

PART-TIME FACULTY AND PROFESSIONAL STAFF; How do I calculate what my new hourly rate will be by the end of the contract?

For part-time Day unit professional staff and faculty (non-DCE) members, the good news is that there are several pay raises of various kinds included in our Tentative Agreement that, once it is ratified, represent significant advancements from our last contract. With the implementation of the new salary grid in July 2022, our longest-serving part-time unit members will receive as much as a 40% raise.

To figure out what your hourly rate is in 2021 and 2022, you will need your hourly rate from 2020 (for those at the minimum that would be \$30.03/hr) and your total years of continuous service to the college. Continuous service is NOT the same as your seniority. It is defined in the new Day part-time salary grid MOA as follows:

“continuous service shall mean that the part time unit member has not retired, resigned or otherwise separated from employment with the college or had a break of one year or more during which the part time unit member did not work for the college without authorized leave.”

So let’s take a look at a sample calculation for someone who was making the minimum hourly rate of \$30.03 in 2020, with 5 years of continuous service.

- In 2021, the minimum hourly rate increased by 2.5% in line with the Governor’s parameters for across the board increases.
 - $\$30.03 \times 1.025 = \30.78
- This raise is retroactive, and that retroactive sum will be calculated from the first full pay period of July 2021, until the date this raise is implemented in HRCMS. **This will be paid out after she receives her raise.**
- In addition, we will assume this person was employed as of July 1st, 2021 and is still employed as of the date of ratification of the agreement and so will be eligible for a **1.5% COVID recognition bonus based on their annual earnings for the period from July 1, 2020 to June 30, 2021**
- If this person made a total of \$15,000 in FY 2021, their 1.5% COVID recognition bonus would be \$225.00. **This is NOT added to base pay.**
- In July 2022, part-time Day faculty and professional staff unit members making under the new minimum rates will be placed on the new part-time salary grid. This is where our sample member would see the greatest increase.

Part-Time Day Salary Grid - *If ratified, will become effective the first full payroll of July 2022*

Interval 1 for first 3 years of Continuous Service:	\$32.00
Interval 2 at 4th Year of Continuous Service:	\$35.50
Interval 3 at 7th Year of Continuous Service:	\$39.00
Interval 4 at 10th Year of Continuous Service:	\$42.00

- Since our sample Day part-time unit member has 7 years of continuous service as of July 2022, their hourly rate would further increase from \$30.78 to \$39.00. **This will be paid retroactively to July 2022 after the raises show up in HRCMS.**
- This unit member would see a total raise of 30% as soon as the contract goes into effect.
- For Day part-time unit members making OVER the contractual and new grid minimums, they will see increases of 2.5% and 2.0% as of July 2021 and July 2022 respectively.
- For someone making \$50.00 an hour in 2020, that would increase to \$51.25 in 2021 and \$52.28 in 2022. They would also receive the 1.5% COVID Bonus described above.