

# PART-TIME FACULTY UNITED, AFT 6262 FACT FINDING PRESENTATION

PERB Case No. LA-IM-4105-E  
June 20, 2022



# Part-Time Faculty United, AFT 6262

## Fact Finding Presentation

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- A. 2020-2021 Institutional Financial Analysis
- B. Intra-Institutional Compensation Analysis
- C. Extra-Institutional Compensation Analysis
- D. Los Angeles Regional CPI, 2019-2022
- E. AFT 6262 Contract Proposals

# Fact-Finding Considerations

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- 1. Comparability, with ability to pay
- 2. List of comparable agencies utilized for similar purposes
- 3. Well-documented rationale and data



## A. 2020-2021 INSTITUTIONAL FINANCIAL ANALYSIS

# Issue 1

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- **Compensation for the part-time faculty bargaining unit for the fiscal years 2020-2021 and 2021-22 (Article 10 of the existing contract).**

# SCCCD 2020-2021 Budget

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- This update is based on the 2021-22 budget and 2020-21 actual data.
- Budgeting for Deficit Spending, Actual Excess
  - During the six years of this review, the district shows a consistent pattern of budgeting for deficit spending in the General Fund but ending the year with a positive balance, and an excess of revenues over expenditures.
  - A similar pattern occurs in the Unrestricted General Fund, though there is less deficit spending planned. Instead, the excess of revenue over expenditures is much greater than budgeted.

# Budgeting for Deficit Spending, Actual Excess

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A summary of the General Fund – 10 Budget and Actual Revenues and Expenditures is shown below. Actual expenditures are regularly overestimated in the budget.

Fund 10--Unrestricted and Restricted Funds

	TOTAL GF REVENUES		TOTAL GF EXPENDITURES		EXCESS (DEFICIT)	
	Budget	Actual	Budget	Actual	Budget	Actual
2016-17	\$ 136,631,083	\$ 136,227,094	\$ 137,284,417	\$ 130,897,426	\$ (653,334)	\$ 5,329,668
2017-18	\$ 138,165,271	\$ 136,343,377	\$ 138,808,653	\$ 133,235,752	\$ (643,382)	\$ 3,107,625
2018-19	\$ 151,518,775	\$ 143,692,059	\$ 152,754,056	\$ 142,821,957	\$ (1,235,281)	\$ 870,102
2019-20	\$ 155,387,577	\$ 149,446,863	\$ 155,182,020	\$ 146,589,516	\$ 205,557	\$ 2,857,347
2020-21	\$ 154,711,496	\$ 152,004,823	\$ 155,308,943	\$ 141,855,123	\$ (597,447)	\$ 10,149,700
2021-22	\$ 182,811,504		\$ 177,911,612		\$ 4,899,892	

# Local Revenue and Other Operating Expenses

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- A closer look at revenue sources shows the district regularly underestimated the amount of Local Revenues it will receive. On the Expenditure side, the Other Operating Expenses and Services category is especially notable. This is a large expense category with many flexible sub-categories, and it is regularly budgeted much higher than the actual expenses recorded.



# General Fund Expenditures

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- In 2020-21, the District dedicated 83% of the General Fund expenditures to employee salaries and benefits.
- Academic salaries comprised 36% of the expenditures.
- A longitudinal review of the financial reports shows a **notable drop** in spending on Academic salaries.
  - In 2014-15, 38% (\$34.7 million) of the General Fund expenditures went to Academic salaries and though this category budgeted at \$53.2 million in 2021- 22
    - Only 29.9% of the total expenditures in 2021-2022

# Unrestricted General Fund

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- A review of the Unrestricted Fund shows a pattern of budgeting similar to the General Fund, with a larger year end excess of revenues over expenditures in each year of this analysis.
- The district budget consistently underestimates the revenues it will have.

## Other Outgo (Fund 11)

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- The amount of “Other Outgo” from the Unrestricted GF fluctuates from year to year, but is always a sizeable amount and the actual amount is typically much greater than what is budgeted.
- In 2020-21, about \$2 million was budgeted as Other Outgo, and just over \$3 million was transferred out of the unrestricted fund. For this year, \$2.4 million is budgeted.

# Unrestricted Reserve

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- The Chancellor's Office recommends a minimum unrestricted general fund reserve of 5% and the district's own Board Policy 6305 requires the district to maintain at minimum a 6% unrestricted reserve.
- The District regularly maintains an Ending Fund Balance that is *far greater* than what is required by either State recommendations or its own Board Policy. SCCCD's estimated Ending Fund Balance (EFB) at June 30, 2021 was **\$12,961,141 million (11.7%)**. Moreover, at June 30, 2022, the District's Ending Fund Balance is estimated to be **a record setting \$16,080,000 (13.5%)**.

## Unrestricted Reserve & Ending Fund Balance

<b>Unrestricted General Fund</b>	<b>2016-17 Actual</b>	<b>2017-18 Actual</b>	<b>2018-19 Actual</b>	<b>2019-20 Actual</b>	
Total Expenditures	\$ 99,420,855	\$104,567,606	\$111,296,933	\$114,610,773	\$
EFB, June 30	\$ 10,632,165	\$ 10,861,291	\$ 11,233,781	\$ 11,387,010	\$
<b>Unrestricted EFB as a % of Unrestricted Expenditures</b>	<b>11%</b>	<b>10%</b>	<b>10%</b>	<b>10%</b>	
5% Reserve	\$ 4,971,043	\$ 5,228,380	\$ 5,564,847	\$ 5,730,539	\$
Ending Balance above 5% Reserve	\$ 5,661,122	\$ 5,632,911	\$ 5,668,934	\$ 5,656,471	\$
6% Reserve	\$ 5,965,251	\$ 6,274,056	\$ 6,677,816	\$ 6,876,646	\$
Ending Balance above 6%	\$ 4,666,914	\$ 4,587,235	\$ 4,555,965	\$ 4,510,364	\$

# SCCCD 2020-2021 Reserve Balance Increase



## Agenda Item Details

Meeting	May 12, 2021 - Santa Clarita Community College District - Board of Trustees ~ Video/Teleconferencing Business Meeting
Category	5. BUSINESS SERVICES (BS)
Subject	5.3 BS - Monthly Financial Report for period ended March 31, 2021
Type	INFORMATION

Financial Reports for all District funds for the period ending March 31, 2021 are attached.

