

From: Rodriguez, Ernie
Sent: Friday, December 14, 2007 9:34 AM
To: All Faculty
Subject: AFT 1493 E-News: Board Approves Huge Pay Raises For Administrators; Ignores Faculty Input
Importance: High



Dear faculty colleagues,

At Wednesday night's Board of Trustees meeting, the Board voted 3-2 to approve the administration's proposal to dramatically increase pay for administrators. Trustee's Holober and Mandelkern are to be commended for voting "no" on the proposal and for seeking more workable alternatives. Student Trustee Richael Young is also to be commended for voicing her concern for faculty on behalf of District students. While not taking a position on the pay raise proposal, Student Trustee Young was eloquent in voicing her concern regarding the well-being of faculty.

The administrators' and trustees' argument for increasing administrative salary schedules was parity with other districts; AFT and faculty expressed concerns related to fairness within our district, whether there was enough money to justify these increases, and where money might be spent to better purpose e.g. full-time hires, not cutting classes.

Trustees Miljanich, Hausman, and Schwarz were openly dismissive of faculty input. They categorically rejected the many letters and verbal presentations by several District faculty members as uninformed and failing to take into account the well-being of the District as a whole. It was clear that they had made up their minds and were not willing to give serious consideration to the many faculty letters asking the Board to vote "no" on the pay raises.

In Board discussion, Trustee Miljanich took exception to comparisons of adjunct salaries with those proposed for administrators. Trustee Schwarz said that the new schedules would benefit faculty, as they could now become administrators and earn more money.

When it came time to vote, Trustee Mandelkern offered an amendment that the new executive salary schedule be implemented in such a way that no one would earn more in the first year; newly elected Board President Holober seconded it. It was defeated 2-3. Trustee Holober then offered an amendment that the new executive salary schedule be implemented only for the deans in the first year and that they wait until they learned what our State funding would be before deciding on other increases. Although Trustee Mandelkern seconded that amendment, it received only Trustee Holober's vote. In voting on the motion to approve the new executive salary schedule, Trustees Hausman, Miljanich, and Schwarz voted aye; Holober and Mandelkern voted nay.

AFT will consider further action at the Union's next regular Executive Committee meeting at the start of the spring term. AFT is very concerned about the failure of our Board as a whole to truly represent all constituencies of the District. From the input the Union has received, AFT is also very concerned about the morale of our overworked faculty. The Board decision does not support the needs of faculty, particularly in light of the state's dire budget situation and the likelihood of significant cuts that might well negatively impact faculty pay.

AFT would like to thank the faculty who spoke at Wednesday night's meeting: Professors Susan Petit; Ann Freeman; and Nancy Wolford. AFT would also like to thank the many faculty who sent letters to the Board.

In Unity,
Ernie Rodriguez, Ph.D.
President, AFT Local 1493