PROPOSAL FROM THE PASADENA CITY COLLEGE FACULTY ASSOCIATION TO THE PASADENA AREA COMMUNITY COLLEGE DISTRICT
Part-Time Faculty Compensation

November 12, 2026

The Pasadena City College Faculty Association ("Association") proposes to the Pasadena Area Community College District ("District") the following amendments to the parties' Collective Bargaining Agreement ("Agreement"), pursuant to section 12.0 of the Agreement, which states: "The Parties agree that either party may re-open Article 12 (Salary Schedules) and Article 5 (Working Conditions) if necessitated by a court ruling or changes to applicable law regarding part-time instructional faculty and any such re-opener shall be for that limited purpose only." All other provisions of the Agreement shall be deemed to remain unchanged except as set forth below or as otherwise mutually agreed.

Key: red text is new language proposed by the Association; ~~red strikethrough~~ is language deleted; black text is current Agreement language and is unchanged.

1. **Effective Date and Schedules**: this agreement is effective starting the first day of the Fall 2027 semester. Effective that day, Schedules B and G state compensation per Catalog Hour, as defined in section 5.8.7.a, at the hourly rates in effect on the preceding day, so that the compensation for any assignment is unchanged. The schedules attached as Exhibit A are the schedules in that form at the rates in effect on the date of this agreement and will be republished at the rates in effect on the effective date.

2. Article 5, "Working Conditions," is amended as follows:

5.8 **PART-TIME FACULTY – CREDIT COURSES**

5.8.1. Part-time faculty should be paid comparable to full-time faculty for the same responsibilities. Achieving the goal of comparable pay for comparable work means that the District has reached parity. In years where faculty receive increases, the parties agree in negotiations to work towards parity by ensuring that part-time faculty receive a higher percentage increase than full-time faculty.

5.8.2. Comparable work for full-time and part-time faculty is defined as classroom teaching, class preparation and grading, advising students, and assessment work.

5.8.3. A full-time faculty weekly teaching load for credit courses is defined in Article 5.6. Therefore, full-time faculty members spend 39.5 out of a 45-hour workweek, or 87.5% of their load on comparable work to that of part-time faculty.

5.8.4. Part-time parity, therefore, is defined as 87.5% of the responsibilities of a full-time faculty member. Part-time faculty members are not responsible for college service.

5.8.5. The Association and the District will conduct further negotiations to determine how the parity percentage is applied to the various salary schedules on which faculty are paid on an hourly basis, and how any increase in part-time salary is computed in relation to the goal of parity.

> Parity Formula – Parity formula shall be calculated on a full-time faculty spending 39.5 hours per week out of 45 hours per week on comparable duties as part-time faculty or 87.8% per week of their time on the same duties as Part-Time Faculty. (39.5/45=87.8%).

5.8.6. Office Hours – Part-time faculty (Credit) ~~will be authorized and approved to work only up to the following office hours per semester, which will be paid at the employee's hourly rate for each assigned lecture hour:~~

~~Lecture/Lab Units~~	~~Office Hours~~
~~.5 up to 2.99~~	~~8 hours~~
~~3 up to 7.99~~	~~10 hours~~
~~8 or more~~	~~12 Hours~~

shall hold, and be paid for, one (1) office hour per term for each three (3) Catalog Hours assigned, and not fewer than eight (8) office hours per term, paid at the "Full-Time Equivalent Hourly Rate," which is the Schedule A annual salary for the same class and step divided by one thousand four hundred forty (1,440). Virtual office hours under section 13.5 count toward this obligation.

Scheduling of such office hours will be subject to the approval of the applicable dean and listed on the course syllabus. Office hours will be held on no less than four days, and no shorter than one-half hour per day. Office hours shall be held based on a schedule posted no later than the first Monday following the opening of a semester. Office hours will be considered as professional ancillary activities, and as such, will not be counted for purposes of calculating eligibility for contract or regular status under the Education Code. (See Educ. Code §§ 87482.5, 87884).

