

AFT Seattle Negotiations Talking Points:

The non-instructional stipend rate, known in our current contract as the faculty program coordinator stipend.

The Problem?

- It's \$25 an hour and hasn't changed since 2003.
- It was only \$22.72 from 1997 to 2003.
- If adjusted for inflation from 1997, it should be **\$32.76!**
- The highest rate we found in the state is \$40; that's at Everett CC.
- K-12 teachers working on the Pathways to Completion grant earn \$40/hour while SCCD faculty earn \$25.

The Solution?

- AFT Seattle proposed \$55.00 an hour, using our faculty substitute rate as a basis. This reflects more accurately the expertise we bring to the tasks we are asked to do to ensure top-shelf educational opportunities for our students.
- Set limits on our own exploitation.

The Obstacle?

- SCCD countered with \$27.
- It will be costly in economic terms.

WHAT CAN YOU DO?

1. Share this information with your dean.
2. Document the work you do beyond your professional obligations.
3. Limit how much you do for low pay or no pay.
4. Talk to your colleagues about this.
5. Discuss the high cost of NOT having fair compensation for non-instructional duties, e.g. the loss of student recruitment, lower retention, slowed program development, .
6. Sign up to observe negotiations and show up to support the team when asked.