

NO SALARY EQUITY FOR SMCCD FACULTY

Dear Faculty Colleagues,

Our faculty has not received a salary increase since the Fall of 2007. However, in December 2007 the Board approved a salary increase for the District's top administrators. This brought the Chancellor's salary to the third highest paid in the Bay Area and the Vice-Presidents' and Deans' salaries to the second highest. And in August of 2011 the District increased the salaries for academic and classified supervisors. The rationale given both times: **"To be consistent with the District's salary range reviews of AFT and CSEA the new salary ranges should rank within the top three or four of the comparison districts."**

We agree with the Chancellor that full-time faculty salaries are competitive in the entry steps (we rank between 2nd and 4th in the Bay Area on Steps 1 through 6). However, only 13% of faculty are on these entry steps, while **68% (202 out of 297 FT faculty members) are at Step 12 or above**. It is important to analyze how our salaries compare at these steps. As the tables below show, the salaries of our more senior full-time faculty rank between **5th and 9th** in the 10 Bay Area districts. Therefore, as we stated before, our **salaries are not within the top 3rd or 4th place in the Bay Area for the majority of full-time faculty**.

	MA						MA + 60					
	Step 12	Rank	Step 18	Rank	Highest	Rank	Step 12	Rank	Step 18	Rank	Highest	Rank
Chabot	\$85,709	3	\$93,755	3	\$99,120	3	\$89,177	3	\$97,227	2	\$102,592	3
Contra Costa	\$74,580	8	\$74,580	10	\$74,580	10	\$82,128	7	\$87,060	9	\$92,028	9
Foothill	\$86,454	2	\$94,272	2	\$101,772	1	\$89,272	2	\$97,090	3	\$104,590	2
Marin	\$74,312	9	\$87,270	7	\$92,639	4	\$77,954	10	\$91,558	8	\$97,190	4
Ohlone	\$88,723	1	\$101,228	1	\$101,228	2	\$91,136	1	\$104,195	1	\$106,257	1
Peralta	\$74,785	7	\$88,100	6	\$90,320	7	\$80,243	8	\$93,558	4	\$95,777	5
San Francisco	\$81,046	5	\$90,892	4	\$90,892	6	\$83,504	6	\$93,354	5	\$93,354	8
San Jose	\$80,118	6	\$80,118	8	\$80,118	9	\$87,505	4	\$91,665	7	\$91,665	10
San Mateo	\$81,932	4	\$88,270	5	\$91,054	5	\$85,545	5	\$91,971	6	\$94,782	6
West Valley	\$74,058	10	\$79,332	9	\$82,109	8	\$79,715	9	\$85,394	10	\$94,677	7

	Highest Non-Doctoral						PhD					
	Step 12	Rank	Step 18	Rank	Highest	Rank	Step 12	Rank	Step 18	Rank	Highest	Rank
Chabot	\$89,177	4	\$93,227	7	\$102,592	4	\$93,762	4	\$101,809	3	\$107,175	4
Contra Costa	\$84,540	7	\$92,028	8	\$94,596	10	\$87,060	6	\$92,028	9	\$97,128	9
Foothill	\$94,970	1	\$102,725	2	\$110,225	2	\$94,970	3	\$102,725	2	\$110,225	3
Marin	\$81,047	10	\$95,028	6	\$100,877	5	\$82,454	10	\$96,097	7	\$102,017	6
Ohlone	\$93,557	2	\$107,405	1	\$113,807	1	\$95,973	1	\$109,815	1	\$116,320	1
Peralta	\$82,984	8	\$96,299	4	\$98,518	7	\$85,725	8	\$99,041	5	\$101,260	7
San Francisco	\$85,971	5	\$95,819	5	\$95,817	8	\$85,971	7	\$95,819	8	\$95,817	10
San Jose	\$93,137	3	\$97,566	3	\$99,859	6	\$95,510	2	\$100,052	4	\$102,403	5
San Mateo	\$85,545	6	\$91,971	9	\$94,782	9	\$90,246	5	\$96,655	6	\$99,438	8
West Valley	\$82,705	9	\$88,596	10	\$108,907	3	\$84,359	9	\$90,367	10	\$111,085	2

(Highest Non-Doctoral is the highest salary a faculty member without a doctoral degree can earn in these districts.)

Our **part-time faculty** don't fare any better, as they **rank between 5th and 7th in the Bay Area:**

	MA + 60			PhD								
	Step 5	Step 10	Highest	Step 5	Step 10	Highest						
Chabot-Las Positas*	\$89.24	5	\$99.97	4	\$99.97	5	\$89.24	5	\$99.97	5	\$99.97	6
Contra Costa	\$66.67	9	\$77.52	8	\$90.59	8	\$71.01	8	\$81.90	8	\$94.91	8
Foothill-De Anza**	\$100.68	3	\$104.76	3	\$104.76	4	\$108.84	3	\$112.91	3	\$112.91	3
Marin	\$112.07	1	\$132.78	1	\$149.34	1	\$120.77	1	\$141.07	1	\$157.32	1
Ohlone	\$67.66	8	\$74.60	9	\$74.60	9	\$67.66	9	\$74.60	9	\$74.60	9
Peralta	\$65.53	10	\$72.02	10	\$72.02	10	\$65.53	10	\$72.02	10	\$72.02	10
San Francisco	\$108.55	2	\$128.72	2	\$136.79	2	\$112.59	2	\$132.76	2	\$140.83	2
San Jose-Evergreen	\$90.34	4	\$96.52	6	\$96.52	7	\$96.58	4	\$105.93	4	\$105.93	5
San Mateo***	\$80.24	6	\$99.94	5	\$99.94	6	\$80.24	6	\$99.94	6	\$99.94	7
West Valley- Mission	\$79.83	7	\$94.81	7	\$112.61	3	\$79.83	7	\$94.81	7	\$112.61	4

* plus eligible for 1 paid office hour per week at a rate of \$43.20 (must apply for it, not added in this figure).

