

Part-Time Parity: FAQ (Spring 2017)

What is the petition for the 50/50 split between part-time and full-time faculty?

This spring PFT's Executive Council voted to support the distribution of a petition calling for a 50/50 split of the raise offered at the bargaining table. The goal of the 50/50 split is to address a long standing inequity between part-time and full-time salaries, and to move us closer to 75% parity. Over 100 FT and PT faculty signed the petition to support this proposal.

What does the 50/50 split really mean?

When PFT negotiates with the District, we negotiate for a 'pot of money' equivalent to a percentage of all faculty salaries. Once we have an agreement on an amount of money, we as the PFT then decide how to distribute the funds. When the funds are distributed so that all faculty received the same percentage increase, roughly 63% of the funds go to full-time faculty, and 37% go to part-time faculty.

While an across the board increase sounds fair, it holds in place a glaring inequity between full-time and part-time hourly wages. **As it stands, the hourly rate that a part-time faculty member receives is LESS than the hourly rate a full-time faculty member receives FOR THE EXACT SAME WORK.** The 50/50 split is an attempt to address this, and to bring us closer to part-time parity. It proposes that we apply 50% of the negotiated increase to the full-time salary schedule, and 50% to the part-time salary schedule.

Using this model, a portion of the funds will be used to give all faculty - full-time and part-time - the same percentage salary increase, and to set aside a portion of the funds to bring the full-time/part-time hourly pay rates closer to parity.

The 50/50 Split begins to close the gap between FT and PT faculty. It's the right thing to do!

What is part-time parity?

In short, parity means equal pay for equal work. Parity is defined as the percentage of "comparable" work expected to be performed by part-time faculty members compared to that of contract faculty. We will achieve parity when part-time and full-time faculty are paid equally for the work performed.

How is the 75% parity calculated?

In order to understand the pay gap, we need to understand how parity is calculated. First, the full-time salary schedule is converted into a "basic assignment" hourly wage, based on the assumption of a 40 hour work week, as shown in the chart below.

CHART 1: FULL-TIME FACULTY RESPONSIBILITIES

	Full-Time instructors	Full-Time Non-instructional Faculty
Basic Assignment	30 hours (15 hrs. teaching, 15 hrs. Prep, grading, records)	30 hours
Office hours	5 hours	Not applicable
Professional responsibility	5 hours	10 hours

When salary is converted to hourly wages, parity is achieved when every step of the part-time pay schedule is 75% of the contract pay schedule. This 75% takes into consideration the expectation that contract faculty carry additional professional responsibilities beyond their teaching, counseling, or other basic assignment. (Note that PFT negotiates office hour parity separately.)

Where are we with parity now?

The charts below show the current hourly instructional rate for full-time and part-time faculty, and the percent comparison of the two.

FULL TIME INSTRUCTIONAL RATES/HOUR					
	A	B	C	D	E
1	\$ 57.40	\$ 61.81	\$ 66.21	\$ 70.70	\$ 75.11
7	\$ 78.54	\$ 82.87	\$ 87.15	\$ 91.44	\$ 95.81
11	\$ 92.30	\$ 96.59	\$100.83	\$105.19	\$109.47
15	\$106.13	\$110.42	\$114.63	\$118.92	\$123.20
21	\$126.87	\$131.16	\$135.37	\$139.65	\$143.92
25	\$140.70	\$144.99	\$149.20	\$153.47	\$157.74

PART TIME INSTRUCTIONAL RATE/HOUR					
	A	B	C	D	E
1	\$ 55.44	\$ 59.70	\$ 63.97	\$ 68.29	\$ 72.55
7	\$ 75.86	\$ 80.05	\$ 84.18	\$ 88.32	\$ 92.55
11	\$ 75.86	\$ 80.05	\$ 84.18	\$ 88.32	\$ 92.55
15	\$ 88.69	\$ 92.87	\$ 96.98	\$101.11	\$105.32
21	\$ 98.32	\$102.50	\$106.61	\$110.75	\$114.94
25	\$104.75	\$108.92	\$113.04	\$117.17	\$121.37

P/T TO F/T PARITY PERCENTAGES					
	A	B	C	D	E
1	97%	97%	97%	97%	97%
7	97%	97%	97%	97%	97%
11	82%	83%	83%	84%	85%
15	84%	84%	85%	85%	85%
21	77%	78%	79%	79%	80%
25	74%	75%	76%	76%	77%

Not only are PT salaries less than their FT equivalents, the distribution in the PT pay schedule is not even. Currently, PT faculty on the earliest steps are at 97% parity with FT faculty on the same step and column. As years of experience increases, however, parity decreases to as low as 74%.

How will the 50/50 proposal be applied, if approved, in Spring 2017?

