

AFT Local 6262 Executive Summary for the June 20, 2022 Factfinding Presentation

Background

Part-time Faculty United, American Federation of Teachers Local 6262 (AFT or Union) represents the part-time faculty at the Santa Clarita Community College District (SCCCD or District). SCCCDD is a single college district in Santa Clarita Valley, California, which is located in northwestern Los Angeles County. The number of AFT-represented faculty members varies per semester, but was approximately 554 (or 267 full-time equivalent (FTE))¹ in Fiscal Year (FY) 2020-2021. On February 26, 2021, the parties began bargaining for the 2020-2021 contract. On March 11, 2022, the parties presented their last, best, and final offers. While the parties were able to reach tentative agreements on many issues, the parties were unable to reach an agreement on the following issues: 1.) Compensation for the part-time faculty bargaining unit for the fiscal years 2020-2021 and 2021-22 (Article 10 of the existing contract); 2. Compensation for union officers (Article 4.J. of the existing contract); and 3. Part-time faculty voting rights in departmental meetings (Article 11.B.1. of the existing contract).

On March 28, 2022, AFT filed a Request for Impasse Determination and Appointment of a Mediator with the Public Employment Relations Board (PERB). On April 1, 2022, PERB approved the impasse request and assigned a mediator. On April 19, 2022, after mediation failed to produce an agreement, the mediator released the parties to Factfinding. On May 18, 2022, PERB appointed a factfinding panel.

AFT's Presentation of the Issues

Issue 1. Compensation for the part-time faculty bargaining unit for the fiscal years 2020-2021 and 2021-22 (Article 10 of the existing contract).

Brief Financial Analysis of the Santa Clarita Community College District (SCCCD) Budgetary Trends and Reserve Fund Balances

This financial analysis is based on the College of the Canyons – Santa Clarita Community College District's budget and actual fund balances, as indicated on the annual 311 reports submitted to the Community College Chancellor's Office. This update is based on the 2021-22 budget and 2020-21 actual data.²

During the six years of this review, the district shows a consistent pattern of budgeting for deficit spending in the General Fund, but ending the year with a positive balance and an excess of revenues over expenditures. A similar pattern occurs in the Unrestricted General Fund, though there is less deficit spending planned. Instead, the excess of revenue over expenditures is much greater than budgeted.

¹ Academic Staffing Data available at:

https://tableau.canyons.edu/t/Public/views/AcademicStaffing/AcademicStaffing?%3Adisplay_count=n&%3Aembed=y&%3AisGuestRedirectFromVizportal=y&%3Aorigin=viz_share_link&%3AshowAppBanner=false&%3AshowVizHome=n&%3Amobile=true

² See Appendix A: College of the Canyons Budget Study: 2020-21 Actuals and 2021-22 Budget

In 2020-21, the District dedicated 83% of the General Fund expenditures to employee salaries and benefits. Academic salaries comprised 36% of the expenditures. A longitudinal review of the financial reports shows a notable drop in spending on Academic salaries. In 2014-15, 38% (\$34.7 million) of the General Fund expenditures went to Academic salaries and though this category budgeted at \$53.2 million in 2021-22, it is only 29.9% of the total expenditures.

Community college budgets focus primarily on Unrestricted General Fund dollars for general operations. A review of the Unrestricted Fund shows a pattern of budgeting similar to the General Fund, with a larger year end excess of revenues over expenditures in each year of this analysis. The district budget consistently underestimates the revenues it will have.

The amount of “Other Outgo” from the Unrestricted General Fund fluctuates from year to year, but is always a sizeable amount and the actual amount is typically much greater than what is budgeted. In 2020-21, about \$2 million was budgeted as Other Outgo, and just over \$3 million was transferred out of the unrestricted fund. For this year, \$2.4 million is budgeted.

The Chancellor’s Office recommends a minimum unrestricted general fund reserve of 5%. SCCCD’s Board Policy 6305 requires the district to maintain a minimum of a 6% unrestricted reserve. The reserves are comprised of the Unrestricted Fund ending balance and are expressed as the Ending Fund Balance as a percentage of the total unrestricted expenditures.

