The Fight for Part-time Parity
How we define parity...

Full-time faculty contract hours (per week):

- 15 hours instruction
- 15 hours prep. & grading
- 5 office hours
- 5 hours of “service”
- 30 student-contact hours
- 5 prep. hours
- 5 hours of “service”

To get an hourly rate, we simply take a FT faculty salary amount, divide by 1400 (35 weeks working 40 hours per week).

- Non-instructional hours are paid at this rate
- Instructional hours are paid at twice this rate since each hour of instruction is two hours of work
Why do we define parity this way?
Steps leading up to parity fight…

- Establish salary schedules (2014)
- Define parity
- 50/50 campaign (2017)
- Organize!
- Contract campaign (2019-2020)
- 2020-21 reopener on parity
Campus Actions
Outreach with community partners
Targeted actions to demonstrate power
Progressive approach that included all groups and gave something to all groups
The reaction...
What now?

- State/National
- Benefits
- Service Work
- Increase FT