First, all faculty will receive a 1.6% permanent increase retroactive to January 2017. Starting in Fall 2017, all faculty will receive an additional 1.2% increase that will stay in place if enrollment goals are met.

Next, each step on the PT salary schedule will go up by the same percentage towards parity. For example, let's say that you are at 96% parity at your step and another part-timer at a higher step is at 76%. Let's say that the decision is to move everyone 25% closer to full parity--you would now get an increase that puts you at 97% parity (since moving from 96 to 97% represent a 25% increase towards full parity) while the person at the higher step would get an increase that puts them at 82% parity (since moving from 76 to 82% also represents a 25% increase towards full parity). Think about it in terms of the parity gap: At 96% of full parity, the parity gap is only 4%, so moving to 97% closes 25% of the parity gap. At 76% of full parity, the parity gap is 24%, so moving to 82% also closes 25% of the parity gap. It's a way to ensure that everyone still gets a raise in a "fair" way.

How much further do we have to go to reach basic-assignment parity?

At this point, it is estimated it will take an additional \$1,532,335.00 to achieve full, basic assignment parity.

Why the 25-step PT salary scale in Peralta is something to be proud of?

We are one of the only (if not the only) district with a 25 step salary schedule for PT faculty. Other districts cap out at 7 or 10 steps, which means that after 10 years, a PT faculty cannot get any more step increases. This gives long-term incentives for PT faculty who serve our district for many years.

Who supports the 50/50 Split proposal? *Equal pay for equal work is a value worth standing for.*

Over a hundred full time faculty signed the petition to support the 50/50 split, including:

Anne Agard	Laurie Allen-Requa	Pinar Alscher	Fabian Banga
Mallory Barkdull	Khalilah Beal	Maricela Becerra	Joseph Bielanski
Paul Bolick	Laura Bollentino	Fred Bourgoin	Robert Brem
Laurie Brion	Courtney Brown	Peter Brown	Douglas Bruce
Drew Burgess	Heather Casale	Ray Chamberlain	Alicia Caballero-Christenson
Mary Ciddio	Mary Clarke-Miller	Chelsea Cohen	Cynthia Correia
Anna Cortesio	Helen Curry	Stefani Devito	Heather Dodge
Joe Doyle	Jon Drinnon	Maha Elaidy	Nikki Ellman
Nikki Ellman	Dylan Eret	Cheli Fossum	Myron Franklin
Elaine Gerber	Matt Goldstein	Rachel Goodwin	Debbie Green
Rick Greenspan	Nola Hadley Torres	Richard Hashimoto	Jason Holloway
Scott Hoshida	Iva Ikeda	Tanya Ilarde	Ed Jaramillo
Blake Johnson	David Jones	Denise Jones	Richard Kaeser
Angela Khoo	Kimberly King	Charlotte Lee	Jennifer Lowood-Livingston
Lee Marrs	Jayne Matthews	Frances May	Arja McCray
Shawn McDougal	Jane McKenna	Anne McMurdo	Sheila Metcalf Tobin
David Mitchell	Tomas Moniz	Donald Moore	Donald Moore
Elise Moss	Marissa Nakano	Jill Neely	Eva Ng Chin
Danny Nguyen	Catherine Nichols	Peter Olds	Adan Olmedo
Steven Pantell	Rosa Perez	Kelly Pernell	Sarah Peterson
Robert Pettyjohn	Vinh Phan	Nathaniel Pyle	Louis Quindlen
Nancy Rauch	Mark Rauzon	Thomas Renbarger	Cie-Sae Rose Allen
Derrick Ross	Julie Saechao	Jeff Sanceri	Becky Sanchez
Greg Schwartz	Steven Scott	Leslie Scurry	Karl Seelbach
Jennifer Shanoski	Nick Shaposhnikov	Mary Shaughnessy	Meryl Siegal
Heather Sisneros	Maria Suarez	John Taylor	Nghiem Thai
Vivian Virkkila	Antonio Watkins	Chris Weidenbach	Suzan Tiemroth-Zavala
Christine Will	Felipe Wilson	Gabe Winer	Hermia Yam
Jenny Yap	Barbara Yasue	Steven Zetlan	Marta Zielke

What about the pay for non-instructional faculty, like counselors and librarians?

As of April 2017, non-instructional hours (counseling, library, etc.) are paid at 50% of the instructional hourly rate. The assumption is that instructional faculty work outside of the time spent in the classroom teaching, preparing for class, counseling students, and grading. While this calculation is in line with Peralta's model of calculating parity for basic assignments, it is out of step with the non-instructional rates of other Bay 10 districts. In the coming months, the PFT has committed to research the non-instructional hourly wages at other campuses, and to strategize about how we can address this issue.