The Unrestricted General Fund (Fund 11) Financial Report reflects a budgeted ending fund balance for fiscal year 2020-2021 of \$11,429,811, which is 10.1% of projected Unrestricted General Fund expenditures.

The Monthly Financial Report also includes a Narrative of Budget Changes recorded in March 2021 and a Report of Year-to-Date Changes to the Adopted Budget for 2020-2021.

We have included a Savings/Shortfall listing to report estimated variances to the budgeted ending fund balance at June 30, 2021. The final ending fund balance at June 30, 2021 will differ from this projected ending fund balance because actual revenues received and actual expenses paid out will vary from budgeted and estimated amounts. The final ending fund balance will be calculated after the Fiscal Year 2020-2021 books are closed in August 2021.

## **\$ 11,429,811 - 10.1% - Budgeted Ending Fund Balance at June 30, 2021**

### **Expenses**

#### **\$ 300,000 - Full Time Salary and Fringe Benefit Savings**

Each fiscal year we budget using position control to calculate the full salary/benefit cost for each permanent position. The District can expect that salary savings will be achieved each year due to unanticipated vacancies. These salary savings are the result of the timing difference between the vacancy and the rehire.

- \$ 200,000 Salary and Benefits Savings in Administrative Staff due to vacant positions.
- \$ 100,000 Salary and Benefits Savings in Full-Time Faculty Staff due to vacant positions.
- \$ 200,000 Salary and Benefits Savings in Classified Staff due to vacant positions.
- \$(300,000) Salary and Benefits Shortfall in Classified Staff due to Payment of Required Service Time related to COVID-19.

#### **\$ (200,000) - Full Time Faculty Overload/Summer/Winter Shortfall**

Shortfall is due to increased negotiated rate for Full-Time Faculty Overload/Summer/Winter.

#### **\$ 1,200,000 - Adjunct Faculty Savings**

Savings are due to fewer sections offered than what was budgeted.

#### **\$ 500,000 - Instructional Service Agreement Savings**

Savings is due to a reduction in Public Safety Training due to COVID-19 and the defunding of certain public safety agency budgets.

#### **\$ 300,000 - Part Time Hourly Savings**

Savings are from various departments due to remote services extended through Spring semester.

#### **\$ 100,000 - Supplies and Materials Expense Savings**

Savings are due primarily to underspending in various supply expenses due to remote services extended through Spring semester.

#### **\$ 350,000 - Other Operating Expense Savings**

Savings are due primarily to underspending in travel and utilities due to remote services extended through Spring semester.

## **\$ 2,450,000 - Total Expense Savings**

### **Revenue**

#### **\$ (618,670) - Apportionment Adjustment Shortfall**

- \$ (1,110,299) Lower Apportionment due to State Revenue Deficit at First Principal Apportionment (0.85% to 2.38%).
- \$ 491,629 Higher One-time prior year apportionment adjustments due to lower State Revenue Deficit at Recalculation (0.95% to 0.42%).

#### **\$ (300,000) - Transfer-In Shortfall**

Transfer-In Shortfall is due to the timing for the Transfer-In for Grant Indirect Funding due to timing in expending Grants and Categorys.

## **\$ (918,670) - Total Revenue Decrease**

## **\$ 1,491,330 - Projected Savings**

## **\$ 12,961,141 - 11.7% - Estimated Ending Fund Balance at June 30, 2021 (Adjusted for Estimated Variances)**

### **FISCAL IMPLICATIONS:**

As a result of new funding from various sources, including Federal, State, or Local grants, as well as changes in interfund transfers for 2020-2021, there were changes in specific budgets during March 2021 for use by District programs in the amount of **\$1,778,745** as follows:

#### **Fund 11 (Unrestricted General Fund)**

**\$ 39,322** - Detail listed in Budget Transfer Board Item.

#### **Fund 12 (Restricted General Fund)**

**\$ 1,739,423** - Detail listed in Budget Transfer Board Item.



# SCCCD FY 2021-2022 Reserve Balance Increase



## Agenda Item Details

Meeting	May 11, 2022 - Santa Clarita Community College District - Board of Trustees ~ Video/Teleconferencing Business Meeting
Category	3. BUSINESS SERVICES (BS)
Subject	3.4 BS - Monthly Financial Report for period ended March 31, 2022
Type	INFORMATION

Financial Reports for all District funds for the period ending March 31, 2022 are attached.

The Unrestricted General Fund (Fund 11) Financial Report reflects a budgeted ending fund balance for fiscal year 2021-2022 of \$12,612,886, which is 10.18% of projected Unrestricted General Fund expenditures.

The Monthly Financial Report also includes a Narrative of Budget Changes recorded in March 2022 and a Report of Year-to-Date Changes to the Adopted Budget for 2021-2022.

We have included a Savings/Shortfall listing to report estimated variances to the budgeted ending fund balance at June 30, 2022. The final ending fund balance at June 30, 2022 will differ from this projected ending fund balance because actual revenues received and actual expenses paid out will vary from budgeted and estimated amounts. The final ending fund balance will be calculated after the Fiscal Year 2021-2022 books are closed in August 2022.