Part-Time faculty will have the option to conduct their office hours remotely synchronously. Conducting office hours remotely means that part-time faculty are interacting live with students in an approved synchronous platform, in addition to interacting with students via chat, text, or email.

5.8.7. Assignment Compensation by "Catalog Hour."

a. A "Catalog Hour" is defined as an hour of lecture, laboratory, activity, field practice, or noncredit instruction designated for a course in its Course Outline of Record, as published in the College Catalog. The Catalog Hours of a section are the hours so designated for the course and scheduled for the section, and are the same in an intersession as in a semester.

b. Part-time faculty are paid a fixed amount for each instructional assignment, determined by multiplying the Catalog Hours of the section by the Catalog Hour rate on Schedule B or G; for a non-instructional assignment, the amount is the hours assigned multiplied by the rate on Schedule 5. The compensation for an assignment is fixed when the assignment is made and is paid in equal installments over the term.

c. Substitute service for another faculty member's section is paid at the Catalog Hour rate for each hour of class taught.

d. Sections 5.8.7 through 5.8.13 apply to credit and noncredit part-time assignments. Sections 5.8.1 and 5.8.2 apply to noncredit part-time faculty.

5.8.8. Work Compensated by the Catalog Hour Rate.

a. The Catalog Hour rate compensates classroom teaching and class preparation and grading, as those duties are described in section 5.8.2. Advising students in office hours and course student learning outcomes assessment are compensated under sections 5.8.6 and 5.8.9.

b. The rate is calculated on the basis of the following total hours of work for each Catalog Hour, one hour of classroom teaching plus class preparation and grading: lecture, 2.0; laboratory, 2.0; laboratory in a physical education activity course, 1.43; classes in a block program, 1.5; activity, 1.74; noncredit, 1.5; field practice, 1.2.

c. The hours stated in this section are the basis for the rate and not a required amount of work. How the work is performed, and the time it takes within the limit in section 5.8.11, is within the faculty member's professional judgment and does not affect the compensation for the assignment.

5.8.9. Student Learning Outcomes. For each section in which a part-time faculty member completes and submits the student learning outcomes assessment report required by section 5.3.3, the faculty member is paid two (2) Catalog Hours at the Catalog Hour rate.

5.8.10. Other Required Duties.

a. When the District directs, requires, or requests a part-time faculty member to attend department or division meetings or other meetings, to participate in the evaluation process beyond the self-evaluation report and evaluation meetings, to complete

District-mandated, assignment-specific, or distance education training or recertification under section 13.3, to perform curriculum work, program review, or institutional or program learning outcomes assessment, or to perform any other work outside section 5.8.8, the work is compensated at the Full-Time Equivalent Hourly Rate for each hour of work or any portion of an hour.

b. Internship supervision under section 12.10.1, large group instruction under section 5.12, and FLEX under section 5.13 are compensated as provided in those sections.

5.8.11. Hours in Excess of the Rate Basis.

a. A faculty member who believes the work described in section 5.8.8 will exceed the hours stated in section 5.8.8.b is expected to inform the dean so that needed support can be discussed to keep the work within that limit.

b. A faculty member shall not be required to work beyond that limit without pre-approval, and any additional pre-approved hours beyond that amount are compensated at the Full-Time Equivalent Hourly Rate.

c. No adverse action shall be taken against a part-time faculty member for informing the dean under this section of a need for additional support or for declining to work beyond the limit without pre-approval.

5.8.12. No Acknowledgment, Certification, or Timekeeping.

a. No part-time faculty member shall be required, as a condition of an assignment, reemployment, or payment, to sign any acknowledgment, certification, or release concerning compensation, duties, or hours of work, or to record or report hours of work, except the office hour schedule under section 5.8.6, the report under section 5.8.9, and the hours compensated under sections 5.8.10, 5.8.11, and 5.8.13.a.

b. Before each assignment begins, the District shall give the faculty member written notice of the assignment, the Catalog Hours or hours assigned, and the compensation for the assignment.

