

Rank 10

A proven formula for student success

What is “Rank 10?”

Rank 10, which was **established over 30 years ago**, was originally proposed by the Board of Trustees as a way of recognizing the hard work and excellence of the SRJC faculty.

Rank 10 provides a formula for calculating faculty salaries in a **fair and competitive manner**. The faculty union (AFA) conducts an annual study to compare SRJC salaries to the salaries of the other community college faculty in the state. After removing from the study several particularly wealthy colleges, the formula places SRJC full-time faculty at Rank 10 among the remaining colleges. Because the formula excludes a number of colleges, SRJC faculty ranking is not a true Rank 10 and is **closer to Rank 17**.

Why does Rank 10 matter?

Rank Ten:

- allows SRJC to remain competitive with other colleges as we recruit high quality faculty members for the betterment of students and the community;
- demonstrates a common agreement about the value of fair compensation for our first-rate faculty;
- acknowledges the College's commitment to budgeting strong faculty salaries;
- utilizes a quantitative, transparent measurement that is based on statewide salary data and statewide economic conditions;
- provides evidence of the College's longstanding culture of cooperation with the faculty;
- allows AFA and the administration to expend their negotiating energies toward resolving matters which further strengthen educational quality and support our students;
- shows the faculty's clear commitment to working with the District on financial matters, in good times or bad; and
- demonstrates the faculty's recognition that the District has multiple financial obligations and shows fiscal restraint.

All Faculty Association
afa-srjc.org
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