**plus eligible for 1 paid office hour per week (not included in this number)

*** includes paid office hours (calculated as 1 office hours per 3 hrs. of instruction)

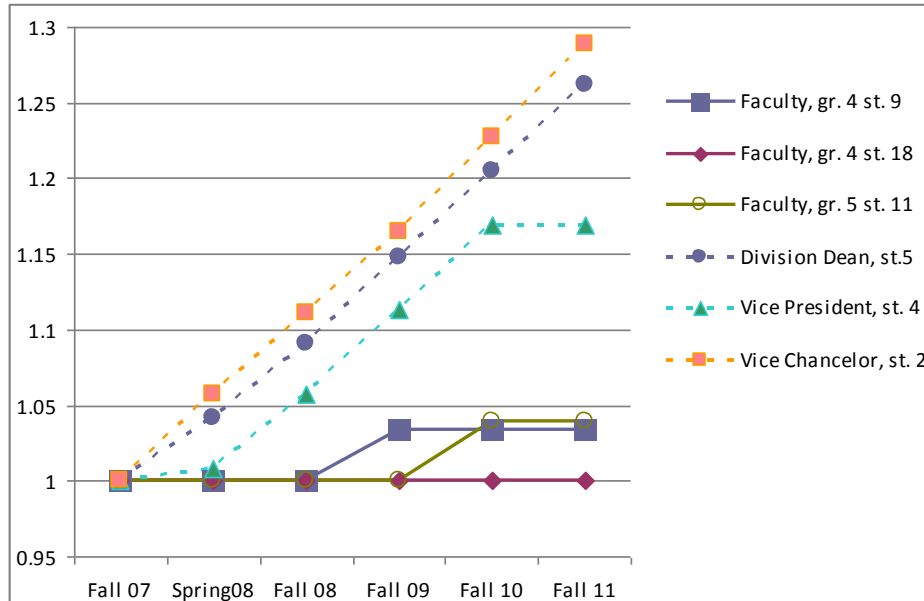
Given that:

- The salaries of the vast majority of our faculty are not within the top 3rd or 4th place in the Bay Area data
- The Board of Trustees has approved – TWICE –raises for administrators/supervisors claiming that faculty ARE in 3rd -4th place in the Bay Ten
- The Chancellor claims that: “I firmly believe that ALL district employees should be treated with fairness and equity”

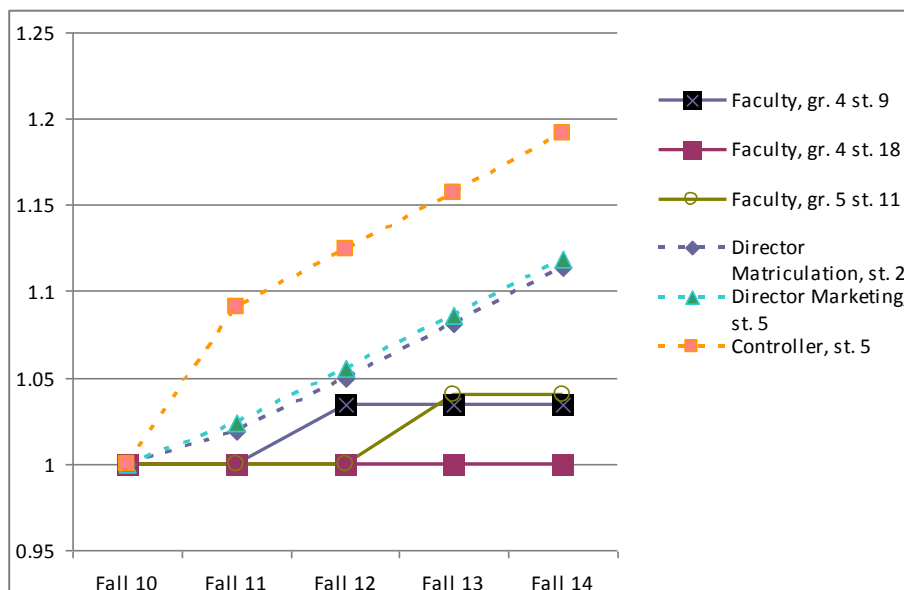
we are asking that faculty be treated with fairness and equity and our salaries be increased to proportionate levels as administrators and supervisors.

Salary increases for administrators and supervisors vs. salary increases for faculty

It is also important to note that, while the salaries of our more senior faculty have remained relatively flat over the last four years, the salaries of the District's top administrators have increased by as much as 29% over this period of time.



The salaries of some supervisors will increase by as much as 19% over the next four years.



Is this what the Board and the Chancellor call "equity for all"?

In Unity,

Monica Malamud
AFT 1493 President