AFT 1828 RATIONALE
ARTICLE THREE REOPENER

SALARY INCREASES: Increase all faculty salary schedules by funded COLA and 13% effective July 1, 2024, 7% effective July 1, 2025, and 7% effective July 1, 2026.

RATIONALE TO THE DISTRICT

HIGH COST OF LIVING

- Over the past decade, faculty wages failed to keep pace with the cost of living and inflation.
- The cost of living in Ventura County has risen to the 11th highest in the state, particularly with regard to housing, utilities, and transportation.

INCREASED HOUSING COSTS

- Over the past decade, **home prices increased 87–100%. Average rent** for a two-bedroom apartment **has increased by 30-50%**.
- According to the California Association of Realtors and other sources, a significant portion of the population is now "cost-burdened," meaning they **spend more than 30% of their income on housing**.
  - In 2013, the median home price in Ventura County was around $400,000.
  - By 2023, the median home price had climbed to between $750,000–$800,000.
  - **Housing prices** will not decline as inflation decreases. They will remain high due to the current housing crisis (see Cal Lutheran Study)
  - In 2013, **the average rent** for a two-bedroom apartment was $1,600–$1,800 per month.
  - By 2023, the average rent had risen to $2,500–$3,000 per month, depending on location.

NONCOMPETITIVE SALARIES

- New faculty salaries in VCCCD ranks 70th out of 72 colleges in the state. VCCCD is losing faculty to other institutions that offer higher pay.
- Faculty morale remains low. Providing fair compensation signals to faculty that the district values their expertise and dedication. A workforce that feels valued and fairly compensated is more engaged, innovative, and committed to success.

FACULTY'S ROLE IN VCCCD'S SUCCESS

- An appropriate salary increase acknowledges the critical role faculty play in the success of the district, at the three colleges, and its students.
- Since faculty are directly responsible for delivering the core educational services of the district, using budget surpluses **(over $94 million in reserves)** for wage increases is a wise investment in the institution's future.

COLA PASSTHROUGH: If the district receives an approved and funded COLA, the District will allocate 100% of faculty's share towards all salary schedules. Should COLA revenues be increased as a result of retroactive calculations performed by the State Chancellor's Office, the adjustment will be applied to all salary schedules in the next year along with any new COLA.

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<tr><td>RATIONALE TO THE DISTRICT</td><td>
MAINTAINS FINANCIAL STABILITY FOR FACULTY

The cost of living (housing, utilities, and daily living expenses) increased by 15.4% over the past three years due to inflation.
Without salary adjustments, the real value of our salaries declines, making it harder for us to meet basic financial needs.

ALIGNS WITH STATE FUNDING AND PRACTICES

COLA is provided by the state to offset inflationary pressures for institutions and public employees.
The state recognizes that inflation affects the cost of operating educational institutions, including faculty salaries, it is logical and only fair for faculty to receive this adjustment to keep their wages in line with rising living costs.

PROMOTES EQUITY WITH OTHER PUBLIC EMPLOYEES

Other public employees receive COLA to adjust for inflation. Denying VCCCD faculty the same adjustment continues to create inequity between us and other public sector workers.

REFLECTS THE INCREASED COST OF EDUCATION DELIVERY

Faculty often face increased costs related to their jobs (professional development, certification/licensing requirements, and tools/knowledge required to create instructional materials)
The COLA helps to ensure that faculty can afford to continue delivering high-quality education without being financially overburdened.

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<tr><td colspan="2">INCREASE “YEARS OF SERVICE” INCREMENTS: Add years of service increments for contract faculty with 11 to 15 years of service, 30 to 35 years of service, and one for 36+ years of service. Base percentage of all years of service increments on a higher step and higher percentage.</td></tr>
<tr><td>RATIONALE TO THE DISTRICT</td><td>
REWARDS LONG-TERM COMMITMENT AND EXPERTISE

Long-term faculty members develop deep institutional knowledge and valuable expertise, which benefits students and the college as a whole.
Acknowledges long-term faculty commitment and ensures that experienced faculty are fairly compensated for the significant contributions they make over time.
Long-term faculty play a key role in maintaining the quality of educational programs and ensuring continuity in academic standards.
Ensures that faculty who possess this invaluable knowledge feel appreciated and adequately compensated, which in turn benefits the college as a whole.

ENCOURAGES FACULTY RETENTION

Is critical for maintaining continuity, educational quality, and a stable learning environment.
Incentivizes faculty to stay with VCCCD for the long term, reducing turnover and the associated costs of hiring and training new faculty.
Stability leads to stronger academic programs and greater student success, as experienced faculty bring consistency and quality to the classroom.

COMPENSATES FOR CAPPED SALARY SCHEDULES

Salary schedules "top out" after a certain number of years, meaning faculty reach a salary ceiling with no further increases.

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<tr><td></td><td>● Prevents salary stagnation many of our long-serving faculty are experiencing and ensures that they continue to be compensated for their growing experience and contribution.

ATTRACTS HIGH-QUALITY TALENT
● New faculty members often consider long-term earning potential when choosing where to work. A salary schedule that includes multiple years of service increments with opportunities for continued growth based on experience will make VCCCD more attractive to top candidates.
● Ensures that the district can recruit the best educators, which ultimately benefits students through improved teaching quality.</td></tr>
<tr><td colspan="2">INCREASE STEPS IN NON-CONTRACT SALARY SCHEDULES BY FIVE: Starting Fall 2024, faculty at Step 7 on non-contract salary schedules shall be assigned to one of the new steps based on the process outlined in 3.13.</td></tr>
<tr><td>RATIONALE TO THE DISTRICT</td><td>IMPROVES COMPENSATION FOR EXPERIENCE AND EXPERTISE
● By extending the salary steps, the district can better reward part-time faculty members for their growing expertise, valuable teaching experience, and contribution to student success.

ATTRACTS AND RETAINS QUALITY PART-TIME FACULTY
● Part-time faculty are a significant portion of the instructional workforce (41% or more). Offering additional salary steps makes the position more attractive to both current and prospective part-time educators.
● Incentivizes faculty to remain with the district for a longer period, which helps maintain continuity and stability in academic programs.

ALIGNS WITH INDUSTRY STANDARDS AND COMPETING COLLEGES
● Because VCCCD does not offer competitive compensation and growth opportunities, part-time faculty choose to work at institutions with better salary structures.
● Adding more steps ensures VCCCD remains competitive in attracting and retaining talented part-time educators.

PROVIDES FINANCIAL STABILITY FOR PART-TIME FACULTY
● By expanding the salary schedule, the district can offer part-time faculty more long-term financial security.
● This ensures that the district has a stable, experienced workforce to meet student needs.

ENCOURAGES INNOVATION, INCLUSIVE INSTITUTIONAL CULTURE, AND CONTINUOUS IMPROVEMENT
● Part-time faculty often feel overlooked or undervalued compared to their full-time counterparts. By adding more salary steps, the district demonstrates its commitment to treating all faculty equitably and valuing their contributions
● Adding more salary steps shows that the district values the long-term contributions of part-time faculty, fostering an environment that encourages ongoing innovation, increased student engagement, and excellence in teaching.</td></tr>
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