

# PART-TIME FACULTY UNITED, AFT 6262 TOWNHALL PRESENTATION

October 15, 2022



# Part-time Faculty Healthcare (AB190 – CA Ed. Code Section 87862-87867)

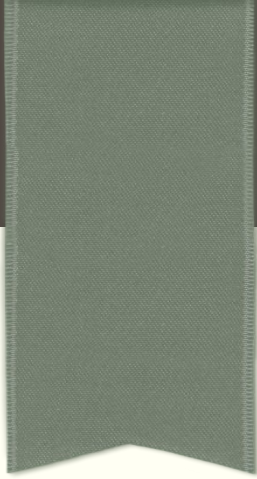
---

- The program will now do three new things:
  - (1) Provides \$200 million in ongoing funding;
  - (2) the program has a new incentive that increases districts' reimbursement for eligible healthcare expenditures up to 100% of the district costs, if they meet specific conditions (there are four criteria – see below for details).;
  - (3) allows freeway flyers, who were previously excluded from the program, the opportunity to be reimbursed for eligible healthcare costs. The PTHC program now explicitly defines part-time faculty who work at least 40% of a full-time load in multiple districts as a "multidistrict part-time faculty".

# Part-time Faculty Healthcare (AB190 – CA Ed. Code Section 87862-87867)

---

- To qualify for the 100§ reimbursement, up to the full cost incurred by the district, the district must:
  - (1) offer health insurance coverage to all part-time faculty with an assignment equal or greater than 40 percent of a full-time assignment;
  - (2) offer part-time faculty the same health insurance benefits provided to the full-time faculty in the district;
  - (3) limit individual premiums paid by part-time faculty to no more than the actual individual premium paid by full-time faculty in the district; **and**
  - (4) offer health insurance coverage to all multidistrict part-time faculty with total teaching assignments equal or greater than 40 percent of a full-time assignment.
- Likely Challenges: Is \$200 million enough to provide quality healthcare to all adjuncts (the District is only guaranteed a 50% reimbursement)? What administrative costs will the District incur?



# HOW WE GOT HERE

# Bargaining History

---

- October 2020, Negotiations planning began
- 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.
- 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.
- On August 12, 2022, the Factfinding Report was Released

# We are at an impasse

---

- While we 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).



# WHY WE ARE FIGHTING

## SCCCD Headcount By Division

Year	FTF	Adjunct	Educ. Admins	Total Administrators (from 7/1-6/30 each fiscal year)
2016-17	206	580	34	106
2017-18	220	623	33	99
2018-19	224	653	29	103
2019-20	207	618	31	104
2020-21	216	554	29	97



# SCCCD Full-Time Equivalent Faculty

Faculty Data						
Department	Academic Year	FTEF (overall)	Full-Time FTE	Overload FTE	Adjunct FTE	% of Faculty Who Were FT
College Overall	2011/12	385.0	156.8	28.8	199.3	41%
	2012/13	424.0	163.1	28.4	232.5	38%
	2013/14	477.8	181.8	16.2	279.7	38%
	2014/15	489.5	158.0	33.1	298.3	32%
	2015/16	504.8	183.4	21.7	299.7	36%
	2016/17	536.1	168.4	47.5	320.3	31%
	2017/18	588.5	190.6	52.1	345.9	32%
	2018/19	593.7	197.5	62.0	334.3	33%
	2019/20	558.3	189.0	63.7	305.6	34%
	2020/21	520.1	192.1	61.0	267.0	37%