**\$ 12,612,886 - 10.2% - Budgeted Ending Fund Balance at June 30, 2022**

## Expenses

**\$ 1,550,000 - Full Time Salary and Fringe Benefit Savings**

Each fiscal year we budget using position control to calculate the full salary/benefit cost for each permanent position. The District can expect that salary savings will be achieved each year due to unanticipated vacancies. These salary savings are the result of the timing difference between the vacancy and the rehire.

\$ 350,000	Salary and Benefits Savings in Administrative Staff
\$ 200,000	Salary and Benefits Savings in Full-Time Faculty Staff
\$ 1,000,000	Salary and Benefits Savings in Classified Staff

**\$ 1,500,000 - Adjunct Faculty Savings**

Savings are due to fewer sections offered than originally budgeted and due to lack of demand for all sections scheduled.

**\$ 900,000 - Part Time Hourly Savings**

Savings are from fewer on ground classes and services than originally budgeted

**\$ 170,000 - Supplies and Materials Expense Savings**

Savings are due primarily to fewer on ground classes and services than originally budgeted

**\$ (150,000) - Other Operating Expense Shortfall**

\$ (700,000)	Shortfall is due to Utilities being Higher due to new buildings on the CCC Campus
\$ 200,000	Savings are due to less Equipment and Building Maintenance and Repair due to fewer on ground classes and services
\$ 250,000	Savings are due to less attendance of Conferences and Travel due to COVID-19
\$ 100,000	Savings are due to less Rents and Leases due to fewer on ground classes and services

**\$ 3,970,000 - Total Expense Savings**

## Revenue

**\$ (200,000) - Apportionment Adjustment Shortfall**

\$ (2,200,000) Lower Apportionment due to lower Supplemental and Success Metrics inside the Student Centered Funding Formula and a Higher deficit factor at P1 (3.35% vs. 1.03%) offset by Stability funding.

\$ 2,000,000 Higher One-time prior year apportionment adjustments for elimination of deficit factors that didn't materialize during the pandemic for FY 2019-20 and FY 2020-21 Recalculations

**\$ (300,000) - Transfer-In Shortfall**

Transfer-In Shortfall is due to the timing for the Transfer-In for Grant Indirect Funding due to timing in expending Grants and Categorical Funds.

**\$ (500,000) - Total Revenue Decrease**

**\$ 3,470,000 - Total Projected Savings**

**\$ 16,080,000 - 13.5% - Estimated Ending Fund Balance at June 30, 2022 (Adjusted for Estimated Variances)**

## FISCAL IMPLICATIONS:

As a result of new funding from various sources, including Federal, State, or Local grants, as well as changes in interfund transfers for 2021-2022, there were changes in specific budgets during March 2022 for use by District programs in the amount of **\$924,515** as follows:

## Fund 11 (Unrestricted General Fund)

**\$ (2,928)** - Detail listed in Budget Transfer Board Item.

## Fund 12 (Restricted General Fund)

**\$ 727,443** - Detail listed in Budget Transfer Board Item.

## Fund 59 (Employee Training Institute Fund)

**\$ 200,000** - Detail listed in Budget Transfer Board Item.

# COVID-19 Mitigation Funds (2020-2021)

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- SCCCD expected to receive more than \$46 million from the three federal stimulus acts, combined.
  - The funding comes through a fund called the Higher Education Emergency Relief Fund (HEERF), and a portion of each allocation must be spent on student financial aid
  - The remainder may be spent for institutional support, with significant flexibility.
- HEERF funds can be used to defray nearly any expenses associated with coronavirus including:
  - Lost revenue
  - Reimbursement for expenses already incurred
  - Technology costs associated with a transition to distance education
  - Faculty and staff trainings
  - **Payroll**



# HEERF I, II, & III

HEERF I		HEERF II		HEERF III		HEERF TOTAL	
Institutional Support	Total	Institutional Support	Total	Institutional Support	Total	Institutional Support	Total
\$3,163,367	\$6,326,734	\$11,263,833	\$14,427,200	\$12,520,792	\$25,371,004	\$26,947,992	\$46,124,938

## 2021-22 State Budget

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- The state budget package for 2021-22 included a 5.07% COLA for the Community Colleges, which will be applied to the SCFF apportionments for each district.
- Categorical programs received the 1.7% statutory COLA that was calculated for 2021-22, though several programs received much more than this amount.



## B. INTRA-INSTITUTIONAL COMPENSATION ANALYSIS

# Adjunct Economic Working Conditions

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- Community college adjuncts are limited to working no more than 67% of a full-time load at a single district. This policy forces adjuncts to cobble together a full-time job by teaching at multiple districts. Traveling between districts has earned adjuncts the moniker “freeway flyers”. Adjuncts typically earn far less than full-time instructors. Many adjuncts earn at, or below, the federal poverty level. Approximately 25% of adjuncts receive some form of public assistance. The economic situation for adjuncts working at SCCCD is even more dire because these adjuncts earn less than their average peers throughout the state and the region

