

What exactly does “equal pay for equal work” mean?

Part-time faculty are paid less than full-time faculty to do the exact same instructional work despite having the same qualifications and experience (part-timers are paid 81.5-97.5% of what the equivalent full-timer makes).

How is equal pay calculated?

Equal pay, often referred to as parity or equity, is defined using a full-time workweek for instructional faculty.¹ A full work week is comprised of:

- 15 equated hours teaching (in the classroom)
- 15 hours of preparations (grading, emailing, and preparing lectures)
- 5 paid office hours
- 5 hours of service work (evaluations, college/district committees, hiring committees, etc.)

The instructional load (teaching and preparation) are 75% of the work week.

Since part-time faculty are not paid for college service and have a separate system in place for office hour compensation, equal pay (or parity) is achieved when PT wages are equal to 75% of the comparable FT salaries. In other words, parity is when the hourly part-time instructional rate is the same as the full-time instructional rate.

How do we compare FT yearly salaries to PT hourly salaries?

The yearly salary must be broken down into an hourly rate.

A FT faculty member teaches two 17.5 week semesters or 35 weeks per year. Each week has 40 hours of work associated with it. So, a FT faculty member is paid for 1400 hours per year. To find their hourly wage, you simply divide the yearly salary by 1400 hours. The hourly rates for FT faculty are calculated on the chart on the next page. On this chart, “PT Pay” is the hourly instructional rate of a PT faculty member; “FT Pay” is the hourly instructional rate of a FT faculty member; and “%Parity” is a measure of how close PT pay is to FT pay (100% is equity).

¹ This was put forth in a 2002 PFT-PCCD agreement attached.

Step #	Column A			Column B			Column C			Column D			Column E		
	PT Pay	FT Pay	%Parity												
1	57.49	58.95	97.50%	61.90	63.48	97.50%	66.33	68.00	97.5%	70.81	72.61	97.5%	75.23	77.14	97.5%
2	60.98	62.53	97.50%	65.40	67.06	97.50%	69.91	71.68	97.5%	74.31	76.19	97.5%	78.74	80.73	97.5%
3	64.57	66.21	97.50%	68.98	70.73	97.50%	73.39	75.26	97.5%	77.74	79.70	97.5%	82.20	84.28	97.5%
4	68.07	69.79	97.50%	72.48	74.33	97.50%	76.90	78.85	97.5%	81.45	83.51	97.5%	85.68	87.85	97.5%
5	71.58	73.39	97.50%	75.98	77.91	97.50%	80.50	82.53	97.5%	84.79	86.93	97.5%	89.07	91.33	97.5%
6	75.16	77.06	97.50%	79.57	81.59	97.50%	83.89	86.02	97.5%	88.19	90.42	97.5%	92.48	94.82	97.5%
7	78.66	80.66	97.50%	83.00	85.10	97.50%	87.29	89.51	97.5%	91.58	93.91	97.5%	95.97	98.40	97.5%
8	80.01	84.19	95.00%	85.14	88.60	96.10%	89.46	93.07	96.1%	93.76	97.47	96.2%	98.10	101.88	96.3%
9	83.02	87.76	94.60%	87.32	92.15	94.80%	91.61	96.55	94.9%	95.91	100.97	95%	100.23	105.35	95.1%
10	85.15	91.24	93.30%	89.46	95.65	93.50%	93.75	100.04	93.7%	98.04	104.46	93.9%	102.41	108.93	94%
11	87.31	94.79	92.10%	91.63	99.20	92.40%	95.89	103.56	92.6%	100.24	108.03	92.8%	104.56	112.43	93%
12	89.48	98.34	91.00%	93.80	102.75	91.30%	98.05	107.09	91.6%	102.37	111.52	91.8%	106.71	115.92	92.1%
13	91.66	101.89	90.00%	95.96	106.30	90.30%	100.22	110.63	90.6%	104.49	114.97	90.9%	108.87	119.45	91.1%
14	93.82	105.45	89.00%	98.16	109.85	89.40%	102.39	114.19	89.7%	106.69	118.59	90%	111.03	122.99	90.3%
15	95.99	108.99	88.10%	100.32	113.40	88.50%	104.57	117.73	88.8%	108.86	122.13	89.1%	113.19	126.53	89.5%
16	98.16	112.55	87.20%	102.47	116.95	87.60%	106.74	121.28	88.01%	111.03	125.66	88.4%	115.36	130.06	88.7%
17	100.34	116.10	86.40%	104.64	120.50	86.80%	108.91	124.83	87.20%	113.20	129.21	87.6%	117.52	133.60	88%
18	102.51	119.65	85.67%	106.82	124.05	86.10%	111.08	128.38	86.5%	115.36	132.76	86.89%	119.68	137.15	87.3%
19	104.68	123.20	85.00%	109.00	127.60	85.40%	113.25	131.93	85.8%	117.53	136.31	86.2%	121.85	140.70	86.6%
20	106.84	126.74	84.30%	111.16	131.15	84.80%	115.43	135.48	85.2%	119.72	139.86	85.6%	124.03	144.25	86%
21	109.01	130.30	83.70%	113.34	134.70	84.10%	117.59	139.03	84.6%	121.87	143.41	85%	126.21	147.80	85.39%
22	111.18	133.85	83.10%	115.51	138.25	83.60%	119.76	142.58	84%	124.04	146.97	84.4%	128.37	151.35	84.8%
23	113.36	137.40	82.50%	117.69	141.80	83.00%	121.93	146.13	83.4%	126.21	150.52	83.8%	130.55	154.90	84.3%
24	115.53	140.95	82.00%	119.84	145.35	82.40%	124.10	149.68	82.9%	128.39	154.07	83.3%	132.71	158.45	83.8%
25	117.70	144.50	81.50%	122.02	148.90	81.90%	126.28	153.23	82.4%	130.56	157.62	82.8%	134.90	162.00	83.3%