# Regional FTE Annual Salary Comparisons

---

<u>Community College District</u>	<u>Hourly Rate for MA Step 5 (Or 9th Semester) with Office Hours</u>	<u>Rank</u>	<u>Compensation per 3 Credit Hour Course with Office Hours</u>	<u>Compensation for 67% load with Office Hours</u>	<u>Full-Time Equivalent Annual Salary</u>
Los Angeles CCD	114.73	1	5,851.23	19,504.1	58,512.3
El Camino CCD	104.64	2	5,336.64	17,788.8	53,366.4
Santa Barbara CCD	95.9	3	4,890.9	16,303	48,909
South Orange CCD	92.77	4	4,731.27	15,770.9	47,312.7
Mt. San Antonio CCD	92.51	5	4,718.01	15,726.7	47,180.1
Santa Monica CCD	91.72	6	4,677.72	15,592.4	46,777.2
Rio Hondo CCD	85.76	7	4,373.76	14,579.2	43,737.6
Ventura CCD	84.95	8	4,332.45	14,441.5	43,324.5
Cerritos CCD	84.51	9	4,310.01	14,366.7	43,100.1
Coast CCD	84.11	10	4,289.61	14,298.7	42,896.1
Riverside CCD	81.83	11	4,173.33	13,911.1	41,733.3
Chaffey CCD	81	12	4,131	13,770	41,310
Antelope Valley CCD	80.55	13	4,108.05	13,693.5	41,080.5
North Orange CCD	80.44	14	4,102.44	13,674.8	41,024.4
Citrus CCD	78.69	15	4,013.19	13,377.3	40,131.9
Pasadena Area CCD	77.67	16	3,961.17	13,203.9	39,611.7
Santa Clarita CCD	69.98		3,888.98	12,856.6	38,889.8

# Regional FTE Annual Salary Comparisons

<u>Community College District</u>	<u>MA Highest with Office Hours</u>	<u>Rank</u>	<u>Compensation per 3 Credit Hour Course with Office Hours</u>	<u>Compensation for 67% load with Office Hours</u>	<u>Full-Time Equivalent Annual Salary</u>
Santa Monica CCD	207.5	1	10,582.5	35,275	105,825
Rio Hondo CCD	137.19	2	6,996.69	23,322.3	69,966.9
Los Angeles CCD	129.98	3	6,628.98	22,096.6	66,289.8
El Camino CCD	108.33	4	5,524.83	18,416.1	55,248.3
Santa Barbara CCD	107.71	5	5,493.21	18,310.7	54,932.1
South Orange CCD	106.51	6	5,432.01	18,106.7	54,320.1
Pasadena Area CCD	105.62	7	5,386.62	17,955.4	53,866.2
Coast CCD	101.33	8	5,167.83	17,226.1	51,678.3
Ventura CCD	98.17	9	5,006.67	16,688.9	50,066.7
Mt. San Antonio CCD	95.77	10	4,884.27	16,280.9	48,842.7
Riverside CCD	94.52	11	4,820.52	16,068.4	48,205.2
Citrus CCD	90.06	12	4,593.06	15,310.2	45,930.6
Cerritos CCD	87.95	13	4,485.45	14,951.5	44,854.5
Antelope Valley CCD	87.45	14	4,459.95	14,866.5	44,599.5
					0
Santa Clarita CCD	81.24		4,463.24	14,770.8	44,632.4

# Regional FTE Annual Salary Comparisons

<u>Community College District</u>	<u>Highest with PhD</u>	<u>Rank</u>	<u>Compensation per 3 Credit Hour Course with Office Hours</u>	<u>Compensation for 67% load with Office Hours</u>	<u>Full-Time Equivalent Annual Salary</u>
Santa Monica CCD	212.94	1	10,859.94	36,199.8	108,599.4
Rio Hondo CCD	141.17	2	7,199.67	23,998.9	71,996.7
Los Angeles CCD	132.48	3	6,756.48	22,521.6	67,564.8
Santa Barbara CCD	111.77	4	5,700.27	19,000.9	57,002.7
Ventura CCD	111.2	5	5,671.2	18,904	56,712
Pasadena Area CCD	108.76	6	5,546.76	18,489.2	55,467.6
El Camino CCD	108.33	7	5,524.83	18,416.1	55,248.3
South Orange CCD	106.51	8	5,432.01	18,106.7	54,320.1
Cerritos CCD	101.72	9	5,187.72	17,292.4	51,877.2
Coast CCD	101.33	10	5,167.83	17,226.1	51,678.3
Mt. San Antonio CCD	95.77	11	4,884.27	16,280.9	48,842.7
					0
Santa Clarita CCD	89.36		4,877.36	16,151.2	48,773.6