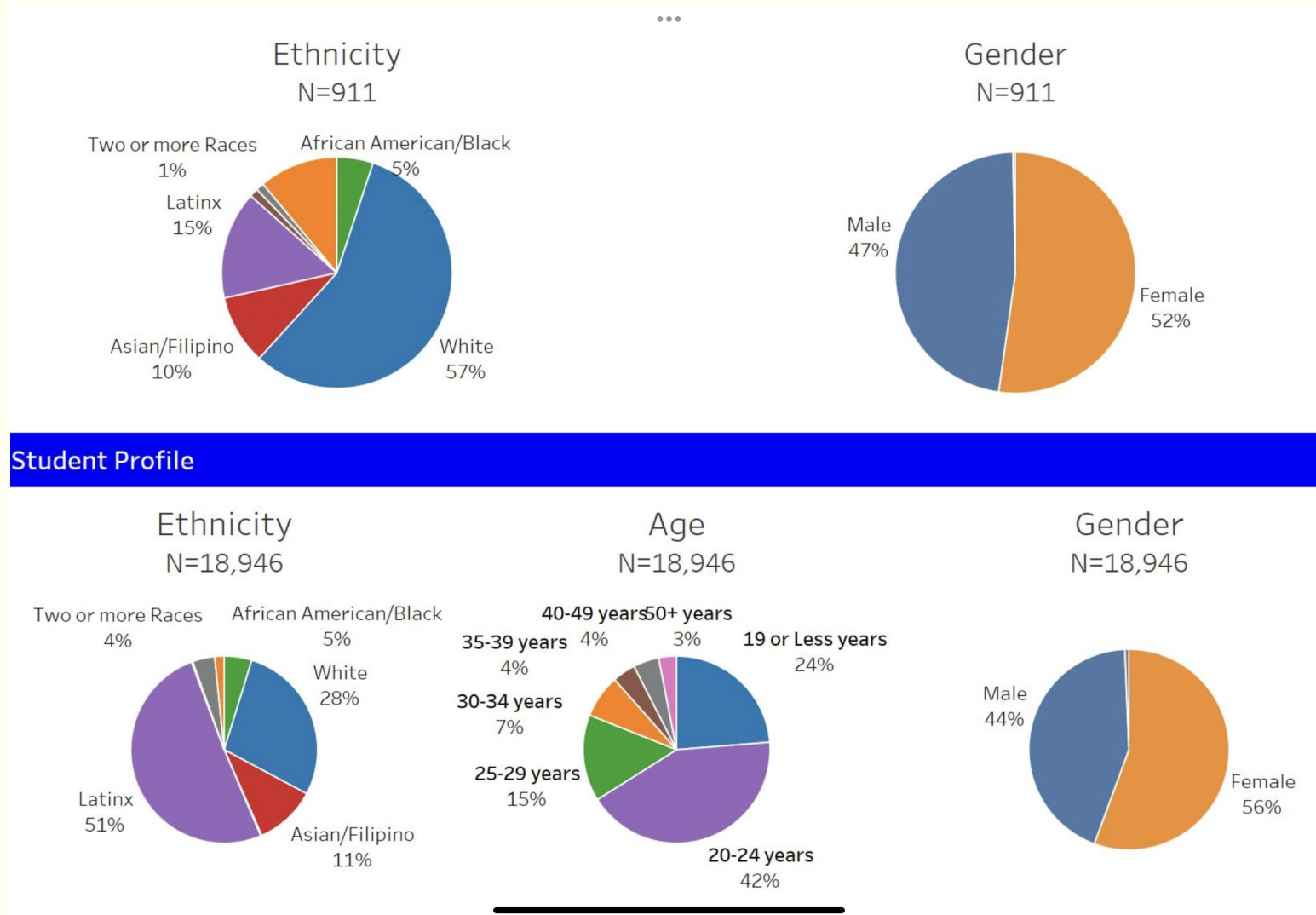
## SCCCD Headcount By Division

Year	FTF	Adjunct	Educ. Admins	Total Administrators (from 7/1-6/30 each fiscal year)
2016-17	206	580	34	106
2017-18	220	623	33	99
2018-19	224	653	29	103
2019-20	207	618	31	104
2020-21	216	554	29	97

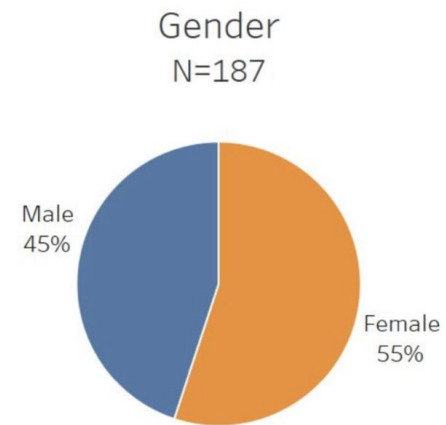
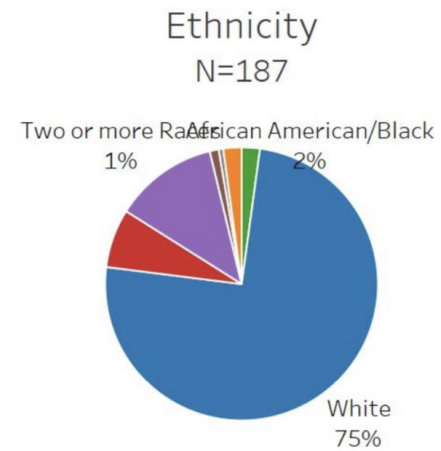
# SCCCD Full-Time Equivalent Faculty

Faculty Data						
Department	Academic Year	FTEF (overall)	Full-Time FTE	Overload FTE	Adjunct FTE	% of Faculty Who Were FT
College Overall	2011/12	385.0	156.8	28.8	199.3	41%
	2012/13	424.0	163.1	28.4	232.5	38%
	2013/14	477.8	181.8	16.2	279.7	38%
	2014/15	489.5	158.0	33.1	298.3	32%
	2015/16	504.8	183.4	21.7	299.7	36%
	2016/17	536.1	168.4	47.5	320.3	31%
	2017/18	588.5	190.6	52.1	345.9	32%
	2018/19	593.7	197.5	62.0	334.3	33%
	2019/20	558.3	189.0	63.7	305.6	34%
	2020/21	520.1	192.1	61.0	267.0	37%

