San Diego Adjuncts **October 29, 2021**

Salary Schedules: AFT Guild Adjunct/Overload and at VCCFA

Compare and contrast half-time entry level salaries

Pay is always a combination of workload and pay-rates. I may have some points wrong but from what I've learned, a "full-time" workload in SD is about 525 hours. Let's say a half-time workload is 265. And using the Class 5 hourly rate of $81.12 that would yield an annual rounded half-time salary of $21,500 for a half-time workload. (At Class 6, it be about 22,575 and at Class 1 $17,690)

At VCC postings can be for a regular job or for a term job; qualifications are the same.. The qualifications are determined by teaching area, not by the job-status. If hired then one is "step-placed" on our 11 step scale. One can be placed without bar. These days people most often, through a combination of training and experience are placed about step 3, some are higher.

VCCFA Top 5 salary steps and term hourly rates April 21 to March 22, rounded amounts					
	Annual		hourly		Half-time annual
1	98980		98.50		49490
2	92720		92.25		46360
3	86370		85.95		43185
4	82840		82.40		41420
5	79800		79.40		39900

Workloads for terms and regulars are equivalent and based on 25 hours of assigned duty per week. Assigned duty is made up of student contact work and non-contact work. The ratio varies by department. An applied department might be 24/1, counselling and library might be 22/3, developmental work about 20/5, university-transfer 16/9. These ratios are the same for regular and non-regular folk whether full-time or part-time. (We caution folks that they're not on a 25-hour clock, they may need more time to do all their marking etc, this is the time for which the college has the right to know where you are and what you're doing.)

Using UT as an example, if one is half-time then one's weekly profile is 8 hours of class time and 4.5 hours of office/meeting/committee/project time. The 8 hours of class time runs from Sept to April on a traditional academic year, roughly 32 weeks. (An annual half-time in-class load would be about 256 hours which seems close to the 265 number used above.)

One is not paid for "student contact" time. One is paid for 8 months at 12.5 hours a week (half of the assigned duty amount) and in UT gets 2 months of paid PD time as well. So at step 3 one's pay is about $43,200—that is exactly the same as a half-time regular at step 3 would get. (it's +$35k US). At no extra charge, there's Canadian medical, plus extended health (including pharmaceuticals, physio/massage, etc), sick leave, and dental. Pension plan participation is mandatory. One advances up after every fte year so at half-time, step 2 would be $46,360, and step 1 is $49,490.

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