**COST RATIONALE FOR BUDGET REQUESTS**

**1) $50 million in new resources to increase the salaries of temporary, part-time faculty as a first step toward achieving pay equity with their tenured/tenure-track colleagues:**

Currently, temporary, part-time faculty earn considerably less than their tenured/tenure-track counterparts. The average salary of a part-time faculty member teaching a full-time equivalent load is approximately $35,784 per year1. Compare that to the $89,727 average salary of a tenured/tenure-track faculty member1.

Taking into account the fact that the part-time faculty member is only compensated for direct teaching and related duties, and he/she is not compensated for office hours or committee work as part of her/his base pay, the equivalent tenured/tenure-track salary would then be reduced to $56,0792. Thus, an equity gap of $20,295 still persists between the average temporary, part-time faculty member and her/his tenured/tenure-track counterpart for performing the *exact same* duties.

Statewide, there are approximately 16,607 full-time equivalent temporary, part-time faculty. Bringing all of these positions up to equity pay would require (16,607 X $20,295 =) $337,039,065. **The $50 million we are seeking addresses the first 15% of the current disparity. If more full-time positions are created as per #3 below, the magnitude of this imbalance would be reduced accordingly.**

**2) $30 million in new resources to fund paid office hours for temporary, part-time faculty:**

Utilizing the same 16,607 statewide number of full-time equivalent temporary, part-time faculty, and assuming each full-time equivalent faculty member would be required to hold five office hours per week (one hour per week for each course taught, on average) that would equate to (16,607 X 5 hours/week X 35 weeks/year =) 2,906,225 office hours per year. Assuming a statewide average non-classroom rate of pay for part-time faculty of approximately $40.90/hour, $118,864,602 would be needed to fully fund this program. **The $30 million we are seeking would fund approximately 25% of this need. If more full-time positions are created as per #3 below, the necessity for this amount of funding would diminish accordingly, as full-time faculty are required to hold office hours.**

**3) $100 million in new resources for the conversion of existing part-time temporary faculty to full-time faculty status:**

Using the average salary of $35,784 per year for the full-time equivalent temporary, part-time faculty member and a modest $70,000 average starting salary (including benefits) of a newly hired tenured/tenure-track faculty member, it would cost ($70,000 – $35,784 =) $34,216 to convert a full-time equivalent temporary, part-time faculty position to a full-time tenure-track position.

Using the statewide goal of 75% of all sections being taught by full-time faculty, this would require the conversion of 7,7621,3 part-time positions, or (7,762 positions X $34,216 per conversion =) $265,584,592 to reach the statewide goal of 75%. **The $100 million we are seeking would meet the first 38% of the legislature’s stated goal in Education Code § 87482.6.**

1Fall 2013 California Community Colleges, Chancellor's Office Datamart Report.

2A typical tenured/tenure-track work week consists of 15 hours of in-class time, plus 10 hours classroom preparation time = 25 hours or 62.5% of a 40 hour workweek. The remaining time is spent in office hours, committee work, curriculum development, etc.

3Tenured/Tenure-Track FTEF = 18,773. Part-time, temporary = 16,607 FTEF for a total of 35,380 FTEF. 75% of 35,380 = 26,535 FTEF if we are to meet the 75% statewide goal. Thus (26,535 – 18,773 =) 7,762 FTEF of existing part-time temporary positions would need to be converted.