

## **SANTA ROSA FACULTY TAKE THEIR PAY CUT FIGHT OUT OF THE FIRE AND INTO THE BOARD ROOM**

*Santa Rosa, California, Tuesday, February 13, 2018* -- **Santa Rosa Junior College (SRJC) faculty are fighting a proposed pay cut while top college executives enjoy recent double-digit pay raises.**

It's a familiar story: A college faces budget woes, but instead of going after the ever-growing and expensive layer of administration, the salaries of the rank-and-file faculty members are on the chopping block.

A 2014 *Huffington Post* article titled "Why Are Campus Administrators Making So Much Money?" documented this disturbing trend. "The soaring incomes of campus administrators are paralleled by their soaring numbers. Between 1993 and 2009, their numbers reportedly increased by 60 percent, to 230,000— ten times the rate of growth of the faculty."

Further, the article states, "Not surprisingly, the soaring income and numbers of administrators have led to their consuming an increasing share of the campus budget, thereby reducing the percentage spent on teaching and research."

Those statistics don't surprise the SRJC faculty union (All Faculty Association, or "AFA"). In its comprehensive analysis of California Community College data, AFA found that the percentage of the SRJC budget devoted to paying faculty salaries and benefits has been on a downward trend for the past 12 years, while the percentage devoted to non-instructional college expenses has been steadily increasing.

AFA and its faculty members believe the college needs to address its budget setbacks by tackling waste and bloat rather than by reducing faculty salaries. But instead, the Board of Trustees responded by approving raises and perks for top executives while proposing to cut faculty pay.

The conflict came to a head in December when District negotiators declared an impasse after trying to impose a package take-it-or-leave-it deal on the faculty that would result in a 3.17-percent pay cut, effective January 2018, one month after the Board of Trustees approved a salary increase of 1.56 percent for 100 members of its "management team," on top of 1.56 percent in PTO (paid time off)-- increases and perks that follow an average raise of 9 percent for management implemented in January 2017.

For years, the Board of Trustees has relied solely on the budget information and analysis of its retiring chief financial officer. AFA requested that the Board of Trustees add AFA's budget analysis as an agenda item at its Feb. 13 meeting, so board members would have another perspective on the college's finances. The board president denied AFA's request. The union will be limited to presenting its budget data piecemeal during the tightly-controlled public comments portion of the meeting.

We welcome student and public attendance at the Board meeting, which will be held at 4 p.m. Tuesday, Feb. 13 in the Mahoney Library Reading Room at SRJC's Petaluma Campus, 680 Sonoma Mountain Parkway.