly impact student learning, and the students at Community College of Philadelphia deserve the highest quality learning environment we can offer; and

WHEREAS, CCP's faculty and staff deserve wages that reflect their contributions, experience, and the rising cost of living, and a commitment to better compensation is vital for retaining qualified educators and support staff; and

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RESOLUTION NO. 240974 continued

WHEREAS, Nearly 90% of the Federation's membership has expressed strong support for increased wages for all staff—including full-time faculty, part-time faculty, and classified staff—underscoring the importance of fair compensation in attracting and retaining talent; and

WHEREAS, The current compensation structure fails to adequately recognize the hard work and dedication of faculty and staff, resulting in high turnover rates and challenges in maintaining educational quality; now, therefore, be it

RESOLVED, THAT THE CITY COUNCIL OF PHILADLEPHIA, Hereby calls upon the Board of Trustees at the Community College of Philadelphia to take immediate action to approve increased wages for all faculty and staff, including full-time faculty, part-time faculty, and classified staff;

FURTHER RESOLVED, That the Board should implement a pay structure that guarantees living wages that account for inflation and reflect the experience and qualifications of all employees;

FURTHER RESOLVED, That the Board of Trustees recognizes that investing in faculty and staff is critical not only for their well-being but also for enhancing the educational experience of all students at the College;

FINALLY RESOLVED, That this resolution be formally communicated to the Board of Trustees and all relevant stakeholders to emphasize the urgent need for fair compensation and investment in the workforce at the Community College of Philadelphia.