

Administrators: 9% raise
Faculty: 3% cut
You do the math!

The District's upper management recommended that a management salary study, which resulted in an **AVERAGE raise of 9%, with the highest-level administrators receiving double-digit percentage increases** in January 2017. Then, less than four months later, on May 3, Dr. Chong informed the college community that the District was in dire financial straits and announced the elimination of all STNC (Short-Term Non-Continuing) positions—the lowest-paid college employees other than students.

Less than a year later, in December 2017, the Board of Trustees approved **another two-tiered raise** for administrators: 1.56% in the form of paid time off for 2017-18 and 1.56% added to the already increased salary schedules, effective Summer 2018.

For 2016-17, the Rank 10 formula determined modest raises of 2.09% for all faculty. For 2017-18, the Rank 10 formula resulted in a 3.17% salary increase for all faculty. **The District's latest offer to the faculty was to take back the 3.17% increase for 2017-18.**

Further, the **number of academic administrators** at SRJC has increased by 21.2% over the last 12 years, compared to the statewide average increase of 9.6%.

In contrast, over that same period the **number of full-time faculty members** at SRJC has not increased, although the number of full-time community college faculty members statewide has increased by 4.8%.

The number of part-time faculty members at SRJC **has decreased** by 10%, while the statewide average shows an increase of 18.4% for part-time faculty.

All Faculty Association
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