This is a working draft revised on 1/1/18. Please share any additional questions, comments, or suggestions with union@pft1603.org.

EXHIBIT 2

Peralta Community College District & Peralta Federation of Teachers

PARITY DEFINITION AND PARITY MONEYS FOR PART-TIME FACULTY

AGREEMENT

September 19, 2002

I. INTRODUCTION

The State has made available funds in 2001/2002 to community colleges for the purpose of assisting community college districts in making part-time faculty more comparable to full-time faculty compensation for similar work, as determined by each district's local collective bargaining process. (note: These funds are pursuant to the Proposition 98 Reversion Account in Item 6870-485(5) of the 2001 Budget Act. The funds allocated to Peralta are \$885,146 and are based on FTES for 2000/01. The State Budget continues that funding level into 2002/2003, with no additional new moneys.)

In recognition of the value of part-time temporary faculty and extra service assignments to the District and students, the PFT and the PCCD have agreed to participate in this program. In accordance with State requirements, the District has certified to the State its intent to participate in this program and its commitment to comply with the requirements of the program.

As participants in this program, the District and Union are to:

1. reach agreement over the manner in which such 2001/2002 and 2002/2003 funds are to be distributed;
2. determine the specific definitions, policies and amount needed to achieve parity for compensation between part-time and full-time faculty for similar work.

In order to participate in funding after 2001/2002, the parties are required to negotiate a definition of "parity" by December, 2002. The definition of parity appears in section 2.A. In reaching this definition, the parties have evaluated factual information in areas identified by the California Community Colleges Chancellor's office.

II. "PARITY" DEFINITION

A. Calculation Of The Percentage Of Work That Is Now "Comparable" As Between Part-Time Instructors And Full-Time Instructors

The percentage of "comparable" work currently expected to be performed by part-time faculty members are approximately 75 percent of a total of 40 hours (assumed) per week. (note: Under Article 18.A.1 of the Collective Bargaining Agreement (CBA) between the parties, "All regular and probationary faculty members shall provide a full professional service week that includes teaching, teaching preparation, advising, evaluation, class sign-up enrollment, maintenance of office hours, meetings and participation in the governance structure of the college and district.")

This is based on a full-time faculty member's assignment, estimated as follows (see details in the APPENDIX):

CHART 1: FULL-TIME FACULTY RESPONSIBILITIES*



	Full-Time instructors	Full-Time Non-instructional Faculty
Basic Assignment	30 hours(15 hrs. teaching,15 hrs. prep, maintaining student records)	30 hours
Office hours	5 hours	Not Applicable
Professional responsibility	5 hours	10 hours

*(note: The method underlying these assumptions is consistent with the "methodology and assumptions" suggested by the State Chancellor's office (letter of July 30, 2001). The figures above are not intended to change or redefine PCCD policies, contract or practice.)

B. The Estimated "Gap" Between Full-Time and Part-Time Faculty Pay

Five areas of difference between full-time and part-time faculty must be taken into account in any ultimate calculation of "parity." The parties have analyzed these areas based on known data in terms of present dollar values. However, future legislative developments, negotiations between the parties, and refinements in costing models will likely change the parity calculation over time. Unless the State allocates substantially more moneys into the Community College base for part-time faculty compensation, the parties will not be able to fully address the following inequities (note: the financial estimates below are for modeling simulation purposes only).

1. Parity Regarding Steps

Currently, part-time faculty are hired on steps 1 – 5; part-time advancement is limited to step 5. Full-time faculty are hired at least at step 5, and the full-time salary schedules go to a minimum of step 10 and maximum of step 18. Based on the average step placement of full-time and part-time faculty members in 2001/2002, the approximate percentage gap between full-time and part-time faculty pay is 43.4%.

