

Comparison of AFT 2121 and District Compensation Proposals

| AFT 2121 8/12/15 | District/CCSF Admin 9/2 + 10/14/15 |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 2015-16 | |
| <ul style="list-style-type: none"> • 3.7% Restoration for BOTH FT and PT faculty; restore ALL faculty to 2007-08 salary schedule • 5.3% increase for BOTH FT and PT faculty (1/3 of 16% increase over 3 years) * • Restore frozen salary step from 2009-10 † | <ul style="list-style-type: none"> • 1% State COLA increase for all faculty • 3.7% Restoration for FT faculty only • 1.1% increase for FT faculty ‡ • No restoration or increase for PT faculty; reduce pro-rata § • No restoration of salary step from 2009-10 † |
| 2016-17 | |
| <ul style="list-style-type: none"> • 5.3% increase for BOTH FT and PT faculty * | <ul style="list-style-type: none"> • State COLA for all faculty (estimated 1% increase) |
| 2017-18 | |
| <ul style="list-style-type: none"> • 5.3% across-the-board increase * | <ul style="list-style-type: none"> • State COLA for all faculty (estimated 1% increase) • Potential increase based on growth/salary formula; Future increases must be tied to “productivity” improvements.** |

+ 1.5% (FT)
 + 2.23% (PT)
 off-schedule
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Rationale / Comments / Notes

The District announced a plan to reduce scheduled classes by 5% in each of the next 3 semesters (Spring '16, Fall '16, Spring '17) for a total reduction of the class schedule by 15%.

* 16% increase proposed over 3 years, to account for inflation/ lost buying power. (16% total increase estimated at 5.3%/yr here for comparison purposes only)

† A significant number of FT and PT faculty continue to lose as much as \$2,400 annually from a frozen step

‡ District proposes to exclude all PT faculty from Restoration of Salary, using money instead to raise FT salaries by 1.1%.

§ CA State law calls for “Equal pay for equal work” for community college PT faculty. 2003 agreement defines parity at CCSF as 100% pro-rata pay. District’s proposal contradicts both.

Admin. proposes to exclude PT faculty from future pay increases until PT pro-rata is significantly reduced from current level of 86%. (Stated goal is to roll PT pay back to approx. 77% pro-rata.)

** “Productivity”= FTES (class size) / FTEF faculty

updated 10/15/15
 aft2121.org