



# UPDATE

December 1, 2005

• A Publication of the All Faculty Association at Santa Rosa Junior College •

## Pay Equity: \*87.5% Pro-Rata

Everybody wants to be paid more for the work they do. Some faculty think they work more than others for the pay they receive. Leaving aside the issue of comparable workload for now, defining equity within assignment type is one way to determine if that thought has any basis in reality. When equity is defined in those terms, it turns out some people should be paid more!

### Why 87.5% Pay Equity?

Regular full-time faculty are paid for working 40 hours per week. Of the 40 hours, 35 are related to Student Contact—Instructional (including preparation, student assessment and student consultation), and Allied duties. An additional 5 hours per week is designated as time to be spent in a combination of College Service, and Professional Service & Development. In other words, 35/40, or 87.5%, of a Regular faculty member’s job is related to Student Contact. The requirements for performing that portion of the job, and expectations regarding that performance, are the same for Regular and Adjunct faculty so the pay should be the same. To achieve pay equity with Regular faculty, Adjunct faculty hourly assignments (and Regular faculty hourly overload assignments) should be paid at a rate equal to 87.5% of what is paid to a Regular full-time faculty member as a part of their annual salary for each hour of Student Contact.

### Current Pro-Rata Rates of Pay for Hourly Assignments (Adjunct & Overload)

Compared to the Standard: 87.5% Full-time Faculty Student Contact (Instructional and Allied)

- 82.80% pro-rata: Non-credit hourly assignments
- 82.41% pro-rata: Laboratory hourly assignments
- 75.75% pro-rata: Lecture hourly assignments
- 87.50% pro-rata: Allied hourly assignments (Counseling, Library, Work Experience)

### Long-Term Goal: Hourly Pay Equity at 87.5% Pro-Rata

In order to achieve 87.5% pro-rata in all hourly assignment salary schedules, the rates of pay (pay factors) would need to be increased for all but Allied hourly assignments. The last table in this article identifies the increases needed to reach equity. In order to understand how those figures were determined, information about salary schedule construction is explained first.

### Current Pay Factors for Full-time Regular Faculty (FT) for Each Assignment Type

Type of Assignment	100% FT: Instructional or Allied Scheduled Hours per Week	Calculation: Student Contact Hours ÷ Scheduled Hours	100% FT: Pay Factor per Hour for 35 Hours per Week of Student Contact
Non-credit	24.0 hours per week	35 hours ÷ 24.0 hours	= <b>1.46</b> hours of pay per scheduled hour
Laboratory	22.5 hours per week	35 hours ÷ 22.5 hours	= <b>1.55</b> hours of pay per scheduled hour
Lecture	15.0 hours per week	35 hours ÷ 15.0 hours	= <b>2.33</b> hours of pay per scheduled hour
Allied	35.0 hours per week	35 hours ÷ 35.0 hours	= <b>1.00</b> hours of pay per scheduled hour

The **Current Regular Pay Factors** table above identifies the basis for current Regular full-time faculty pay. The first column identifies the type of assignment. The second column states how many hours of each assignment type make up a full-time 100% load. The third column presents the calculation of number of Student Contact hours per week required for a full-time load, divided by the number of scheduled assignment type hours per week required for a full-time 100% load. The next column identifies the Regular full-time faculty pay factor per hour that relates ONLY to the Student Contact portion of Instructional/Allied assignments. It is that figure that is of importance here. That figure says that, for each scheduled hour of instruction or Allied work, a Regular full-time faculty member is paid for a certain number of hours, for example 1.55 hours for a Laboratory assignment.

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## Pay Equity *(continued)*

Of that 1.55-hour figure, 1.0 hour is designated as instruction time and 0.55 hours is designated for preparation, assessment and student consultation. A Regular faculty member receives 1.55 hours of pay for each hour of scheduled Laboratory assignment.

