



YEAR 7, NUMBER 2 – JUNE 25, 2013

## COMPUTING YOUR 2013-14 BASE SALARY and COMPENSATION FOR SUMMER 2013

As many of you are aware, we recently restructured our short session pay methodology. However, the new pay scales will be implemented as of July 1, 2013. Given that our Summer session began on June 24 in Credit instruction and a week before in our Non Credit areas, the few days preceding July 1 will be compensated according to the old structure.

On June 24, the Board of Trustees approved the 2013-14 budget and gave the go ahead to implement the 1 percent deferred raise negotiated five years ago. Therefore, ALL salary schedules (fulltime and adjunct) will be augmented by 1 percent on July 1; in addition, Schedule A (fulltime salary schedule) will be increased by an extra 2 percent on July 1 (and another 2 percent the following July) as a result of the reduction in pro-rata pay in short sessions for fulltime instructional faculty and librarians and hourly pay for Student Services Specialists.

Below is an explanation of your pay for 2013-14:

### **I. Fulltime Faculty:**

1. Fulltime Instructional/Library/Student Services Specialist Faculty **Base Pay** for 2013-14:

Find your placement on Schedule A using the link <http://glendale.edu/Modules/ShowDocument.aspx?documentid=9861> and multiply your current salary by 1.0302. **The resulting number will be your base pay for 2013-14.**

For example, Faculty Member X who will be on Step 20, Column V this Fall will see her base salary raised by 3.02 percent from the current \$91,477 to \$94,240. (This amount will be raised by another 2 percent the following July to \$96,124; furthermore, additional raises may be

negotiated in the coming year as the District is scheduled to receive both growth and COLA dollars from the state.)

2. **Summer 2013 Compensation for Fulltime Instructional Faculty:**

Suppose that Faculty Member X above teaches in a 15-unit load area and is scheduled to teach a 3-unit course this summer that began on June 24 and lasts five weeks.

- a. During the first week of class (prior to July 1), X will be paid according to the old pro-rata method:
  - i. Her annual salary (capped at step 8) is \$71,688 (short session pay used to be capped at step 8, regardless of one's current placement on the salary schedule). Use the link above to find the amount corresponding to your particular case.
  - ii. Dividing \$71,688 by 30 (twice the load in her area of instruction) will yield her PER UNIT pay for short sessions, or \$2,390. (If you are in load 19, for example, you should divide the amount found in the previous step by 38.)
  - iii. We now multiply the per-unit pay by the number of units taught:  $\$2,390 \times 3 \text{ units} = \$7,170$ . (This used to be the amount Faculty Member X received prior to 2011 in total compensation for her 3-unit course.)
  - iv. We divide \$7,170 by the total number of days of instruction (19 for five-week classes and 23 for six-week courses) to obtain the per-diem rate:  $\$7,170/19 = \$377.37$ .
  - v. Multiplying \$377.37 by 4 (the number of work days in Summer 2013 prior to July 1) will yield X's pay for the first week of summer session:  $377.38 \times 4 \text{ days} = \$1,509.48$ . (Areas that began Summer session prior to June 24 should adjust the number of days accordingly.)
- b. The remaining days of Summer session (after July 1) will be paid at the new rate found on Page 13 of the following link:

<http://glendale.edu/modules/showdocument.aspx?documentid=18492>

X, being in a 15-unit load area, will be compensated according to Schedule B-15. Her hourly rate for short sessions is \$88.02 (class V, step 8 and up), but now augmented by 1 percent to yield  $88.02 \times 1.01 = \$88.90$  per hour.

A 3-unit class meets for a total of 54 hours (18 hours per unit) which, spread over a five-week session, amounts to 10.8 hours of instruction per week. For the remaining four weeks of Summer 2013, Professor X will be paid:

$\$88.90 \text{ per hour} \times 10.8 \text{ hours/week} \times 4 \text{ weeks} = \$3,840.48$ .

Therefore, X will receive a total amount of  $3,840.48 + 1,509.48 = \$5,349.96$ .

### 3. Summer 2013 Compensation for Fulltime Librarians:

Fulltime Librarians typically work in 180-hour blocks over a six-week period in short sessions. Suppose Librarian Y is currently placed on Step 14, Class III. Her salary, capped at step 8 (for the purpose of short session computation) is \$65,541.

The short summer compensation –the equivalent of instruction’s pro-rata- used to be 1.67 x monthly salary. In the case of Y, this translated to  $1.67 \times \$6,554.10 = \$10,945.37$  in short session pay.

During the first week of Summer 2013, Librarian Y, if on duty, will receive one sixth of the above amount, or \$1,824.22. The remaining five weeks will be paid at 65 percent of her Schedule A placement capped at step 8. However, given that Schedule A will undergo a 3.02 percent increase, the amount \$1,824.22 of weekly pay will be raised by that percentage, equaling \$1,879.31.

The remaining five weeks of Summer 2013 will be paid at 65 percent of \$1,879.31:  
 $\$1,879.31 \times 0.65 \times 5 \text{ weeks} = \$6,107.76$ .

Therefore, Y’s total compensation for Summer 2013 will be:  $6,107.76 + 1,824.22 = \$7,931.98$ .

### 4. Summer 2013 Compensation for Fulltime Student Services Specialists:

Student Services Specialists will be paid at their current short session pay rates (annual salary capped at step 8 and divided by 1,085) during the days prior to July 1.

The hours worked on or after July 1 will be compensated at 65 percent of the pre-July 1 amounts, but subject to the same 3.02 increase in Schedule A as other fulltime groups.

Suppose Faculty Member Z is currently on Step 22, Class IV of Schedule A. His hourly short session compensation for the hours worked prior to July 1 is:  $68,543/1,085 = \$63.17$ .

For hours worked on or after July 1, the hourly rate for Z will become:

$$(\$63.17 \times 1.0302 \times 0.65) / 1,085 = \$42.30$$

## II. Adjunct Instructional Faculty:

All Summer 2013 hours worked prior to July 1 will be compensated according to Schedule B2 (to access Schedule B2, click on

<http://glendale.edu/Modules/ShowDocument.aspx?documentid=5553>).

All short session hours of instruction on or after July 1 will be paid at the same rate as fulltimers (see pages 12 and 13 of <http://glendale.edu/modules/showdocument.aspx?documentid=18492>).

### **III. Counseling Faculty:**

Counseling faculty, full and part-time, and adjunct faculty in other Student Services areas will see no change in their pay methodology during the Summer 2013 session; however, they will receive a 1 percent increase to their pay for all hours worked after July 1.

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