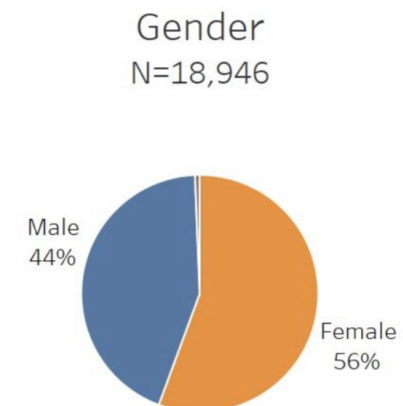
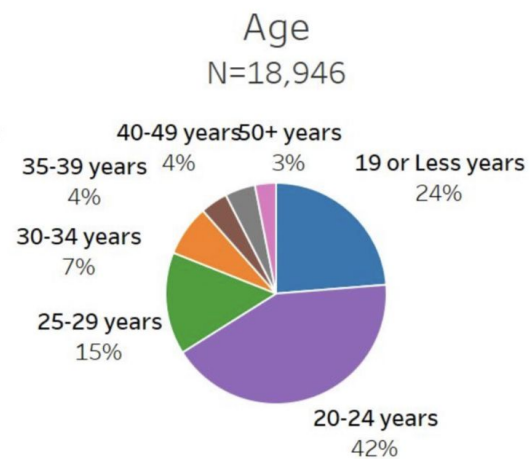
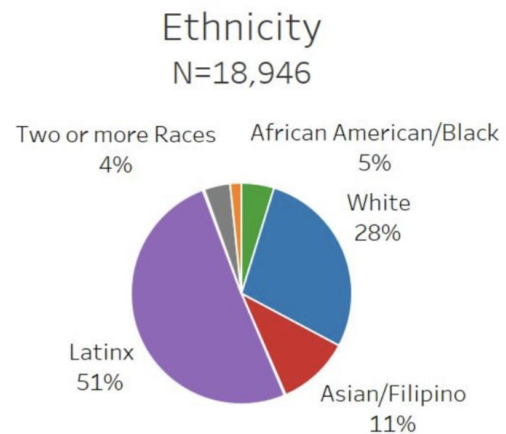
# 2020-2021 Adjunct Faculty v. Student Demographics



# 2020-2021 Full-Time Faculty v. Student Demographics



## Student Profile





## Regional FTE Annual Salary Comparisons

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	COC Adjuncts	3rd Quartile	Highest
MA Step 1 FTE	\$37,497.50	\$42,656.40	\$53,121.60
MA Step 5 FTE	\$38,889.80	\$46,777.20	\$58,512.30
MA Step 10 FTE	\$40,710.50	\$52,565.70	\$76,469.40
MA Highest FTE	\$44,632.40	\$54,320.10	\$105,825.00
PhD Highest FTE	\$48,773.60	\$55,467.60	\$108,599.40

# SCCCD 2019-2020 Educational Administrator Compensation

NAME	BARG_DESC	Total Compensation
VAN HOOK, DIANNE G	EDUC ADMIN	\$ 500,334
FIERO, DIANE	EDUC ADMIN	\$ 322,779
THEULE, RYAN W.	EDUC ADMIN	\$ 281,193
WILDING, MICHAEL	EDUC ADMIN	\$ 270,738
GERDA, JOSEPH J	EDUC ADMIN	\$ 263,800
TORRES, OMAR JAVIER	EDUC ADMIN	\$ 261,096
JOSLIN, MICHAEL	EDUC ADMIN	\$ 260,581
GLAPA-GROSSKLAG, JAMES MCDONALD	EDUC ADMIN	\$ 245,025
FORREST, JEFFREY PHILLIP	EDUC ADMIN	\$ 234,511
LYON, CHARLES	EDUC ADMIN	\$ 234,267
RUYS, JASMINE SHAUNA BUDHU	EDUC ADMIN	\$ 232,399
MAHN, MOJDEH ZAHRA	EDUC ADMIN	\$ 227,323
WICKLINE, PAUL VERNON	EDUC ADMIN	\$ 220,638
CHENG-LEVINE, JIA-YI	EDUC ADMIN	\$ 216,910
MICHAELIDES, ANTHONY J	EDUC ADMIN	\$ 215,242
CARLSON, DONALD A	EDUC ADMIN	\$ 211,933
MCCUTCHEON, ANDREW ROSS	EDUC ADMIN	\$ 209,821
BOGNA, GINA	EDUC ADMIN	\$ 206,981
SMOLOS, JENNIFER LYNN	EDUC ADMIN	\$ 196,188
HAPPEL, HARRIET LOUISE	EDUC ADMIN	\$ 184,507
BAKHIT, KHETAM K	EDUC ADMIN	\$ 180,318
HONADEL, TIMOTHY JUDD	EDUC ADMIN	\$ 180,257
MANUEL, MARY E.	EDUC ADMIN	\$ 173,530
MAKEVICH, JOHN W	EDUC ADMIN	\$ 165,123
WOOD, MURRAY	EDUC ADMIN	\$ 163,842
SCHALLERT, LAWRENCE EUGENE	EDUC ADMIN	\$ 155,117
FOOTE, AMY ADELYNE	EDUC ADMIN	\$ 139,757
WESTON, BRIAN MALMETH	EDUC ADMIN	\$ 137,036
KEENE, WESLEY RYAN	EDUC ADMIN	\$ 108,880
GIBBONS, BARRY	EDUC ADMIN	\$ 106,096
YOUNG, MICAH L	EDUC ADMIN	\$ 93,391
BENITES, PRISCILLA LYNKA	EDUC ADMIN	\$ 64,791
SHOEMATE, JOY NICOLE	EDUC ADMIN	\$ 42,889
HAMILTON, ANN ESTELLE	EDUC ADMIN	\$ 13,009
BREZINA, JENNIFER COSTELLO	EDUC ADMIN	\$ 3,126

