



AFA has received questions about the side-by-side comparisons of the salary schedules included in AFA's Strike Relief Fund informational packet (page 8, pasted below & attached). That page in the packet shows drafts of the 2018-19 salary schedules, based on the existing Rank 10 formula, alongside *hypothetical* schedules that show what our pay would look like in 2018-19 if we'd gotten COLA (Cost of Living Adjustment) only over the last eighteen years. **Our goal is to illustrate the implications of the loss of Rank 10 over time.**

As an example, in 2018-19, a contract faculty member at Column C, Step 1, would have an annual salary of **\$61,197** if faculty salary increases since 2000 had been based on just the State's COLA. By contrast, that same faculty member's salary is projected to be **\$74,999** next year due to Rank 10.

Because the contract and adjunct faculty salary schedules are linked, this contrast between "COLA only" and Rank 10 **also affects adjunct faculty members**. An adjunct faculty member at Column C, Step 1, would be earning **\$81.92 per lecture hour** if the hourly salary schedule had seen "COLA only" increases since 2000. Due to the Rank 10 formula and the linkage between the schedules, that same faculty member's hourly rate for next year is projected to be **\$100.49**.

Not only does each faculty member stand to lose annual income, but the cumulative effect of losing Rank 10 is profound. Also, as retirement income is based on earnings, lower salaries means **lower annual STRS benefits for the rest of our lives**.

--See next page--

## COLA ONLY

2018-19 SALARY SCHEDULES BASED ON ONLY COLA INCREASES SINCE 2000

### COLA only 2018-19

STEP	Class	Class	Class	Class
1	54465	57733	61197	62421
2	56688	60090	63695	64969
3	58912	62446	66193	67517
4	61135	64803	68691	70065
5	63358	67159	71189	72613
6	65581	69516	73687	75161
7	67804	71873	76185	77709
8	70027	74229	78683	80256
9	72251	76586	81181	82804
10	74474	78942	83679	85352
11	76697	81299	86177	87900
12	78920	83655	88675	90448
13	81143	86012	91173	92996
14	83366	88368	93670	95544
15	85590	90725	96168	98092
16	87813	93081	98666	100640
PG20	89604	94980	100679	102693
PG24		96879	102692	104746
PG28			104704	106798

STEP	Class	Class	Class	Class
1	72.91	77.29	81.92	83.56
2	75.89	80.44	85.27	86.97
3	78.87	83.60	88.61	90.38
4	81.84	86.75	91.96	93.80
5	84.82	89.91	95.30	97.21
6	87.79	93.06	98.64	100.62
7	90.77	96.22	101.99	104.03
8	93.75	99.37	105.33	107.44
9	96.72	102.53	108.68	110.85

## RANK TEN

2018-19 SALARY SCHEDULES BASED ON RANK 10 INCREASES SINCE 2000

### Rank 10 2018-19

STEP	Class	Class	Class	Class
1	66748	70754	74999	76499
2	68850	72982	77361	78908
3	70954	75210	79722	81317
4	73055	77437	82084	83726
5	75156	79665	84446	86134
6	77257	81894	86808	88543
7	79362	84123	89170	90954
8	81463	86351	91531	93362
9	83565	88579	93893	95771
10	85667	90806	96255	98180
11	87768	93035	98617	100589
12	89871	95264	100979	102999
13	91973	97491	103340	105406
14	94075	99719	105702	107815
15	96178	101950	108064	110227
16	98281	104176	110426	112636
PG20	101776	107883	114356	116643
PG24		111591	118286	120652
PG28			122216	124660

STEP	Class	Class	Class	Class
1	89.43	94.80	100.49	102.50
2	92.25	97.79	103.65	105.73
3	95.07	100.77	106.82	108.95
4	97.88	103.76	109.98	112.18
5	100.70	106.74	113.15	115.41
6	103.51	109.73	116.31	118.64
7	106.33	112.71	119.48	121.87
8	109.15	115.70	122.64	125.09
9	111.97	118.68	125.80	128.32

Sent bcc to DL.STAFF.FAC.ALL

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-- AFA is working for you. The strength of faculty working together.