

# PARITY AGREEMENT

Between SOCCCD and SOCCDFEA Regarding  
PART-TIME FACULTY PARITY WORKLOAD and PAY  
July 8, 2002

1. For the purposes of this agreement and based on current practice, part-time workload parity will be defined as 83% of the workload commitment of full-time instructors. The 83% figure is derived by identifying that portion of the contractual workload of full-time faculty teaching lecture classes devoted to class lecture, preparation for classes and grading. Comparable work, for this agreement, thus refers to that portion of the full-time workload devoted to class lecture, preparation for classes and grading and excludes that portion devoted to office hours and committee work.

Notwithstanding the above, a part-time instructor's load is defined as no more than 60% of the hours per week considered a full-time assignment for full-time academic employees having comparable duties. (See Education Code Section 87482.5)

2. Parity pay in any given year will be based on the mean average base salary paid to full-time academic employees. The mean average base salary shall be defined as the higher of the mean average base salary as calculated by the District or that calculated by the State Chancellor's office. Parity will be determined by adjusting the average full-time base salary to equate to 83%. The hourly compensation for each hour of lecture will be determined by dividing the adjusted salary (83% of the average full-time base salary) by 30 (the contractual LHE workload of full-time faculty per academic year) then dividing that figure by 16.6 (the number of lecture hours per LHE).

For example, if the mean average base salary paid to full-time faculty for a given academic year is \$70,000, the adjusted salary would be:  $83\% \times \$70,000 = \$58,100$ .  
The adjusted LHE rate would be  $\$58,100 / 30 = \$1936.67$ .  
The adjusted hourly rate would be  $\$1936.67 / 16.6 = \$116.67$

Using the above definition and formula, part-time pay parity will be said to have been achieved when the mean average hourly compensation paid to part-time faculty equals the adjusted (83%) mean average hourly compensation paid to full-time faculty. The mean average hourly compensation shall be defined as the higher of the mean average hourly compensation as calculated by the District or of that calculated by the State Chancellor's office.

3. The District and the Association agree to the formula indicated below to allocate and distribute the part-time apportionment monies granted the District as a result of the 2001/02 State Budget. It is understood that all OSH completed during Fall 2001 and Spring 2002 will be equally supplemented by these apportionment monies. Additionally,

as these one-time apportionment monies will not appear on the Regular Term Hourly Schedule Academic Salary Schedule, the allocation and distribution of these monies constitute a one-time movement toward the goal of part-time/full-time pay parity.

Because the exact total part-time faculty apportionment amount and the exact number of OSH to be paid is not known at the time of this agreement, the following formula shall be used to calculate the actual allocation of said monies.

Allocation Formula:

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**Total Apportionment - Mandated Statutory Benefits/Number of OSH paid = Allocation per OSH**

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Allocation Formula Basis:

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Total Part-time Faculty Apportionment Received by District	\$ _____
Less Mandated Statutory Benefits (i.e., STRS, Medicare, Unemployment Insurance, Workers' Compensation, as applicable)	\$ _____
Available Funds for Distribution	\$ _____
Number of OSH paid during Fall 2001 and Spring 2002	_____ OSH

It is further agreed that the allocated part-time faculty funds for OSH completed during Fall 2001 and Spring 2002 will be distributed by the District to each qualifying faculty member in one lump sum approximately two (2) months after: 1) the OSH figures have been determined, or 2) the ratification date of this agreement, whichever is later.

4. Parity for non-lecture instruction, such as laboratory instruction, tutorial and guidance instruction (i.e. counseling) and library instruction (i.e. library work) as defined by the current Academic Employee Master Agreement, will be defined using separate formulas to that set forth in paragraph #1 above.

5. Other negotiable issues regarding part-time faculty including, but not limited to benefits, earning and retaining annual reappointment rights and office hours may be considered negotiable items for future Academic Employee Master Agreements.

6. In the event a similar part-time faculty pay parity grant is received from the State in 2002-03, the method of allocation and distribution set forth in paragraph # 3 above shall be applied. Such supplemental payment shall be made approximately two (2) months after OSH figures are determined after completion of the Spring 2003 term. This provision will not be effective, however, if either party requests to reopen negotiations on this subject on or before February 1, 2003.

For the District:

For SOCCCDA:

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