

# The More You Know (November 12, 2017)

## ***o·ver·load***

*noun*

*/ōvər,lōd/*

- *an excessive load or amount*
- 

## ***o·ver·time***

*noun*

*/ōvər,tīm/*

- *time in addition to what is normal, as time worked beyond one's scheduled working hours*
  - *payment for time worked beyond one's scheduled hours*
- 

Dear Colleagues,

Words matter. And word-choice matters. How we describe things through language helps shape the narrative in how people create, process, and evaluate concepts. Our contract, for example, refers to “fringe benefits.” But “fringe” is something unconventional and “fringe benefits” are synonymous with privileges. Medical benefits are not “fringe,” in my opinion. It is the law of the land. If you have X number of full-time employees, you are required to provide some level of medical benefits. Unfortunately, part-time employees are not given this same benefit.

This leads to today’s topic of *The More You Know*—the, so-called, Part-Time/Overload Salary Schedule, more commonly known as the PTOL. Part-time faculty already know they receive lower hourly wages to that of full-time faculty salaries, though some districts pay their part-time faculty better than others {cough, Delta}.

For full-time faculty, doing extra work (above your full-time load) and getting paid a rate lower than what you normally would receive is counter-intuitive. I’m sure many of us know people who earn time-and-a-half (or double-time) wages for working beyond normal scheduled hours. Frankly, the Part-Time/Overload Salary Schedule should be more accurately renamed to the Part-Time/Overtime Salary Schedule. PTOT, not PTOL. It is easy to justify paying a lower rate when the connotation of the extra work you do is seen as “excessive.”

The District receives the same amount of apportionment regardless of whether you teach a class as part of your full-load, an overload, or as a part-time faculty member.

**Consider this:**

- Teaching one 3-unit class with 30 students generates \$15,947.36 in apportionment for the YCCD.
- Teaching one 3-unit class with 35 students generates \$18,605.25 in apportionment for the YCCD.
- Teaching one 3-unit class with 40 students generates \$21,263.15 in apportionment for the YCCD.

In this week's edition of *TMYK*, I provide line graphs of all five columns in our PTOT salary schedule. The bottom line shows what you are currently making. The middle line shows what part-time faculty should be making if the District made any effort to reach the 70% parity goal described in Article 14.2 of the contract. And the top line shows what 100% parity would look like if we simply paid everyone the same for the PTOT classes.

**The bottom line:** (1) it certainly doesn't pay to teach part-time in the Yosemite Community College District and (2) it is no bargain for full-time faculty teaching overtime.

Perhaps we need to do some self-reflection. How much self-respect are we willing to ignore so that the YCCD can cash-in on our work while giving most of these rewards elsewhere?

We're worth more than that.

***Stay informed. Stay engaged. Stay united.***

*Jim Sahlman*