5.8.13. Cancelled and Lost Assignments. When the District cancels, reduces, or reassigns a section assigned to a part-time faculty member:

a. If the assignment is lost more than ten (10) calendar days before its first meeting, the faculty member is paid, at the Full-Time Equivalent Hourly Rate, for the hours of work the faculty member performed for the assignment before the loss, as reported by the faculty member.

b. If the assignment is lost within ten (10) calendar days before its first meeting, the faculty member is paid ten percent (10%) of the compensation for the assignment or the amount under subsection a, whichever is greater.

c. If the assignment is lost after its first meeting, the faculty member is paid the compensation for the assignment prorated through the date of the loss, plus ten percent (10%) of the compensation for the assignment.

d. The District shall give the faculty member written notice no later than the date the assignment is lost. This section does not apply when the faculty member relinquishes the assignment voluntarily or is removed from it for cause. The loss of an assignment under this section does not affect the faculty member's standing under Article 15.

5.9. TEACHING FACULTY – NONCREDIT CLASSES

5.9.1. The full-time noncredit load shall be one hundred seventy-six (176) days per fiscal year, forty-five (45) hours per week consisting of twenty-five (25) teaching hours, twelve (12) preparation hours, four (4) office hours, and four (4) hours for governance and/or professional development. First-year contract (probationary) and temporary faculty shall have two (2) additional days of assignment for orientation.

The eleven-month full-time non-credit load shall be one hundred ninety-eight (198) days per fiscal year, forty-five (45) hours per week consisting of twenty-five (25) teaching hours, twelve (12) preparation hours, four (4) office hours, and four (4) hours for governance and/or professional development. First-year contract (probationary) and temporary faculty shall have two (2) additional days of assignment for orientation.

The assignment of a twelve-month full-time, non-credit member of the unit shall be two-hundred-twenty days (220) days per fiscal year, forty-five (45) hours per week of twenty-five (25) teaching hours, twelve (12) preparation hours, four (4) office hours, and four (4) hours for governance and/or professional development. First-year contract (probationary) and temporary faculty shall have two (2) additional days of assignment for orientation.

Faculty will have the option to conduct up to 80% of their hours remotely.

5.9.2. A minimum of thirty (30) hours of the weekly assignment shall be scheduled. This requirement shall include travel time between two sites when teaching assignments for a given day are on more than one campus.

5.9.3. All overload/hourly assignments are in excess of contractual obligations. Except for the welfare of the College, no contract or regular faculty member shall have a total overload or hourly assignment exceeding an average of nine (9) hours per week in any semester, unless a single assignment exceeds this amount. Exceptions to the nine (9) hour assignment

must be recommended by the Division Dean and approved by the Vice President for Instruction.

5.9.4. Those affected employees on less than 100% assignment shall serve the pro rata hours to those in sections 5.5.1 and 5.5.2.

5.9.5. Office Hours – Part-time faculty (non-credit) ~~will be authorized and approved to work only up to 8 office hours per semester, which will be paid at the employee's hourly rate for each assigned lecture hour.~~ shall hold, and be paid for, one (1) office hour per term for each six (6) Catalog Hours assigned, and not fewer than eight (8) office hours per term, paid at the Full-Time Equivalent Hourly Rate. Virtual office hours under section 13.5 count toward this obligation.

Scheduling of such office hours will be subject to the approval of the applicable dean and listed on the course syllabus. Office hours will be held on no less than four days, and no shorter than one-half hour per day. Office hours shall be held based on a schedule posted no later than the first Monday following the opening of a semester. Office hours will be considered as professional ancillary activities, and as such, will not be counted for purposes of calculating eligibility for contract or regular status under the Education Code. (See Educ. Code §§ 87482.5, 87884).

Part-Time faculty will have the option to conduct their office hours remotely synchronously. Conducting office hours remotely means that part-time faculty are interacting live with students in an approved synchronous platform, in addition to interacting with students via chat, text, or email.