# SCCCD 2020-2021 Educational Administrator Compensation

NAME	BARG_DESC	Total Compensation
VAN HOOK, DIANNE G	EDUC ADMIN	\$ 506,813
FIERO, DIANE	EDUC ADMIN	\$ 349,879
THEULE, RYAN W.	EDUC ADMIN	\$ 286,395
LYON, CHARLES	EDUC ADMIN	\$ 283,971
BOGNA, GINA	EDUC ADMIN	\$ 277,413
JOSLIN, MICHAEL	EDUC ADMIN	\$ 270,445
RUYS, JASMINE SHAUNA BUDHU	EDUC ADMIN	\$ 266,390
TORRES, OMAR JAVIER	EDUC ADMIN	\$ 261,129
FORREST, JEFFREY PHILLIP	EDUC ADMIN	\$ 241,774
GLAPA-GROSSKLAG, JAMES MCDONALD	EDUC ADMIN	\$ 235,490
CARLSON, DONALD A	EDUC ADMIN	\$ 232,388
CHENG-LEVINE, JIA-YI	EDUC ADMIN	\$ 231,304
MAHN, MOJDEH ZAHRA	EDUC ADMIN	\$ 229,985
WICKLINE, PAUL VERNON	EDUC ADMIN	\$ 227,396
MICHAELIDES, ANTHONY J	EDUC ADMIN	\$ 220,455
MCCUTCHEON, ANDREW ROSS	EDUC ADMIN	\$ 213,829
MEDLIN, RIAN R.	EDUC ADMIN	\$ 212,192
BILBRUCK, THOMAS E.	EDUC ADMIN	\$ 210,990
BAKHIT, KHETAM K	EDUC ADMIN	\$ 209,848
SMOLOS, JENNIFER LYNN	EDUC ADMIN	\$ 208,895
HAMILTON, ANN ESTELLE	EDUC ADMIN	\$ 202,384
HONADEL, TIMOTHY JUDD	EDUC ADMIN	\$ 196,711
ERWIN, STEVEN T.	EDUC ADMIN	\$ 188,301
HAPPEL, HARRIET LOUISE	EDUC ADMIN	\$ 185,785
WILDING, MICHAEL	EDUC ADMIN	\$ 183,804
MANUEL, MARY E.	EDUC ADMIN	\$ 177,889
SCHALLERT, LAWRENCE EUGENE	EDUC ADMIN	\$ 156,223
SHOEMATE, JOY NICOLE	EDUC ADMIN	\$ 148,014
FOOTE, AMY ADELYNE	EDUC ADMIN	\$ 140,785
BENDEZU PALOMINO, CYNDI LAURA	EDUC ADMIN	\$ 130,784
BENITES, PRISCILLA LYNKA	EDUC ADMIN	\$ 126,791
KEENE, WESLEY RYAN	EDUC ADMIN	\$ 109,670
GOLDSTEIN, TERRI LYNN	EDUC ADMIN	\$ 74,194

# SCCCD 2019-2021 Educational Administrator Compensation Comparison

NAME	FY 2019-20	FY 2020-21	+/- %						
VAN HOOK,DIANNE G	\$ 500,333.60	\$ 506,812.96	1%						
FIERO,DIANE	\$ 322,779.37	\$ 349,879.19	8%						
THEULE,RYAN W.	\$ 281,192.93	\$ 286,395.23	2%						
LYON,CHARLES	\$ 234,267.31	\$ 283,970.70	21%						
BOGNA,GINA	\$ 206,980.96	\$ 277,412.98	34%						
JOSLIN,MICHAEL	\$ 260,581.19	\$ 270,445.40	4%						
RUYS,JASMINE SHAUNA BUDHU	\$ 232,398.54	\$ 266,390.35	15%						
TORRES,OMAR JAVIER	\$ 261,095.73	\$ 261,128.60	0%						
FORREST,JEFFREY PHILLIP	\$ 234,511.30	\$ 241,773.72	3%						
GLAPA-GROSSKLAG,JAMES MCDONALD	\$ 245,024.62	\$ 235,490.11	-4%						
CARLSON,DONALD A	\$ 211,932.95	\$ 232,387.95	10%						
CHENG-LEVINE,JIA-YI	\$ 216,909.72	\$ 231,304.08	7%						
MAHN,MOJDEH ZAHRA	\$ 227,323.26	\$ 229,984.62	1%						
WICKLINE,PAUL VERNON	\$ 220,638.16	\$ 227,395.74	3%						
MICHAELIDES,ANTHONY J	\$ 215,241.83	\$ 220,455.17	2%						
MCCUTCHEON,ANDREW ROSS	\$ 209,820.81	\$ 213,829.04	2%						
MEDLIN,RIAN R.		\$ 212,191.88							
BILBRUCK,THOMAS E.		\$ 210,990.22							
BAKHIT,KHETAM K	\$ 180,317.63	\$ 209,847.71	16%						
SMOLOS,JENNIFER LYNN	\$ 196,187.54	\$ 208,894.50	6%						
HAMILTON,ANN ESTELLE	\$ 13,008.87	\$ 202,383.51							
HONADEL,TIMOTHY JUDD	\$ 180,257.08	\$ 196,710.89	9%						
ERWIN,STEVEN T.		\$ 188,301.13							
HAPPEL,HARRIET LOUISE	\$ 184,506.70	\$ 185,785.03	1%						
WILDING,MICHAEL	\$ 270,738.18	\$ 183,803.72							
MANUEL,MARY E.	\$ 173,529.90	\$ 177,889.31	3%						
SCHALLERT,LAWRENCE EUGENE	\$ 155,116.88	\$ 156,222.59	1%						
SHOEMATE,JOY NICOLE	\$ 42,888.77	\$ 148,014.34							
FOOTE,AMY ADELYNE	\$ 139,756.73	\$ 140,785.35	1%						
BENDEZU PALOMINO,CYNDI LAURA		\$ 130,783.73							
BENITES,PRISCILLA LYNKA	\$ 64,790.72	\$ 126,790.88	96%						
KEENE,WESLEY RYAN	\$ 108,880.24	\$ 109,670.20	1%						
GOLDSTEIN,TERRI LYNN		\$ 74,193.75							
BREZINA,JENNIFER COSTELLO	\$ 3,125.92								
GERDA,JOSEPH J	\$ 263,799.56								
GRIBBONS,BARRY	\$ 106,096.09								
MAKEVICH,JOHN W	\$ 165,123.42								
WESTON,BRIAN MALMETH	\$ 137,035.58								
WOOD,MURRAY	\$ 163,842.36								
YOUNG,MICAH L	\$ 93,390.71								
Total Compensation	\$ 6,723,425.16	\$ 7,198,314.58	7%	Increase in Total Compensation					\$ 474,889.42
Number of Employees	35	33							