# SCCCD Top Administrator Compensation

---

## College of the Canyons has wealthy administrators!

Chancellor/President .....	\$506,813
Deputy Chancellor.....	\$349,879
Asst. Superintendent/VP Facilities, Planning, Operations, and Construction .....	\$295,662
Asst. Superintendent/VP Technology.....	\$291,299
Asst. Superintendent/VP Canyon Country Campus, Research and Grants .....	\$286,395
Dean, Physical Education, Kinesiology, Athletics & Athletics Director .....	\$283,971
Asst. Superintendent/VP Business Services .....	\$281,158
Dean, Career Services & Interim Dean, Personal and Professional Learning .....	\$277,413
Asst. Superintendent/VP Student Services .....	\$270,738
Associate VP Student Services .....	\$270,445

**Compare this to the median per class  
salary most adjuncts make **\$3,567.96****

Sources: SCCCDC disclosures, CFT and  
Transparent California (2020)



## Salary Parity Comparison- Adjunct to Full-Time

---

	<b><u>Adjunct</u></b>	<b><u>Full-Time</u></b>
<b><u>MA Step 1</u></b>	\$67.25	\$91.59
<b><u>MA Step 5</u></b>	\$69.96	\$104.07
<b><u>MA Step 10</u></b>	\$73.55	\$132.98
<b><u>MA Highest</u></b>	\$81.24	\$197.23
<b><u>PhD Highest</u></b>	\$89.36	\$201.03



## Adjunct Hourly Wage Compared to Full-Time Overload Rate

<u>Adjunct MA Step 1</u>	\$67.25
<u>Adjunct MA Step 5</u>	\$69.96
<u>Adjunct MA Step 10</u>	\$73.55
<u>Adjunct MA Highest</u>	\$81.24
<u>Adjunct PhD Highest</u>	\$89.36
<u>FT Overload 2019- December 2020</u>	\$75.62
<u>FT Overload 2020-2021</u>	\$80.00
<u>FT Overload 2021-2023 (anticipated)</u>	\$84.00


# Total Salary and Health & Welfare Increases for All Negotiated Groups, 2010-2020

---

<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%
AFT - Adjunct Faculty	128.90%	4.30%



# Regional Adjunct Comparative Salary Summary (25 Districts)

<b><u>Salary Scale</u></b>	<b><u>Rank</u></b>
MA Step 1 Rank- Office Hours Factored In	16
MA Step 1 Rank- Office Hours Factored Out	12
MA Step 5 (Or 9th Semester) Rank- Office Hours Factored In	21
MA Step 5 (Or 9th Semester) Rank- Office Hours Factored Out	18
MA Step 10 or 19th Sem- Office Hours Factored In	16
MA Step 10 or 19th Sem- Office Hours Factored Out	14
MA Highest without PhD Rank- Office Hours Factored In	16
MA Highest without PhD Rank- Office Hours Factored Out	16
 Highest with PhD	15



# LOS ANGELES COUNTY REGIONAL CPI, 2019-2022

# Comparability and Rationale

---

- Regional Annualized 12-month CPI was 1.64 percent for 2020
- Regional Annualized CPI increased by 11.69% from January 2021 to May 2022
- Regional CPI for Wage and Clerical Workers increased by 12.62 % from January 2021 to May 2022
- AFT 6262 compensation has consistently fallen below regional Consumer Price Index indicators, in addition to being near the bottom of regional comparative wages



# FINAL AFT 6262 2020-2022 PROPOSALS

# AFT 6262 2020-2022 Salary Proposal (Article 10)

---

- **6% increase in base pay for 2020-2021**
- **6% increase in base pay for 2021-2022**
  - **0.93% over COLA**

**2020-2022 Estimated Total Cost Above COLA- \$1,014,614**

- **All Office Hours be paid at the non-instructional rate (65% of base pay)**
  - Currently Adjunct Instructors are paid \$40 per office hour
- 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.

# AFT 6262 2020-2022 Contractual Proposal (Article 11)

---

- Article 11.B.1
  - **AFT has requested that at a minimum, adjunct faculty have the right to vote in their departmental meetings**
    - Adjunct faculty at SCCCD have very few rights within the departments in which they teach
    - Departments are increasingly attempting to make decisions regarding curriculum
      - Some departments are claiming authority over which textbooks are to be used in the classroom
      - 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
- AFT made this proposal to the District on 8/16/2021. The District rejected this proposal, and has not altered this position on this issue since this time.



---

---

# WHAT'S NEXT

---

---

# VOTE TO STRIKE

---

- If a majority of members vote to strike, then the Executive Board, in consultation with our members, will determine the date the strike will begin.