### Current Hourly Pay Factors for Each Assignment Type

Regular Full-Time Faculty (100% FT) and Hourly (Part-Time Faculty and Overloads):

Type of Assignment	100% FT Pay Factor for Each Scheduled Hour of Instructional or Allied Duties	Hourly Pay Factor for Each Scheduled Hour of Instructional or Allied Duties	Current Pro-Rata Rate of Pay
Non-credit	1.46	1.33	82.80%
Laboratory	1.55	1.42	82.41%
Lecture	2.33	1.68	75.75%
Allied	1.00	1.00	87.50%

The **Current Hourly Pay Factors** table above gives information related to the current rate of pay for hourly assignments performed by Adjunct faculty or as overloads by Regular faculty. The first column identifies the assignment type. The second column includes the reference data from the first table so that hourly pay factors can be compared to Regular faculty pay factors. The third column gives the current hourly pay factor for each hour of scheduled instruction or Allied duties when that job is performed as an hourly assignment. Once again, using the Laboratory assignment as an example, the hourly pay factor is 1.42 for hourly assignments (1.0 hour of instruction and 0.42 hours of preparation, assessment and student consultation). At that rate of pay, an hourly assignment achieves only an 80.2% pro-rata rate compared to 87.5% for Regular faculty. The pro-rata rates of pay for other assignment types are also stated in the last column. The rate of pay most in need of upward adjustment is the Lecture hourly rate of pay, which is at 75.75%.

### Differences and Costs to Equalize

Type of Assignment	Hourly Pay Factor Differences (FT Factor – Hourly Factor)	Amt of Time Regular Faculty Are Paid More than Hourly Faculty	Total District Hours	Additional District Cost/year
Non-credit	FT 1.46 – Hourly 1.33 = <b>0.13</b>	= 7.8 min./scheduled hour	24,599	\$76,700
Laboratory	FT 1.55 – Hourly 1.42 = <b>0.13</b>	= 7.8 min./scheduled hour	76,060	\$275,800
Lecture	FT 2.33 – Hourly 1.68 = <b>0.65</b>	= 39.0 min./scheduled hour	107,971	\$1,468,000
Allied	FT 1.00 – Hourly 1.00 = <b>0.00</b>	= 0.0 min./scheduled hour	41,702	\$ 0
<b>Total</b>				<b>\$1,820,500</b>

The **Differences and Costs to Equalize** table calculates the hourly pay factor difference between Regular and hourly pay, and converts that number into time for each hour of scheduled Instructional or Allied activity. This figure is the amount of time that hourly assignments should be paid, in addition to the current time paid, to bring the pay factor for each assignment type up to 87.5% pro-rata. The next column lists the number of hours taught throughout the District in each assignment type last year (the latest year of data). The final column states the amount of money it would take to make that pay change for all hourly assignments in each assignment category throughout the District. If all hourly assignments were paid at the 87.5% pro-rata rate of pay, the total additional cost would be approximately \$1,820,500 per year.

In these tough financial times it is difficult to allocate sufficient funds to meet this goal. However, it is the long-term goal of AFA to work toward 87.5% pro-rata pay for all hourly assignments. Of course, to do that will require budgeting additional funds for salary. Whenever possible AFA will negotiate to add funds to hourly assignment salaries to bring the rate of pay closer to 87.5% pro-rata. However, there are many worthy issues that require a financial solution. For example, this year we are facing major increased costs of medical benefit premiums for regular faculty, catastrophic increases in maintaining the Adjunct Faculty Medical Benefits Program, and perennial complaints about workload inequities. And the District is also facing decreased enrollment that will translate to decreased funding for next year. It is far from a perfect world, and the balancing of diverse interests is a difficult task.

*\*Note: The information presented here is based on the 2004-05 Annual Contract Salary Schedule and the 2004-05 Enhanced Hourly Assignment Salary Schedule is in effect now. The hours per hourly assignment type are from Fall 2004, Spring 2005 and Summer 2005.*