# Total Compensation Average Cost Per Administrative Employee

2016-2017			2017-2018			2018-2019			2019-2020			2020-2021		
Total Compensation	# of Employees	Average Cost per Employee	Total Compensation	# of Employees	Average Cost per Employee	Total Compensation	# of Employees	Average Cost per Employee	Total Compensation	# of Employees	Average Cost per Employee	Total Compensation	# of Employees	Average Cost per Employee
\$ 12,123,971	106	\$ 114,377	\$ 12,624,178	99	\$ 127,517	\$ 13,527,707	103	\$ 131,337	\$ 13,965,541	104	\$ 134,284	\$ 14,109,636	97	\$ 145,460
					11%			3%			2%			8%

Job Title	State Ranking*
President ("Chancellor")	1
Deputy "Chancellor"	1
Chief Instructional Officer	23
Chief Business Officer	16
Chief HR Officer	6
Chief Student Services Officer	24
Director Admissions & Records	27
Director Facilities	1
Director IT	28
Dean, Education Technology, Learning Resources and Distance Education	6
Managing Director, District Communications	16
Assoc VP, Institutional Research, Planning & Effectiveness	13
Associate Vice President, Student Services	7
Vice President, Economic and Workforce Development	6
Chief Development Officer	23



# Full-Time Faculty Salary Survey

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Full-Time Faculty (2017-18)	State Ranking	Region Ranking
Full-Time Faculty MA Step 1	27 of 72	7 of 14
Full-Time Faculty MA 9th Semester	32 of 72	7 of 14
Full-Time Faculty Highest Step w/out PhD	4 of 72	8 of 14
Full-Time Faculty Highest Step with PhD	5 of 72	1 of 14

## Salary Parity Comparison- Adjunct to Full-Time

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	<b><u>Adjunct</u></b>	<b><u>Full-Time</u></b>
<b><u>MA Step 1</u></b>	\$67.25	\$91.59
<b><u>MA Step 5</u></b>	\$69.96	\$104.07
<b><u>MA Step 10</u></b>	\$73.55	\$132.98
<b><u>MA Highest</u></b>	\$81.24	\$197.23
<b><u>PhD Highest</u></b>	\$89.36	\$201.03

## Adjunct Hourly Wage Compared to Full-Time Overload Rate

<u>Adjunct MA Step 1</u>	\$67.25
<u>Adjunct MA Step 5</u>	\$69.96
<u>Adjunct MA Step 10</u>	\$73.55
<u>Adjunct MA Highest</u>	\$81.24
<u>Adjunct PhD Highest</u>	\$89.36
<u>FT Overload 2019- December 2020</u>	\$75.62
<u>FT Overload 2020-2021</u>	\$80.00
<u>FT Overload 2021-2023 (anticipated)</u>	\$84.00



# Total Salary and Health & Welfare Increases for All Negotiated Groups, 2010-2020

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<u>Total Compensation</u>	<u>Cumulative</u>	<u>Average</u>
<u>COCFA</u>	174.75%	5.90%
<u>CSEA</u>	223.02%	7.74%
<u>Confidential</u>	212.64%	7.08%
<u>Classified Administrators</u>	168.51%	5.62%
<u>Educational Administrators</u>	183.52%	5.94%
AFT - Adjunct Faculty	128.90%	4.30%



## C. EXTRA-INSTITUTIONAL COMPENSATION ANALYSIS

# Regional SCCCD Adjunct Salary Comparison

## MA Step 1 (Office Hours Factored Out)

<u>Community College District</u>	<u>MA Step 1 Office Hours Factored Out</u>	<u>Rank</u>
Antelope Valley CCD	\$ 77.07	6
Cerritos CCD	\$ 70.73	10
Chaffey CCD	\$ 74.00	7
Citrus CCD	\$ 64.90	16
Coast CCD	\$ 65.39	14
Compton CCD	\$ 44.79	25
El Camino CCD	\$ 89.92	1
Glendale CCD	\$ 63.93	18
Kern CCD	\$ 60.00	22
Long Beach CCD	\$ 59.85	23
Los Angeles CCD	\$ 88.03	2
Mt. San Antonio CCD	\$ 83.64	4
North Orange CCD	\$ 57.30	24
Pasadena Area CCD	\$ 65.24	15
Rancho Santiago CCD	\$ 66.52	13
Rio Hondo CCD	\$ 71.30	9
Riverside CCD	\$ 69.44	11
San Bernardino CCD	\$ 60.52	21
Santa Barbara CCD	\$ 84.09	3
Santa Clarita CCD	\$ 67.25	12
Santa Monica CCD	\$ 72.41	8
South Orange CCD	\$ 64.43	17
Ventura CCD	\$ 78.51	5
Victor Valley CCD	\$ 62.00	20
West Kern CCD	\$ 63.51	19

