

For Adjuncts, By Adjuncts
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This month’s adjunct newsletter compares adjunct faculty pay to the pay of full-time faculty at SRJC. The goal is to achieve pay parity, meaning that adjuncts are paid the same as their full-time counterparts for the same work.

At SRJC, adjuncts have the same responsibility toward their students as full-time faculty, including preparation, grading, holding office hours, etc. Full-time faculty have the added responsibility of service to the College each week, including serving on College committees, serving on hiring committees, participating in department-specific activities, etc. The AFA-District contract calls for full-time faculty to spend 5 hours per week in College service, leaving 35 hours per week for student-related responsibilities. So parity in the AFA-District contract is defined as:

$$(35 \text{ hrs of student-related duties per week}) / (40 \text{ hrs of total work per week}) = 87.5\%.$$

To see where we stand with respect to parity, we need the current adjunct pro-rata pay factors. The contract between AFA and the District sets the two factors needed to calculate pro-rata pay: 1) the number of hours per week that defines a full-time load for a given assignment type, and 2) the hourly pay factor for that assignment. For example, a full-time load for an instructor teaching lecture classes is 15 lecture hours per week. The hourly pay factor for a lecture assignment is 2.02. Multiplying those two together gives 30.3 hours per week. Dividing 30.3 hours by the 40 hours in a full-time work week, and multiplying by 100%, gives 75.8%; this is the pro-rata pay for an adjunct with a lecture assignment. If instead of dividing by 40 hours we divide by the 35 hours that a full-time faculty member spends on student-related responsibilities, we obtain the adjunct pay-parity percent. The table below shows both pro-rata pay and pay-parity percent for all 5 classes of assignments.

| Assignment type | Hours per week for a full-time load | Pay factor | Full-time equivalent hours per week for an adjunct | Pro-rata pay | Pay-parity percent |
|-----------------|-------------------------------------|------------|--|------------------|--------------------|
| Lecture | 15 | 2.02 | 15 x 2.02 = 30.3 | 30.30/40 = 75.8% | 30.30/35 = 86.6% |
| Lab | 21.13 | 1.508 | 21.13 x 1.508 = 31.86 | 31.86/40 = 79.7% | 31.86/35 = 91.0% |
| Non-credit | 24 | 1.38 | 24 x 1.38 = 33.12 | 33.12/40 = 82.8% | 33.12/35 = 94.6% |
| CDCP | 21.5 | 1.542 | 21.5 x 1.542 = 33.15 | 33.15/40 = 82.9% | 33.15/35 = 94.7% |
| Allied | 35 | 1 | 35 x 1 = 35 | 35/40 = 87.5% | 35/35 = 100% |

For adjuncts to reach full parity, pay factors would have to be set so that pro-rata pay for each assignment type is 87.5%. In addition, we would have to restore the 2% that is currently diverted from the hourly salary schedules to support the adjunct medical benefits program. The table below shows the increase in pay factor required to reach parity.

| Assignment type | Hours per week for a full-time load | Current pay factor | Pay factor required to reach parity | Increase in pay factor required to reach parity |
|-----------------|-------------------------------------|--------------------|-------------------------------------|---|
| Lecture | 15 | 2.02 | 35/15 = 2.333 | 17.9% |
| Lab | 21.13 | 1.508 | 35/21.13 = 1.656 | 12.1% |
| Non-credit | 24 | 1.38 | 35/24 = 1.458 | 7.8% |
| CDCP | 21.5 | 1.542 | 35/21.5 = 1.628 | 7.7% |
| Allied | 35 | 1 | 35/35 = 1 | 2% |

Another factor affecting pay parity is the number of steps on the salary schedule along with the length of service required for a faculty member to advance one step. The full-time faculty salary schedule has 16 steps plus up to 3 professional growth increments. The hourly salary schedules have 9 steps. A full-time faculty member advances one step for each full year completed in a contract faculty assignment up to step 16. Adjuncts do not need to accumulate the equivalent of one year of full-time service to advance one step. Instead, an adjunct advances one step every four semesters (Fall and Spring), provided the adjunct's load is above a minimum level (6.7% load for adjuncts on steps 1, 2, or 3, and 13% load for adjuncts on step 4 and higher). If a full-year equivalent load were required to advance one step, an adjunct with an average load of 33%, would need six semesters to advance one step. Approximately 1/4th of adjuncts have reached the top step on the hourly salary schedule.