3. Section 5.10.4.b is amended as follows:

Intersession Adjunct Faculty – Credit and Non-credit. ~~Payment for Board-approved or legal holidays is authorized for each Intersession's credit classes if these classes would normally be scheduled on those days. In any case the maximum number of hours to be contracted will be equivalent to the hours per week the class would meet in a regular semester. Payment for the July 4 holiday is authorized for non-credit classes if those classes would normally be scheduled on that day.~~ The compensation for an intersession assignment is not reduced for Board-approved or legal holidays on which the class would normally meet.

4. Section 5.13.2.3.c is amended as follows:

Adjunct faculty who fulfill ~~5.12.2.3.a or b~~ 5.13.2.3.a or b ~~will be paid as if they had taught that day~~ shall have no reduction in the compensation for the assignment for that day.

5. Section 12.1 is amended as follows: “Schedules B and G state compensation per Catalog Hour as defined in section 5.8.7.a, at the same rate for each catalog designation, and hours for purposes of section 12.6 are Catalog Hours.”

6. Section 12.9 is amended as follows:

12.9.1 Teaching Faculty. The hourly schedule for teaching faculty, including the overload differential, can be found in ~~Schedules B-1 and D~~ Schedule O.

12.9.2 Non-teaching Faculty. An amount equal to four percent (4%) of the hourly rate of any non-teaching academic employee will be added to the hourly rate of such employee, when hourly work is performed on any regular assigned monthly paid work day(s). For the purposes of this section, hourly service in a week which exceeds normal full-time service will be entitled to the four percent (4%) differential, except that in no case will hourly teaching assignments be entitled to the four percent (4%) teaching differential during summer intersessions.

12.9.3 **Overload Assignments**. Compensation for an overload assignment of a contract or regular faculty member is the Catalog Hours of the section multiplied by the rate on Schedule O, is fixed when the assignment is made, and is paid in equal installments over the term.

7. **Prior Periods and Claims.** Nothing in this agreement characterizes the compensation paid for, or the duties associated with, any assignment performed before the first day of the Fall 2027 semester, or waives, releases, limits, or determines any claim or defense of any person under any statute or wage order.

8. **Ratification.** This agreement is subject to ratification by the Association’s membership and approval by the Board of Trustees.

Exhibit A – Schedule B: Adjunct Semester Faculty

Rate per Catalog Hour

Step	A	B	C	D	E
1	$77.81	$79.63	$81.52	$83.46	$87.25
2	$79.63	$81.52	$83.46	$85.33	$89.11
3	$81.52	$83.46	$85.33	$87.25	$90.99
4	$83.46	$85.33	$87.25	$89.11	$92.95
5	$85.33	$87.25	$89.11	$90.99	$94.81
6	$87.25	$89.11	$90.99	$92.95	$96.77
7	$89.11	$90.99	$92.95	$94.81	$98.65
8	$90.99	$92.95	$94.81	$96.77	$100.49
9	$92.95	$94.81	$96.77	$98.65	$102.42
10	$94.81	$96.77	$98.65	$100.49	$104.35
11	$96.77	$98.65	$100.49	$102.42	$106.22
12	$98.65	$100.49	$102.42	$104.35	$108.14
13	$100.49	$102.42	$104.35	$106.22	$110.07
14	$102.42	$104.35	$106.22	$108.14	$111.87
15	$104.35	$106.22	$108.14	$110.07	$113.79
16	$106.22	$108.14	$110.07	$111.87	$115.76
17	$108.14	$110.07	$111.87	$113.79	$117.57
18	$110.07	$111.87	$113.79	$115.76	$119.46
19	$111.87	$113.79	$115.76	$117.57	$121.40
20	$113.79	$115.76	$117.57	$119.46	$123.29
21	$115.76	$117.57	$119.46	$121.40	$125.19
22	$117.57	$119.46	$121.40	$123.29	$127.13
23	$119.46	$121.40	$123.29	$125.19	$128.93
24	$121.40	$123.29	$125.19	$127.13	$130.84
25	$123.29	$125.19	$127.13	$128.93	$132.76

For purposes of this salary schedule:

1. The Catalog Hour rate compensates classroom teaching and class preparation and grading as provided in section 5.8.8 of the Agreement. Office hours, student learning outcomes assessment, and other required duties are compensated separately under sections 5.8.6, 5.8.9, and 5.8.10.