The District regularly maintains an Ending Fund Balance that is *far greater* than what is required by either State recommendations or its own Board Policy. SCCCD’s estimated Ending Fund Balance (EFB) at June 30, 2021 was **\$12,961,141 million (11.7%)**.³ Moreover, at June 30, 2022, the District’s Ending Fund Balance is estimated to be **a record setting \$16,080,000 (13.5%)**.⁴ This dramatic increase in the EFB is due in part to the \$2.7 million the district saved by offering fewer sections to adjunct faculty even though the State continue to fund SCCCD at higher levels due to the hold harmless provision that was implemented during the COVID epidemic. While the District could have chosen to pass a small amount of this savings onto the adjunct faculty⁵, the District instead increased the full-time faculty overload compensation by \$200,000⁶ and increased total compensation for Educational Administrators by \$474,889⁷. Although it will be discussed in greater detail below, it should be noted here that the full-time faculty and the Educational Administrators who received increases in 2020-21 were already amongst the highest paid in California. Meanwhile, the adjunct faculty were amongst the lowest paid in California. For example, SCCCD’s Chancellor earned a record setting total compensation of \$506,813, with 21 Educational Administrators earning more than \$200,000, compared to the average adjunct faculty member who earned the FTE annual salary of just \$38,890.

³ May 12, 2021 SCCCD Board of Trustees Business Meeting Agenda Items Details: 2020-2021 Budget Savings and Reserve Increase (Appendix E), available at:

<https://go.boarddocs.com/ca/coc/Board.nsf/goto?open&id=BJLU6M78E82E>

⁴ May 11, 2022 SCCCD Board of Trustees Business Meeting Agenda Items Details: 2021-2022 Budget Savings and Reserve Increase (Appendix D), available at:

<https://go.boarddocs.com/ca/coc/Board.nsf/goto?open&id=BJLU6M78E82E>

⁵ The total 2020-21 compensation for all SCCCD adjuncts was \$14,640,900.26. Therefore, a 1% increase in adjunct faculty base pay would cost the District a mere \$146,409

⁶ Ibid at footnote 3.

⁷ Appendix B: Ed Admin Compensation 19-20 and 20-21

Intra-Institutional and Extra-Institutional Salary Comparisons

Community college adjuncts are limited to working no more than 67% of a full-time load at a single district. This policy forces adjuncts to cobble together a full-time job by teaching at multiple districts. Traveling between districts has earned adjuncts the moniker “freeway flyers”. Adjuncts typically earn far less than full-time instructors. Many adjuncts earn at, or below, the federal poverty level.⁸ Approximately 25% of adjuncts receive some form of public assistance.⁹ The economic situation for adjuncts working at SCCC is even more dire because these adjuncts earn less than their average peers throughout the state and the region (see Table 1 below).¹⁰

Table 1: Regional FTE Annual Salary Comparisons: COC v. Regional Colleges:

	COC Adjuncts	3rd Quartile	Highest
MA Step 1 FTE	\$37,497.50	\$42,656.40	\$53,121.60
MA Step 5 FTE	\$38,889.80	\$46,777.20	\$58,512.30
MA Step 10 FTE	\$40,710.50	\$52,565.70	\$76,469.40
MA Highest FTE	\$44,632.40	\$54,320.10	\$105,825.00
PhD Highest FTE	\$48,773.60	\$55,467.60	\$108,599.40

Unlike SCCC adjuncts, the administrators at SCCC are amongst the highest paid not only in the region, but in the entire state. At an annual total compensation package of \$506,813, SCCC’s Chancellor is consistently one of the highest paid single district community college chancellors in California.¹¹ Likewise, the top 25 administrators at SCCC are consistently ranked amongst the highest paid community college administrators in California.¹² On average, SCCC administrator salaries are ranked in the top 20 in California.¹³

⁸ An Army of Temps: AFT 2020 Adjunct Faculty Quality of Work/Life Report available at:

https://www.aft.org/sites/default/files/adjuncts_qualityworklife2020.pdf

See also: *Colleges’ overreliance on adjunct faculty is bad for students, instructors and academic freedom* available at: <https://www.latimes.com/opinion/story/2021-11-28/editorial-colleges-overreliance-on-adjunct-faculty-is-bad-for-students-instructors-and-academic-freedom> ; and *The High Public Cost of Low Wages* available at: <https://laborcenter.berkeley.edu/pdf/2015/the-high-public-cost-of-low-wages.pdf> ;

⁹ Ibid.