For better or worse, salary negotiations are based in part on comparisons. So, it's important to compare SRJC's adjunct pro-rata pay against other Districts in the community college system. The Rank-10 formula is the very essence of that type of comparison. We compared adjunct lecture pro-rata pay at SRJC to the 20 other districts with the highest hourly lecture pay rates in the part-time faculty salary survey that was published last fall by the California Federation of Teachers (CFT). At rank 7, we are doing relatively well, but we have room for improvement. We also face headwinds from a community college system where the median adjunct lecture pro-rata pay is only 55%.

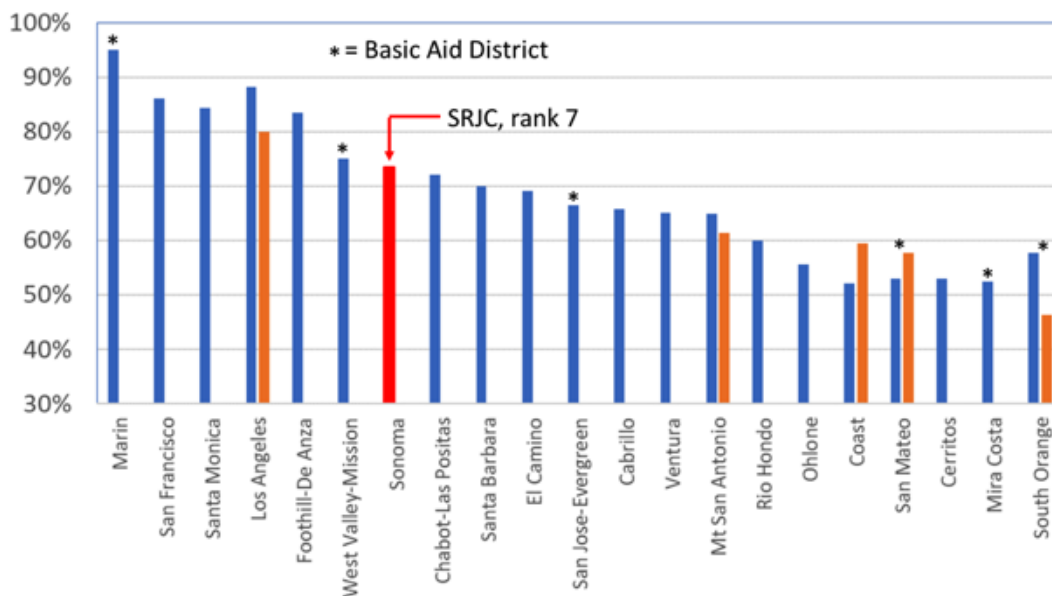


Figure 1: Adjunct lecture pro-rata pay at districts with the highest hourly lecture pay rates. Salary schedule data used to develop the chart were taken from the M.A. column in each district's posted salary schedule at the first and the top adjunct step. A single blue bar indicates that one pro-rata pay factor applies to all steps of the salary schedule. Two bars indicate a range of pro-rata pay factors; the blue bar is the pro-rata pay factor at step 1, the orange bar is the pro-rata pay factor at the top step. Basic-aid districts are those that are entirely funded by very high local property taxes that give these districts among the highest revenue per FTES in the California Community College System.

AFA was able to negotiate significant improvement in the hourly pay factors during the 1990's and early 2000's, when California Community College funding was increasing significantly year after year. But since 2002, when the current hourly pay factors were established, the California Community College system has weathered the post-9/11 recession, which resulted in a faculty pay freeze at SRJC in 2003-4, and the financial crisis, which resulted in a faculty salary cut and then a freeze from 2009-2013. Cuts to the adjunct hourly pay factors were lifted just 3 years ago when the state finally restored most of the categorical funding for part-time faculty made in 2009. The District has repeatedly warned of a "structural deficit" since the financial crisis ended. During these years, AFA resisted pressure from some within the District's administration to de-link the full-time faculty salary schedule from the hourly faculty salary schedules, which would have allowed the District to reduce adjunct pro-rata pay. Because the full-time and hourly salary schedules remain linked, the salary increase percentage achieved through the Rank-10 formula each year carries over exactly to all hourly salary schedules. The District is now cutting staff through an early retirement program as it faces expiration of the fire waiver and implementation of the new community college funding formula, which together will reduce the District's revenue by several million dollars. AFA remains committed to pay parity for adjunct faculty, but we understand that progress will be difficult.