2. The compensation for a section is a fixed amount determined by multiplying its Catalog Hours by the rate for the faculty member's class and step, fixed when the assignment is made and paid in equal installments over the term (section 5.8.7.b).

3. For each Catalog Hour, the rate is calculated on the basis of the following total hours of work, one hour of classroom teaching plus class preparation and grading (section 5.8.8.b):

Catalog Designation	Load Factor	Total Hours of Work per Catalog Hour
Lecture	1.0	2.0
Laboratory	1.0	2.0
Laboratory in a physical education activity course	0.7143	1.43
Classes in a block program	0.75	1.5
Activity	0.87	1.74
Noncredit	0.5	1.5
Field practice	0.2	1.2

4. Faculty must serve a minimum of 150 ~~hours~~ Catalog Hours to qualify for the next step. After attaining qualifying hours, the effective date for movement is July 1.

5. Rates shown are the Schedule B hourly rates effective July 1, 2025, restated per Catalog Hour; the schedule will be republished at the rates in effect on the effective date of this agreement.

6. The remaining notes on the current schedule (initial step placement, break in service, class categories, and unit definitions) are unchanged.

Exhibit A – Schedule G: Adjunct Intersession Faculty

Rate per Catalog Hour

Step	A	B	C	D	E
1	$69.76	$72.27	$76.22	$80.06	$87.75
2	$72.27	$76.22	$80.06	$83.86	$91.63
3	$76.22	$80.06	$83.86	$87.75	$95.58
4	$80.06	$83.86	$87.75	$91.63	$99.40
5	$83.86	$87.75	$91.63	$95.58	$103.26
6	$87.75	$91.63	$95.58	$99.40	$107.15
7	$91.63	$95.58	$99.40	$103.26	$111.06
8	$95.58	$99.40	$103.26	$107.15	$114.91
9	$99.40	$103.26	$107.15	$111.06	$118.77
10	$103.26	$107.15	$111.06	$114.91	$122.62
11	$103.26	$111.06	$114.91	$118.77	$126.55
12	$103.26	$111.06	$114.91	$122.62	$130.35
13	$103.26	$111.06	$114.91	$122.62	$130.35
14	$103.26	$111.06	$114.91	$122.62	$130.35
15	$107.15	$114.91	$118.77	$126.55	$134.31
16	$107.15	$114.91	$118.77	$126.55	$134.31
17	$107.15	$114.91	$118.77	$126.55	$134.31
18	$111.06	$118.77	$122.62	$130.35	$138.17
19	$111.06	$118.77	$122.62	$130.35	$138.17
20	$111.06	$118.77	$122.62	$130.35	$138.17
21	$114.91	$122.62	$126.55	$134.31	$141.99
22	$114.91	$122.62	$126.55	$134.31	$141.99
23	$114.91	$122.62	$126.55	$134.31	$141.99
24	$118.77	$126.55	$130.35	$138.17	$145.87
25	$118.77	$126.55	$130.35	$138.17	$145.87

For purposes of this salary schedule:

1. The Catalog Hour rate compensates classroom teaching and class preparation and grading as provided in section 5.8.8 of the Agreement. Office hours, student learning outcomes assessment, and other required duties are compensated separately under sections 5.8.6, 5.8.9, and 5.8.10.

2. The compensation for a section is a fixed amount determined by multiplying its Catalog Hours by the rate for the faculty member's class and step, fixed when the assignment is made and paid in equal installments over the term (section 5.8.7.b).