¹⁰ CFT Part-Time Faculty Salary Comparisons California Community Colleges 2020-21 (Appendix C) available at: https://www.cft.org/sites/main/files/file-attachments/cft_part-time-faculty-salary-comparisons-2020-21.pdf?1630612132 ; See also the Regional Salary Survey presented by Dr. Aaron Silverman

¹¹ Ibid at footnote 7. See also: *Transparent California* at: <https://transparentcalifornia.com/salaries/2021/college-canyons/> [note that salaries are listed annually, not by fiscal year] and *The Association of California Community College Administrators 2020 Salary Surveys* at <https://accga.org/benefits/accga-salary-survey/> [note that salaries are listed by range, not actual total compensation].

¹² Ibid.

¹³ Ibid.

Similarly, the full-time faculty are consistently paid a comparable salary to their peers throughout the state¹⁴:

Table 2: Full-time Faculty Salary Survey:

<u>Full-Time Faculty (2017-18)</u>	<u>State Ranking</u>	<u>Region Ranking</u>
Full-Time Faculty MA Step 1	27 of 72	7 of 14
Full-Time Faculty MA 9th Semester	32 of 72	7 of 14
Full-Time Faculty Highest Step w/out PhD	4 of 72	8 of 14
Full-Time Faculty Highest Step with PhD	5 of 72	1 of 14

SCCCD relies more heavily on part-time faculty than other community colleges. The majority of the faculty at the SCCC are part-time employees. In 2020-21, there were 267 FTE adjunct faculty, compared to 192 FTE full-time faculty.¹⁵ The adjunct faculty at SCCC are more ethnically diverse than their full-time counterparts, and more closely resemble the ethnic makeup of the student body at SCCC.¹⁶ Forty-three percent of SCCC adjunct are non-white. Comparatively, 75% of full-time faculty are white. Adjunct faculty are required to have the exact same qualifications and teach the very same curriculum as the full-time faculty. Nevertheless, compared to the parity rate of the full-time faculty, adjuncts earn far less than their full-time peers (see Table 3 below).

Table 3: Full-time Faculty Parity Rate Comparison 2020-21¹⁷

	<u>Adjunct</u>	<u>Full Time</u>
MA Step 1	\$67.25	\$91.59
MA Step 5	\$69.98	\$104.07
MA Step 10	\$73.55	\$132.98
MA Highest	\$81.24	\$197.23
PhD Highest	\$89.36	\$201.03

¹⁴ California Federation of Teachers, Salary Comparisons in California Community Colleges 2017-18.

¹⁵ 10 Year SCCC Faculty Staffing data available at: https://tableau.canyons.edu/t/Public/views/AcademicStaffing/AcademicStaffing?%3Adisplay_count=n&%3Aembed=y&%3AisGuestRedirectFromVizportal=y&%3Aorigin=viz_share_link&%3AshowAppBanner=false&%3AshowVizHome=n&%3Amobile=true

¹⁶ SCCC Faculty vs. Student Demographic Data available at: https://tableau.canyons.edu/t/Public/views/FacultyStudentDemographicsVisualization/Facultyvs_StudentDemographicsViz?%3AshowAppBanner=false&%3Adisplay_count=n&%3AshowVizHome=n&%3Aorigin=viz_share_link&%3AisGuestRedirectFromVizportal=y&%3Aembed=y&%3Amobile=true

¹⁷ Parity is calculated using the standard method: i.e. full-time faculty were assumed to receive 75% of their annual salary for prep & grading only (no office hours, no governance work) 30 hours/40 hours = .75, 35 weeks x 15 units (hours) = 525 hours annually. Therefore, to convert a full-time annual salary to an hourly rate the formula is ((Full-time annual salary x .75)/525))

This wage disparity is the result of a decade long trend of giving substantially larger annual increases to not only the full-time faculty, but to all of the other less diverse units at SCCCD (see Table 4 below).

Table 4: Total Salary and Health & Welfare Increases for All Negotiated Groups 2010-2020¹⁸

<u>Total Compensation</u>	<u>Cumulative</u>	<u>Average</u>
<u>COCFA</u>	174.75%	5.90%
<u>CSEA</u>	223.02%	7.74%
<u>Confidential</u>	212.64%	7.08%
<u>Classified Administrators</u>	168.51%	5.62%
<u>Educational Administrators</u>	183.52%	5.94%
<u>AFT - Adjunct Faculty</u>	128.90%	4.30%

AFT argues that this is a form of systemic wage discrimination and that this discrimination should be addressed by making yearly increases to the adjunct faculty base pay.

