

Comparison of Part-Time Faculty Compensation for SMCCCD and Bay 10 Districts

Based on teaching one 3-unit class

Notable findings:

SMCCCD Part-Time faculty salaries are *significantly behind* other Basic Aid districts and in the **bottom half** of all Bay 10 districts

- **Marin, West Valley/Mission, San Jose/Evergreen, CCSF, Foothill/DeAnza** all have PT salary schedules in which PT faculty are paid a set **pro-rata percentage of FT salaries** (referred to as a “**parity percentage**”) for equivalent experience and education, using **load-based** salaries on schedules that are similar to FT schedules (referred to as “**mirrored**” schedules) by including **columns** that provide added compensation for added educational levels.
- **Chabot’s** PT faculty are paid a set **parity percentage of FT salaries** (72%) for equivalent experience and education using **load-based** salaries.
- **Peralta’s** PT salaries have **high parity percentages--up to 100% of comparable FT faculty** for those at the bottom of the scale and they have a **fully “mirrored” PT salary schedule (with columns for added education.)**
- **Contra Costa** has a PT salary schedule with seven **columns** that provide added compensation based on educational levels and a parity plan to shift PT faculty to load-based pay at 72% of FT salaries by 2021-22 and 80% by 2022-23.
- **Ohlone’s** PT salary schedule has three **columns** that provide added compensation for additional educational levels and the district has “committed to improving the total compensation for part-time faculty.”

SMCCCD is the only Bay 10 district that has NOT formally addressed Part-Time Parity (either in the actual salary schedule or in setting a goal to improve PT salaries)

SMCCCD does NOT pay PT faculty **load-based** salaries. **SMCCCD** continues to pay PT faculty **by the hour**.

SMCCCD does NOT pay PT faculty on a **mirrored salary schedule with columns**. Columns provide additional compensation based on educational levels, as all FT schedules do.

	Basic Aid districts highlighted in yellow									
	SMCCCD*	Marin*	West Valley*	SJ/Evergreen*	CCSF*	Foothill*	Chabot*	Peralta*	Ohlone*	Contra Costa*
Parity % of FT	District has not agreed to a %	95%	78%	68.38%	86%	83.5%	72%	~75-100%	Goal only**	Goal only**
Step 1 w/MA	4553.50 (63.84% of FT)	6441.00	5766.40	5120.20	5667.40	5321.30	4783.68	4198.95 (99.68% of FT)	4680.37 (65.88% of FT)	3634.75 (55.84% of FT)
Step 5 MA+15	5630.62 (64.79% of FT)	7270.92	6865.40	6104.40	6815.50	6402.77	5696.85	5257.52 (94.43% of FT)	5530.87 (64.82% of FT)	4055.01 (55.37% of FT)
Step 10 MA+30	6890.28 (66.58% of FT)	8709.79	8459.40	7140.60	8193.22	7484.23	6838.50	6342.52 (88.72% of FT)	6294.75 (62.26% of FT)	4895.53 (53.76% of FT)
Highest Step w/Doctorate	7097.30 (54.87% of FT)	12,967.40	10,632.40	7949.60	10,030.18	8024.97	6838.50	9012.32 (77.85% of FT)	6780.37 (49.52% of FT)	6014.14 (51.38% of FT)
	* 2018-19	* 2019-20	* 2020-21							

Notes:

Click on the linked name of each district in the chart above to view the salary schedules for that district

Calculation to translate hourly rate to 3-unit load: $Hourly\ Rate \times Hours/Week (3) \times Weeks/Semester (17.5) + Office\ Hour\ Rate \times Weeks/Semester (17.5)$

**[Ohlone statement of commitment to continue to improve total compensation for part-time faculty](#)

**[Ohlone: Definitions, policies and amount needed to achieve parity for comparable pay between part-time and full-time faculty \(2017, Appendix I\)](#)

[Ohlone part-time faculty office hours \(\\$42/hr, 2017, Appendix M\)](#)

[Ohlone: Full-Time Salary](#)

**[Contra Costa Part-Time Faculty Parity Plan \(2020\) \(Goal: 72% by 2021, 80% by 2022\)](#)

[Contra Costa: PT Faculty Office Hours](#) “Compensation shall be according to [Appendix B-4 “Other Academic Services Salary Schedule.”](#)

[Contra Costa: Full-Time Salary Schedule](#)

[Peralta: Parity Definition for Part-Time Faculty](#)

[Peralta: Part-Time office hours agreement](#)

[Peralta: Office hours pay rates](#)

[Peralta: Part-Time Salary schedule columns defined](#)

[Peralta: Full-Time Salary Schedule](#)

[Chabot: What is the CAH Rate?](#)