

**Pasadena City College Faculty Association Proposal
to the PACCD - 4/3/2014**

PCC FACULTY ASSOCIATION	
Length of Contract	- 3 year contract July 1, 2012 – June 30, 2015
Faculty Salaries	<ul style="list-style-type: none"> - 4.25% year one, 2012-2013, retroactive to July 1, 2012 - COLA + 4.25% year two, 2013-2014, retroactive to July 1, 2013 - COLA + 4.25% year three, 2014-2015 - Remove steps 1 -3 from the adjunct salary scales - 3.5% Equity Boost, as offered by the district in Proposal of 10/29/2012
Paid Adjunct Office Hours	Adjunct Faculty will have one-half hour paid office hour per week for each 3, 4, or 5 hour class
Full Time Faculty Overload	Contract Faculty will have priority to teach up to 360 hours each intersession (intersession is defined as any term other than fall and spring 16 week semesters)
Reassigned time for PCCFA	FA reassigned time to be established at a total of 2.0 FTE/year This would align the FA with the Academic Senate (AS) which currently has 2.0 FTE/year. Santa Monica has 4.0 release time for FA, and 5.0 during negotiations. Release time is necessary in order for shared governance to be effective.
Class Size	Shared governance, Senate C & I - 2011 numbers based on sound classroom practices, and as voted upon by faculty senators and V.P. Miller and campus Deans at C & I, chaired by Mat Jordan. In the semester that those numbers were implemented, Fall 12, the FTES for PCC was higher than that for the average of the 11 comparison schools. Over 13 years, PCC has consistently been higher in FTES by about 5%. This increase in FTES accounts for about \$3.8 M a year over the average FTES for comparison schools.
Adjunct Reappointment	Current adjuncts will have first right of refusal, over new adjuncts for reappointment to classes.
Contract Faculty Ancillary Pay	Work outside of the scope of the contract and above the 5 hours a week of shared governance/continuing education will be paid at the faculty hourly contract rate.
Adjunct Ancillary Pay	Adjunct Faculty will be compensated for work they do outside of their teaching load at their hourly rate, this includes shared governance and professional development.
Retiree Health Insurance	Retirees will be given \$2000 annually to help cover the cost of Medicare supplementary insurance (currently \$1440).
Adjunct Faculty Health Care Support	The district will move towards providing some health care support for adjunct faculty who have no access to health benefits through other workplace health care programs.