PART–TIME FACULTY: KNOW YOUR CONTRACT

Every quarter, FA receives a significant number of calls from part-time faculty questioning their rights and the terms of their employment, including scheduling, evaluation, seniority, and rehire. Many of these concerns stem from a faulty understanding of the contractual protections and responsibilities provided by the FA-District Agreement. Part-time faculty are well-advised to take some time to become familiar with those parts of the Agreement that pertain to their employment.

Article 7 deals specifically with part-time faculty employment and is the heart of part-time faculty rights and responsibilities. In Article 7 you will find information on:

Scheduling and Assignments
Reemployment Preference
Load
Salary
Paid Offices Hours
Additional Compensation
Retirement Plans

While Article 7 is obviously a critical read, other Articles of the contract also contain provisions that govern part-time faculty employment in the District:

Article 5: Grievance Procedures
Article 6: Evaluation
Article 8: Personnel Files
Article 16: Leaves (16.12, 16.15)
Article 22A: Paid Benefits
Article 24: Salaries (24.3, 24.4)
Article 26: Summer Sessions
Article 27: Calendar
Article 28: Nondiscrimination
Article 36: Conference Fund
Article 37: Contract Education

To find out how much you should be paid for your work, consult the salary appendices:

Appendices C, D, E, F.

Appendix C discusses the process and requirements for step and column advancement on the salary schedule.

Part-Time Parity:
Equal Pay For Equal Work

Beginning Fall 2011, FHDA part-time faculty paid on Appendix C achieved 80 percent salary parity. This means a part-time faculty member is paid the same wage as a full-time faculty member for performing the same duties. A hypothetical 40-hour workweek is used to determine the percentage a full-time member spends on various duties:

Classroom contact or load: 15 hours
Preparation and Assessment: 15 hours
Student Communication: 1 hour

This total of 31 hours equals 77.5 percent of the workweek. Since part-time faculty are responsible for these very same duties, they are thus compensated at 77.5 percent of the full-time salary schedule (through Step 6) for classroom teaching.

The remaining 22.5 percent of the full-time faculty workweek goes to other duties: office hours (4 per week), department and committee meetings, shared governance activities, programmatic tasks, and professional development. Part-time faculty are not required to perform these activities,

80 percent parity is reached with the voluntary Paid Office Hours program. Since one hour is worth 2.5 percent of a workweek, part-time faculty are paid at 80% parity.

For a complete discussion of parity, see the full article appearing in the January 2012 edition of the FA News.
How to Calculate Pay for a Course

Load Factor x Step and Column (Appendix C)

Example:
If the course you are teaching has a load factor of .125 and you are on Step 5 / Column 3

\[ .125 \times 52160.56 = 6520.07 \quad \text{total for course} \]
\[ 6520.07 \div 3 = 2173.36 \quad \text{total per month} \]