

CFT convention passes resolution supporting part-time equity fund restoration

At its annual convention held March 18-20 at Manhattan Beach, the California Federation of Teachers passed a resolution to “actively lobby” for restoration of the part-time equity fund to the levels originally contemplated when the fund was established as part of the state budget in 2001.

The part-time equity fund, also known as the parity fund, was established in order to assist community college districts in closing the gap between full-time and part-time faculty rates of compensation: in other words, equal pay for equal work.

As set forth in the resolution, the fund was originally intended to have reached \$240 million by last year, but instead has been reduced from the originally requested first installment of \$62 million to \$57 million, then to \$50.8 million. Efforts last year to do away with the fund altogether were defeated through protests from part-time faculty members and their advocacy groups.

CFT’s Legislative Director is Judy Michaels, jdymike@aol.com.

Following is the full text of the CFT resolution:

Whereas, part-time temporary community college faculty in the state of California must hold the same level of education and provide the same preparation and grading time as full-time faculty but are paid considerably less for comparable work, have limited or no access to health benefits and are not fully paid to provide office hours to their students, and

Whereas, in fiscal year 2001-02 and continuing into 2002-03, the state of California provided \$57 million each year to provide for a beginning equalization of part-time community college faculty pay with the salaries of full-time faculty, which at that time was only approximately 25 percent of the appropriation needed to achieve the board of governor’s stated policy goal of “comparable pay for comparable work,” and

Whereas, this allocation of \$57 million was reduced by approximately 11% during the 2003-04 and 2004-05 fiscal years to \$50,828,000, reacting to anticipated reductions in part-time faculty assignments while the number of part-time faculty hours actually decreased by only 4%, and

Whereas, the health insurance reimbursement fund that was established in 1999 at a total of \$1 million was sufficient to fund 50% of the medical premiums for adjunct faculty who were working at 40% or more of a full-time position, it now only covers 13 to 20% of the cost of these premiums leaving part-time faculty to pick up the additional cost of this benefit, and

Whereas, the \$1 million office hour reimbursement fund, meant to offset district costs for providing paid time for adjunct teachers to meet with their students, has also been depleted by the increase of the number of part-timers and districts utilizing this subsidy, and

Whereas, in light of recent retirement incentives provided by districts to full-time faculty and increased funding for growth, we can reasonably expect a further increase of part-time faculty teaching hours in the community college system over the next five years which puts more pressure on these funding sources, and

Whereas, the original intent was that there was to be \$80 million in the first year, \$160 million in the second year, and \$240 million in the third year; and that the fund be maintained at a minimum of \$240 million each year thereafter,

THEREFORE, BE IT RESOLVED that the California Federation of Teachers actively lobby for the part-time equity line item in the 2006-07 community college budget [to] be increased to include the entire \$62 million required by the Community College Board of Governors in 2000 to meet the immediate salary disparity between full- and part-time faculty, increase the health insurance fund to a level that restores the 50% premium reimbursement, and

increase the office hour fund so that all students will have access to their teachers outside classroom time, and that the second and third installments be included in the next two budget cycles, and

BE IT FURTHER RESOLVED that the CFT call on the board of governors, the legislature, and the governor to reaffirm their commitment to part-time faculty in the California Community Colleges by providing an annual COLA increase on all of the three cited funds.