



March 2, 2023

TO: THE DISTRICT BOARD OF TRUSTEES OF VALENCIA COLLEGE

FROM: DR. KATHLEEN PLINSKE
President

RE: ADJUSTMENT TO FULL-TIME FACULTY OVERLOAD RATE

Upon certification of the SEIU as the exclusive bargaining representative for Valencia's part-time teaching faculty and part-time instructors on July 2, 2021, Valencia and the SEIU commenced the collective bargaining process.

In 2021, all employees, except for part-time faculty and instructors who were in active collective bargaining negotiations at the time, were granted an average 2.5% salary increase. In 2022, all employees, except for part-time faculty and instructors who remained in active collective bargaining negotiations at the time, were granted an average 4% salary increase.

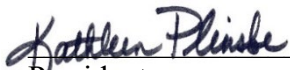
On January 18, 2023, the SEIU bargaining unit members ratified a contract which included a 4% base salary increase, which was approved and ratified by the Valencia College District Board of Trustees on January 19, 2023. The 4% base salary increase was effective on January 19, 2023, and did not include provisions for retroactive pay.

When full-time faculty teach courses beyond their contracted credit load, these extra courses are compensated at an overload rate. Historically, the full-time faculty overload rate had been kept the same as the part-time faculty rate, with few exceptions. In compliance with applicable law requiring the preservation of the status quo during collective bargaining, the full-time faculty overload rate could not be adjusted to reflect the 2.5% salary increase in 2021, nor the 4% salary increase in 2022. Accordingly, the full-time faculty were negatively impacted by the protracted collective bargaining process with the SEIU with respect to part-time faculty salaries and other matters. Full-time faculty therefore did not receive the benefit of what would have been a 6.6% (compounded) increase to the full-time faculty overload rate.

Moving forward, the College will formally decouple the full-time faculty overload pay rate from the part-time faculty salary rate and retain the ability to adjust full-time faculty rates independent of the collective bargaining process and part-time faculty salary rates.

RECOMMENDED ACTION:

The President recommends that the District Board of Trustees of Valencia College approve an 8% increase to the full-time faculty overload rate, effective in the Summer 2023 semester.



President