3. For each Catalog Hour, the rate is calculated on the basis of the following total hours of work, one hour of classroom teaching plus class preparation and grading (section 5.8.8.b):

Catalog Designation	Load Factor	Total Hours of Work per Catalog Hour
Lecture	1.0	2.0
Laboratory	1.0	2.0
Laboratory in a physical education activity course	0.7143	1.43
Classes in a block program	0.75	1.5
Activity	0.87	1.74
Noncredit	0.5	1.5
Field practice	0.2	1.2

4. Faculty must serve a minimum of 400 ~~hours~~ Catalog Hours to qualify for the next step. After attaining qualifying hours, the effective date for movement is July 1.

5. Rates shown are the Schedule G hourly rates effective July 1, 2025, restated per Catalog Hour; the schedule will be republished at the rates in effect on the effective date of this agreement.

6. The remaining notes on the current schedule (initial step placement, break in service, class categories, and unit definitions) are unchanged.

District Proposal of September 8, 2026 (Deleted)

~~Addition to Schedule B (Adjunct Semester Faculty), Effective Fall semester 2026~~

~~1. Compensation for Credit and Non-Credit part-time instructional faculty members regarding lecture, lab, out of class preparation and other related instructional duties. This section does not pertain to the compensation of part-time counselors, librarians, and other non-instructional faculty members.~~

~~2. The hourly compensation rates in Schedule B are inclusive of and reflect the expectation that each hour of class instruction is coupled with up to an hour of class preparation and outside related duties. The amount of compensation for the assigned hours is intended to fulfill the academic assignment including lecture, lab, out of class preparation and other outside related instructional duties.~~

~~3. Out of class preparation and other outside related duties include course and instructional material preparation, lecture preparation, lab preparation, exam preparation, grading, communication with students, classroom syllabi preparation, selecting course texts and other instructional materials, evaluation process participation, and communication with District employees and external partners in alignment with the unit members assignment.~~

~~4. Part-Time Faculty Instructors are not permitted to work in excess of the assigned hours. Prior written approval from the Dean is required before performing any additional work. If additional work is authorized, it is agreed and understood the compensation for the additional work will be paid at the applicable minimum California hourly wage. No additional compensation shall be paid without prior written approval by the Dean.~~

~~5. Acknowledgment/Certification - Part-Time Faculty Instructors will sign an acknowledgment that their professional rate of pay includes lecture, lab, out of class preparation, and other outside related instructional duties. This acknowledgment will be submitted with the District's course assignment notification for the semester or intersession. Part-Time Faculty Instructors will submit a certification that compensation was paid in accordance with the salary schedule. This certification will be submitted on a District form by the last day of instruction for each semester or winter/summer session. The 2026/2027 academic year will implement the acknowledgement and certification process. Commencing with the 2027/2028 academic year, if a Part-Time Faculty Instructor fails to submit the certification by the last day of instruction, the Part-Time Faculty Instructor will be provided with a reminder to do so. Part-Time Faculty Instructors may lose their future teaching assignment(s) if the certification is not submitted after the reminder.~~

~~6. These procedures apply to all course units and/or non-credit hours assigned during any regular semester or intersession.~~

~~7. Any dispute related to this section or Schedule B shall be subject to the grievance procedure in the collective bargaining agreement, including but not limited to a grievance brought by an individual part-time bargaining unit member on their own behalf.~~

~~This MOU is subject to ratification by the Board of Trustees. This MOU shall take effect upon its execution and approval by the Parties. This MOU is non-precedential and may not be utilized as the basis for any current or future claim of a past practice.~~

~~This Memorandum of Understanding does not modify the parties' rights or obligations under the current effective Collective Bargaining Agreement (CBA) or the Educational Employment Relations Act (EERA).~~

~~IN WITNESS WHEREOF, the Parties have executed this MOU on the date first above written.~~

Dated: _____	Dated: _____
PASADENA CITY COLLEGE FACULTY ASSOCIATION	PASADENA AREA COMMUNITY COLLEGE DISTRICT
By: _____ Mikage Kuroki, Ph.D. President	By: _____