

December 17, 2020

21-086

PART-TIME FACULTY SALARY SCHEDULE

PREPARED BY: Cheryl Belt, Director, Employee and Labor Relations

APPROVED BY: Sylvia Kelley, Executive Vice President  
Mark Mitsui, President

REPORT: The 2019-2023 Faculty and Academic Professional Agreement implemented a new part-time faculty salary schedule that is in closer alignment with the full-time faculty schedule. Implementation of the new schedule resulted in a reduction in pay for some faculty that was greater than anticipated. The College and Federation have reached a tentative agreement to adjust pay rates for part-time faculty who experienced a reduction, and to restore their hourly rate to the one held in 2019-20. The cost for FY 21 (approximately \$230,000) will come from unspent FY 21 funds that were budgeted for professional development. The cost for FY 22 (approximately \$25,000) will come from the College contingency.

RECOMMENDATION: That the Board of Directors approve the following adjustments:

- Adjust the FY 2020-2021 and FY 2021-2022 pay rates, for part-time faculty who would experience a reduction in pay as a result of the 2019-2023 Agreement, and restore their hourly rate to the one they held in 2019-2020;
- FY 2020-2021 adjustments to be effective as of the first pay period of Academic Year 2020-2021 (August 21, 2020). FY 2021-2022 adjustments to be effective as of the first pay period of Academic Year 2021-2022 (August 21, 2021).