President's Message

Workload Equity, Higher Salaries, and More FT Faculty

Last week, after an epic advocacy campaign by faculty leaders in Sacramento, the California Community College Board of Governors agreed to advance the recommendation of the State Chancellor’s Office to ask from our system’s share of next year’s Proposition 98 funding guarantee $75 million for hiring new full-time faculty and $25 million for part-time pay and office hours. We may not actually get the money. That will be up to the Governor and Legislature (so our advocacy efforts can’t slow down). But just getting to the point where the Board and Chancellor’s Office finally seem to recognize that these are urgent priorities has taken years and clearly reflects progress where sometimes the cause has seemed downright Quixotic.

Our TA is likewise the product of years spent debating and postponing, Workload equity issues, as we have been calling them, that address the needs of one group or another, never have as much force at the bargaining table as sweeping reforms or across-the-board pay increases that affect everyone. And for every group whose cause we spotlight at the table, there is always some other group that also deserves attention. In truth, there are so many workload inequities built into our system and so much historical imbalance in expectations, contract language, and even pay, that deciding what areas to tackle first has not always been easy.

This TA finally turns a corner and begins to address these issues. Groups that have been coming to the TA for years seeking help, from our unde-supported coaches to our adjunct professors, to our science professors, all will finally see real results. Senior faculty whose pay has been frozen for years without a step increase finally will get the boost they were promised two years ago (which was overdue even then). Part-time faculty, whose pay has lagged behind other districts, many of which have already reached pay-parity goals, finally get progress too, not just promises. We even reached agreement on intellectual property rights, something we were not able to do the last time the TA raised the issue. Of course, we still aren’t satisfied with salaries in our district. And we have more work to do on load equity evaluations, distance education, and a whole host of other concerns. But I am really happy to see so many old issues finally addressed (and fairly) in this TA. This is a good agreement, and it should set us up for continuing the progress in the future. If the State’s next budget reflects the system’s request, we could see a big hiring year in 2018-2019, and even without new categorical funding, the UF will be pressing for more full-time hires next year. Better support from the Board (which also in this TA will help) We will be aiming for another raise in 2019-2020. These talks will go all the way until the spring, and for the first time in a while, we should be negotiating forward rather than retroactively. By giving ourselves a good start for this year for work-groups to address distance education, lab load and benefits, we should see more progress soon.

Jason Mayfield (UF Vice President for DVC) writes:

I fully support the TA. In addition to the above-COLA raise this year, there are resources allocated towards adjunct salary and office hours, coaching load, department chairs and CTE coordinators compensation, and science-lab load. The TA also brings back extended family leave and the Step 27 salary increase for long-term employees. The TA includes our first intellectual properties rights statement negotiated with the district and directs the Load Task Force to continue working toward making lab assignments fair for all disciplines. In all, this TA represents years of work on numerous issues and is a important step toward more equitable compensation.

Mike Anker (UF Budget Analyst, Retiree, and Veteran Negotiator) writes:

This agreement addresses several issues that have been on the table for years. This year we made real progress. The fact is that ever since Proposition 13 passed in 1978, finding the money to do everything we should have been a major challenge. In fact, the scarcity of funds has also led to internal divisions. Sometimes we even hear managers talk about “the District” as if they were the District and everyone else was somehow not. The simple truth is that we are all in the District, so we are all concerned when money is spent unwisely. The UF has for years watched whether there were too many managers and whether they were paid too much, because wasted money hurts all of us. This agreement has a Medicare provision that may appear to be a sacrifice for faculty, but it just makes good money sense. Some people may be more comfortable having both District insurance and Medicare too, but there does not seem to be any real benefit that Medicare provides and district insurance doesn’t. However, the cost in difference is enormous. One example is retiring with 80 points combining age and service, hired before 2004, and with one dependent and both of you over 65. For the Anthem EPO policy, the District would have to pay more than $53,000 a year if you retired without signing over Medicare, and you would have to pay over $10,000 more per year (to cover your spouse). For Kaiser people, the difference is more than $18,000 extra cost to the District and more than $6,000 to the retiree. If the extra cost was small, perhaps it would be worth it just to be more comfortable. However, the cost is substantial, and there is no evidence that any real benefits are lost, so you can understand why the negotiating team and the Executive Board recommend that you support this provision and, of course, the whole agreement.

In case you are wondering, my wife and I signed over our Medicare.

Doug Dildine (UF Part-Time Faculty Advocate) writes:

The centerpiece of this year’s part-time faculty salary (the UF/District commitment to bringing all part-time faculty up to 75% parity (meaning that part-time teaching assignments should pay 75% of full-time teaching assignments, factoring out any pay for office hours and professional obligations). By finally beginning to address parity gaps in a meaningful way, this TA turns an historic corner for part-time faculty in our district.