CHART 2: CALCULATION OF THE GAP

Part-time average hourly rate	\$52
Full-time hourly rate (without office hours and professional obligation)	\$93
% of part-time to full-time	56
% to get part-timers to parity	43

In order to bridge this gap, a like percent increase would be required. To close the gap, the estimated cost in today's dollars would be \$8,776,269.

The figures below are based on data available at the time of this Agreement and the method prescribed by the State Chancellor's office for calculating the gap.

2. Parity Between 60% and 75% Part-Time Faculty

Not all part-time faculty is paid at the same rate. Part-time faculty paid at the 60% rate experience a higher disparity vis-à-vis full-time faculty than part-timers paid at 75 percent (note: 60 % pro rata pay applies full-time employees on "extra service assignments"). To close the gap, the estimated cost in today's dollars would be \$996,690.

3. Office Hours

Pursuant to AB 420 and the Agreement between the parties, part-time instructors teaching a load of two classes or 40% or more of load currently receive one paid office hour per week. The District pays half of that cost. In comparison, full-time instructors are required to schedule, post, and maintain at least five office hours per week. The fact that qualifying part-timers presently receive additional compensation for office hours brings them closer to parity. However, to close the gap, additional office hours for part-timers would need to be provided and funded. In today's dollars, the estimated cost to the District would be \$2,291,240.

4. Professional Responsibility

The parties believe that the part time faculty should be responsible for, and compensated for, duties described in the Appendix, Section D. This needs to be factored in to the calculation of the gap. To add professional responsibilities to the assignment load of all part-time faculty at the same factor received by full-time faculty, a 12.5 percent increase would be required. In today's dollars, the estimate cost would be \$2,291,240.

5. Benefits

The Collective Bargaining Agreement Between PFT and the District confers to full-time faculty a variety of benefits that are not available to part-timers. These include District-paid health and dental benefits, life and disability insurance, and longevity. To close the gap, part-timers would receive equivalent benefits. In today's dollars, the estimated cost would be \$7,501,416.

III. DISBURSEMENT OF MONEYS

A. Year 1 (2001-2002)

- As a result of parity negotiations between the District and PFT, the District shall allocate \$885,146 as an across the board, retroactive percentage increase to the part-time/extra service salary schedules for the 2001/2002 year, minus direct costs, as a one-time only payment which shall not be part of the base. (5.69% increase)

$\$781,584 + \$103,562 \text{ (fringe benefits } 11.7\%) = \$885,146$

B. Year 2 (2002-2003)

- As a result of parity negotiations between the District and PFT in 2001/2002, the District shall allocate as an across the board increase to the part-time/extra service salary schedules a percentage increase reflecting the amount of moneys earmarked for parity and received from the State of California, minus the cost of STRS deductions pursuant to AB 2700 and other federal and state-mandated direct costs, provided that: (a) such funds are disbursed (and not withdrawn) by the

State; (b) such funds shall not be calculated nor payable until the end of the 2002/2003 fiscal year. This shall be a one-time only payment, which shall not be part of the base.

C. 2003/2004

- There is no guarantee that the State shall continue these funds after 2002/03. However, if the State disburses moneys for part-time faculty parity for 2003/04 and thereafter, the parties shall evaluate the model applied in 2001/02 and 2002/03 for paying parity moneys, and shall negotiate with the goal of using such moneys to make part-time faculty salaries more comparable to full-time salaries for similar work.

Dated: September 19, 2002 Dated: September 19, 2002

/s/ Jeff Sloan _____
for Peralta CCD

/s/ Bill Love _____
for Peralta Federation of Teachers

APPENDIX

Detail re Comparable Hours Vis-à-vis Full-Time and Part-Time Faculty

Under Article 18.A.1 of the Agreement (CBA) between the parties,

- All regular and probationary faculty members shall provide a full professional service week that includes teaching, teaching preparation, advising, evaluation, class sign-up/enrollment, maintenance of office hours, meetings and participation in the governance structure of the college and district.

The following comparison of full-time and part-time faculty responsibilities is intended solely to comply with Budget Act of 2001-02 and is not intended to change or redefine PCCD policies or practice or to be used for any other purpose.

A. Non-Instructional Faculty

30 hours per week is prescribed as the full-time base contract load for non-instructional faculty. Performance of professional responsibilities, such as meetings and participation in the governance structure of the college and District, is additional to this 30 hours (unless such meetings/participation are part of their assignments/area of responsibility).

B. Instructional Faculty

Under the Collective Bargaining Agreement ("CBA") between the parties (Article 18.A.3), full-time base contract load shall be fifteen (15) equated hours per week. It is assumed that every hour of classroom teaching will require an additional hour of preparation. Professional responsibilities are additional to these 30 hours.

C. Comparison of Full-time and Part-time Faculty Responsibilities