SCCCD may argue that it has a policy of giving each division the exact same increase in total annual compensation. However, this is simply not true. The table above, as well as Appendix B, clearly demonstrate that other bargaining units, and administrators, have historically received substantially larger increases to their total compensation, including for 2020-2021.

West Regional CPI, 2019-2022¹⁹

The annualized CPI for 2020 was 1.64%. The annualized CPI increased by 11.69% from January 2021 to May 2022. The regional CPI for Urban Wage and Clerical Workers increased by 12.62% from January 2021 to May 2022. Therefore, in addition to being near the bottom of regional comparative wages, AFT’s compensation has consistently fallen below regional Consumer Price Index indicators.

AFT’s 2020-21 and 2021-22 Salary Proposal and Analysis

AFT is seeking a pay increase for fiscal years 2020-2021 and 2021-22, and is fighting for compensation that is comparable to that of the administration and full-time faculty at SCCCD.

¹⁸https://www.canyons.edu/resources/documents/administration/businessservices/business_services_main/20-21AnnualBudgetReport_DIGITALVERSION.pdf (SCCCD budget pages 117-118).

¹⁹ Consumer Price Index, West Region — May 2022 available at: https://www.bls.gov/regions/west/news-release/consumerpriceindex_west.htm

AFT has requested a 6% increase in base pay for 2020-2021 and a 6 % increase in base pay for 2021-22 (for 2021-22 this request is a meager .93% over COLA, which was set at 5.07%). The total cost of this proposal above COLA is approximately \$1,014,614. Additionally, AFT has requested that all office hours be paid at the non-instructional rate (i.e. 65% of base pay). Given all of the factors outlined in AFT's presentation to the Factfinding panel, this is a very reasonable offer.

The District has offered AFT a 0% increase for 2020-21 and a 5.26% (.19% over COLA) increase for 2021-22. AFT will not accept a 0% increase for 2020-21. The adjunct faculty at SCCCD cannot afford another year where their wages fall further behind their peers. The adjuncts at SCCCD deserve more.

Issue 2. Compensation for union officers (Article 4.J. of the existing contract)

Currently, AFT receives \$12,000 per year for meeting, negotiating, processing grievances, and conducting other AFT business. This is far less than is paid to the other bargaining units, which represent far fewer employees. For example, COCFA which represents the full-time faculty receives release time equivalent to 2 FTE salaries for conducting union business.²⁰ Likewise, CSEA receives twenty-four hours per week of release time for the purpose of conducting union business.²¹ AFT has requested \$75,000 per year be allocated to conduct union business. Given that AFT represents a much larger number of employees than the other bargaining units, this is a very reasonable proposal. AFT made this proposal to the District on August 6, 2021. The District rejected this proposal and has not communicate a change of their position on this issue.

Issue 3. Part-time faculty voting rights in departmental meetings (Article 11.B.1. of the existing contract)

The adjunct faculty at SCCCD have very few rights within the departments in which they teach. This is especially concerning because departments are increasingly attempting to make decisions regarding curriculum. Some departments are even going so far as to claim authority over which textbooks are to be used in the classroom. Moreover, some departments are creating curriculum requirements that go well beyond the course outline of record. AFT firmly believes that these activities are a violation of the adjunct instructors' academic freedom. Therefore, AFT has requested that at a minimum, adjunct faculty have the right to vote in their departmental meetings. Given the nationwide attack on instructors' academic freedom, as well as the national debate on curriculum choice, this is a perfectly reasonable proposal. AFT made this proposal to the District on August 16, 2021. The District rejected this proposal and has not communicated a change of their position on this issue.

²⁰ COCFA 2020-22 Contract (page 49) available at:

https://www.canyons.edu/resources/documents/administration/humanresources/collectivebargainingagreements/COCFA_Contract.pdf

²¹ CSEA 2020-23 Contract (page 11) available at:

https://www.canyons.edu/resources/documents/administration/humanresources/collectivebargainingagreements/CS EA_Contract.pdf