

# How to Understand the Salary Deal

**BACKGROUND:** Early in the negotiations process, the District and FA recognized that our entry-level salaries for both FT and PT faculty were woefully uncompetitive in FY 2021-22, and needed more than a COLA-style adjustment that produces a lower dollar impact at entry-level steps. The parties agreed to address the problem through adjustments specific to **FY 2022-23:** (a) a “dollars-per cell” increase (in this case \$10,502) added to every Full-time salary in effect in FY 2021-22; and (b) The elimination of Step 1. Because our Part-time salaries are computed as a pro-rata of FT salaries in Column III (now Steps 2-11),

our PT salaries will see a commensurate boost in competitiveness. In addition, the parties agreed to restructure the post-15 steps for FT faculty, and to add Step 11 for PT faculty. And after this year...

- ◆ **FY 2023-24:** All salaries to increase by 4%
- ◆ **FY 2024-25:** Salaries to Increase *at least* 2%.

**IMPORTANT:** A Draft Salary Schedule for 2022-23 is included in the posted Tentative Agreement (TA). Contract language describing the adjustments described in this circular can be found in Articles 18B.1(g)(4), 21A, 21G, 21H, and 21I of the TA.

## ***Salient facts about the raise for FY 2022-23 (to be ratified):***

- ✧ **Impact is equivalent to an 11% average raise, across all faculty.** That’s a little under 11% average impact for Full-timers, and a bit *more* than 11% average impact for Part-timers.
- ✧ Step 1 is to be *eliminated* from both the Full-time and Part-time Salary Schedules. Entering faculty will now be placed one step higher than before.

### **Specific to Full-time Faculty**

- ✧ \$10,502 to be added to the FY 2021-22 salary in effect at every Column/Step. Together with the elimination of Step 1, entry level salaries will be about **\$13,738 higher** than in FY 2021-22.
- ✧ In lieu of the previous plateau steps (Step 15 and beyond), the new plateau steps will be 15, 18, 21, 24, 26, 28 & 30. As a result, FT faculty at Step 18+ will enjoy **up to two** new increments of \$3,236 in their salary, *in addition to* the \$10,502.
- ✧ Average raise for full-time faculty will be **just under 11%**, across all steps. The largest percentage impact is at the entry-level steps, and at those steps (18+) with added increments. Lower impact is at the middle steps— for faculty who are either advancing every year, or who will now see increments much sooner than before. The added increments will benefit all FT faculty over time.

### **Specific to Part-time Faculty**

- ✧ Pro-rata percentages (based on FT salaries in Column III, Steps 2-11) remain as before. The result is that basic compensation to part-time faculty will improve **by an average of more than 11%**.
- ✧ Step 11 to be *added* to the PT Schedule (requires 18+ CAH accrued at Step 10 since Fall ’21).
- ✧ (Starting Spring ’23) Part-time counseling faculty will have an additional *paid* half-hour for student follow-up, for every 5 hours of direct counseling. The increase to the PT hourly rates will be calibrated to ensure equal pay for equal load, between counseling and instructional faculty.