



# WHAT'S NEW

No. 23

MAY 2, 2005

## SPOTLIGHT ON SUMMER FACULTY

As our District grew and evolved through the years, more flexible class scheduling patterns became the norm. Each scheduling pattern needed, brought with it a “behind the scenes” increases in processing complexity. Faculty, for instance, often have with multiple assignments, and within those assignments, multiple rates of pay with time worked. In the legacy system, pay was tracked by hours worked per pay period. Much of the work was handled manually. In the new system, the software has the capability to list special payments on the “paycheck stub” and handle pay as monthly salary. Much of the new process is automated. This issue of What’s New compares the old and the new systems.

### THE BASICS

In our legacy system, summer school pay was handled as a separate assignment for each person. Faculty pay was variable since both the pay period hours and the number of pay periods had to be tracked for each faculty member. This process also required a special position, budget, class code, and basis to be set up each fiscal year for each faculty member scheduled to teach a class each year.

### THE CHANGES

In the new system, summer pay will be distributed twice in equal installments, once at the end of July and once at the end of August. Each installment will be equal, using the concepts associated with Level Pay and simplified business operations. Here’s how it works.

- **Combining two positions into one:** Instead of creating a separate summer position and job for each regular faculty member assigned to teach, a summer assignment will now be considered an extension of the regular contract faculty regular instructor job (0741). A summer assignment, when taught, will be identified as a special “recurring payment” for the months of July and August. Payments for the instructor’s regular contract job will be made September through June.
- **Simplify processing:** Instead of processing individual personnel actions for each summer assignment, the summer assignment of pay will be processed as two transactions: one for all regular faculty, and one for adjuncts, each on a simple listing of employees with their F.T.E.
- **Calculating summer pay:** In order to calculate summer assignment pay, the only task necessary in the new system is to determine the Full-time Equivalent (FTE)



### SUMMER SESSION MONTHLY PAY

Regular Monthly Salary X .80<sup>1</sup> X .75<sup>2</sup> = Summer School Monthly Pay<sup>1</sup> Summer Pay Scale<sup>2</sup> 1-1/2 Months Paid Over 2 Months

teaching assignment for the regular faculty member. To do so, College staff need only complete and send a simple to use Excel spreadsheet to the District Office for uploading into the into the new computer system. Pay will be calculated as specified in the collective bargaining agreement: 60% of the regular pay scale and level distributed equally over two months. It’s that easy! Normal adjunct pay will be loaded separately.

### WHO SAID WHAT?

Match the quote to who said it. [For answers, click here.](#)

___ 1. 640K ought to be enough for anybody.	A. Popular Science, 1949
___ 2. There is no reason anyone would want a computer in their home.	B. William H. Gates, Microsoft
___ 3. I think there is a world market for maybe five computers.	C. Ken Olson, DEC
___ 4. Man is still the most extraordinary computer of all.	D. Lee Iacocca, American Businessman
___ 5. I do not fear computers. I fear the lack of them.	E. John F. Kennedy, President, USA
___ 6. Computers in the future may weigh no more than 1.5 tons.	F. Thomas John Watson, IBM
___ 7. The computer is a moron.	G. Isaac Asimov, American Scientist/Writer
___ 8. If I had to sum up in one word what makes a good manager, I'd say decisiveness. You can use the fanciest computers to gather the numbers, but in the end you have to set a timetable and act.	H. Peter F. Drucker, Educator

**What's New with** Level Pav Plan

**Project MAESTRO is about change.** “What’s New” and other Project MAESTRO communications are sent primarily through email. Until all employees have computer access, hard copy will also be posted on the LACCD Bulletin Boards at each location.

Every vital organization owes its birth and life to an exciting and daring idea.  
– James Bryant Conant, American Educator and Scientist

To send a comment email: [MAESTROeditor@laccd.edu](mailto:MAESTROeditor@laccd.edu)

**Answers to WHO SAID WHAT?**

—	1. 640K ought to be enough for anybody.	A. William H. Gates, Microsoft
—	2. There is no reason anyone would want a computer in their home.	B. Ken Olson, DEC
—	3. I think there is a world market for maybe five computers.	C. Thomas John Watson, IBM
—	4. Man is still the most extraordinary computer of all.	D. John F. Kennedy, President, USA
—	5. I do not fear computers. I fear the lack of them.	E. Isaac Asimov, American Scientist/Writer
—	6. Computers in the future may weigh no more than 1.5 tons.	F. Popular Science, 1949
—	7. The computer is a moron.	G. Peter F. Drucker, Educator
	8. If I had to sum up in one word what makes a good manager, I'd say decisiveness. You can use the fanciest computers to gather the numbers, but in the end you have to set a timetable and act.	H. Lee Iacocca, American Businessman