Jill DeStefano (Veteran UF Negotiator) writes:

A new three-year successor contract protects the best provisions in our contract, from benefits to banked load. We gave up little and won agreement on nearly every issue on our list. Next year, we’ll look for new money to go to more full-time hires.

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Jason Mayfield (UF Vice President for LMC) writes:

The TA is the convergence of various factors, including a favorable budgetary year, the UF’s scrutiny of district finances, and an unwavering commitment by the UF to address long-standing inequities. Not only does this TA span a wide spectrum of faculty interests, it also lays the foundation and establishes precedents for ameliorating other faculty grievances and concerns. Ultimately, the TA reflects district-wide faculty priorities as presented by the UF negotiation team, but predicated on faculty direction and guidance. Citing and recognizing actual faculty experiences made all the difference to a district management team often consumed with fiduciary responsibilities. The assets and liabilities of future agreements remain contingent on that direction and guidance.

UF Negotiating Team Members Weigh In on the TA
The TA creates a “successor contract” that extends all articles and provisions for the next three years (2017-2018, 2018-2019, and 2019-2020), expiring June 30, 2020. Salary and benefits for 2019-2020 will still need to be negotiated, and both parties notes that the next step is the adjustment of rates in each, in addition to addressing on list of automatic reopeners for 2019-2020. So mostly this is a two-year agreement, but it ensures that the full contract will not reopen until 2020 (the maximum extension allowed by law).

Compensation and Salary Increases
For 2017-2018 and 2019-2020, the District will cover step and column increases as well as its share of health benefits. Full-time faculty will also receive an ongoing 2% salary increase, retroactive to the start of fall, 2017, on the B-1 salary schedule (A load). For part-time faculty, the raise will applied to their standard “adjunct” wage rate. Our district currently uses a load adjustment factor (raising the hours paid rather than the hourly rate in their computer system) to enable salaries to be increased by assignment type as a way of addressing pay-equity gaps for part-time faculty because our hourly part-time pay does not take into an account load variations, the way full-time assignments do (with different load factors for lab, English Composition, etc.). The result is the same as any salary increase (and our district now publishes separate salary schedules by assignment type, so part-timers can accurately understand their rate of pay). Aiming to make progress towards our previously negotiated goal of paying part-time faculty 75% of full-time pay (excluding office hours and professional obligations), agreed to in 2015, the TA allocates any available remaining ongoing funding in 2018-2019, using our existing formula, to load adjustment factors for part-time parity up to $50,000. We estimate that before this agreement, the cost of bringing salaries for part-time faculty up to earnings of comparable assignments to our goal of 75% of full-time pay would cost $3.2 million. Our slow progress in parity over the past decade is one key reason our part-time salaries still seem to lag behind neighboring districts with whom we compete. With the raise in 2017-18, this provision ensures that if there is adequate new funding from the State in 2018-2019, as we expect, we will press forward towards our goal.

Equity Hour Program Expanded One Year
The TA extends the Equity Hour Program pilot one more year, 2018-2019. This program has seemed successful so far not only by providing partial faculty wage for work when we started negotiating, but a great many factors complicated talks at the bargaining table, including the fact that many labs have smaller class maximums or are attached to overlapping lecture sections. We decided a win at 90% was better than a stand-off at 100% (and still in line with what some other Bay 10 districts have done).

Department Chair Allocations and CTE Program Coordination
The TA increases compensation for department chairs and also gives a $1000/ semester stipend (or load equivalent) to CTE program coordinators. Faculty who are both chair and CTE program coordinators will be compensated in both assignments. The TA defines CTE program coordinators (for the first time in our contract) as faculty who lead programs that offer at least one certificate and have an advisor role. CTE program coordinators will receive $6,300 per year, retroactive to the start of the fall 2017 semester. This is in addition to the general 2% raise to the B-1 schedule, so for semester-time faculty, this means a 4% raise this year.

Assignment Plans
Assignment Plans for intercollegiate athletics coaching assignments will be increased as follows: for part-timers, salaries on the B-8 schedule (F contract) will be increased by 25% retroactive to the start of fall, 2017. For full-timers, the load for all intercollegiate coaching assignments will increase 25% beginning spring of 2018 (from 44.1% to 52.24% A-load).

Science Lab Load
After years at the table on this issue, we have finally reached agreement to raise the load for science labs. Beginning fall, 2018, Lab One will be redefined as DVC at Pleasant Hill; Lab Two will be reclassified as Lab One. For those few lab hours that used to be coded as lecture and last year, this will mean a decrease in load (since they will go from 100% lecture to 90% lecture), but for other science lab hours, the load will increase from its current rate of 75% to 90%, so this should be a net win for all science faculty. Of course, we were aiming to pay science faculty their full load of lecture when we started negotiating, but a great many factors complicated talks at the bargaining table, including the fact that many labs have smaller class maximums or are attached to overlapping lecture sections. We decided a win at 90% was better than a stand-off at 100% (and still in line with what some other Bay 10 districts have done).