# Regional SCCCD Adjunct Salary Comparison

## MA Step 5 (Office Hours Factored Out)

<u>Community College District</u>	<u>MA Step 5 (Or 9th Semester)- Office Hours Factored Out</u>	<u>Rank</u>
Antelope Valley CCD	\$ 80.55	12
Cerritos CCD	\$ 84.51	8
Chaffey CCD	\$ 81.00	11
Citrus CCD	\$ 67.44	21
Coast CCD	\$ 84.11	9
Compton CCD	\$ 49.56	25
El Camino CCD	\$ 104.64	1
Glendale CCD	\$ 69.46	20
Kern CCD	\$ 62.50	23
Long Beach CCD	\$ 73.47	15
Los Angeles CCD	\$ 98.60	2
Mt. San Antonio CCD	\$ 92.51	4
North Orange CCD	\$ 67.03	22
Pasadena Area CCD	\$ 77.67	13
Rancho Santiago CCD	\$ 73.32	16
Rio Hondo CCD	\$ 85.76	6
Riverside CCD	\$ 81.83	10
San Bernardino CCD	\$ 72.00	17
Santa Barbara CCD	\$ 95.90	3
Santa Clarita CCD	\$ 69.98	18
Santa Monica CCD	\$ 91.72	5
South Orange CCD	\$ 69.58	19
Ventura CCD	\$ 84.95	7
Victor Valley CCD	\$ 62.00	24
West Kern CCD	\$ 74.62	14

# Regional SCCCD Adjunct Salary Comparison

## MA Step 10 (Office Hours Factored Out)

<u>Community College District</u>	<u>MA Step 10 or 19th Sem- Office Hours Factored Out</u>	<u>Rank</u>
Antelope Valley CCD	\$ 87.45	14
Cerritos CCD	\$ 87.95	13
Chaffey CCD	\$ 81.00	17
Citrus CCD	\$ 74.11	12
Coast CCD	\$ 95.39	8
Compton CCD	\$ 56.57	22
El Camino CCD	\$ 108.33	4
Glendale CCD	\$ 75.53	20
Kern CCD	\$ 62.50	25
Long Beach CCD	\$ 81.29	15
Los Angeles CCD	\$ 113.85	3
Mt. San Antonio CCD	\$ 92.51	10
North Orange CCD	\$ 67.03	19
Pasadena Area CCD	\$ 93.21	7
Rancho Santiago CCD	\$ 80.84	18
Rio Hondo CCD	\$ 107.84	2
Riverside CCD	\$ 94.52	11
San Bernardino CCD	\$ 64.08	23
Santa Barbara CCD	\$ 104.76	5
Santa Clarita CCD	\$ 73.55	16
Santa Monica CCD	\$ 149.94	1
South Orange CCD	\$ 77.30	6
Ventura CCD	\$ 91.58	9
Victor Valley CCD	\$ 64.00	24
West Kern CCD	\$ 74.62	21

# Regional SCCCD Adjunct Salary Comparison

## Highest Without PhD (Office Hours Factored Out)


<u>Community College District</u>	<u>MA Highest without PhD- Office Hours Factored Out</u>	<u>Rank</u>
Antelope Valley CCD	\$ 87.45	12
Cerritos CCD	\$ 87.95	11
Chaffey CCD	\$ 81.00	15
Citrus CCD	\$ 77.19	19
Coast CCD	\$ 101.33	7
Compton CCD	\$ 72.27	21
El Camino CCD	\$ 108.33	4
Glendale CCD	\$ 78.73	18
Kern CCD	\$ 62.50	25
Long Beach CCD	\$ 81.29	13
Los Angeles CCD	\$ 113.85	3
Mt. San Antonio CCD	\$ 95.77	9
North Orange CCD	\$ 67.03	22
Pasadena Area CCD	\$ 105.62	6
Rancho Santiago CCD	\$ 80.84	16
Rio Hondo CCD	\$ 137.19	2
Riverside CCD	\$ 94.52	10
San Bernardino CCD	\$ 64.08	24
Santa Barbara CCD	\$ 107.71	5
Santa Clarita CCD	\$ 81.24	14
Santa Monica CCD	\$ 163.82	1
South Orange CCD	\$ 79.88	17
Ventura CCD	\$ 98.17	8
Victor Valley CCD	\$ 67.00	23
West Kern CCD	\$ 74.62	20



# Regional SCCCD Adjunct Salary Comparison Highest With PhD (Office Hours Factored Out)

<u>Community College District</u>	<u>Highest with PhD</u>	<u>Rank</u>
Antelope Valley CCD	\$ 90.45	13
Cerritos CCD	\$ 101.72	9
Chaffey CCD	\$ 81.00	18
Citrus CCD	\$ 90.06	14
Coast CCD	\$ 101.33	10
Compton CCD	\$ 72.27	23
El Camino CCD	\$ 108.33	7
Glendale CCD	\$ 78.73	20
Kern CCD	\$ 62.50	25
Long Beach CCD*	\$ 81.29	17
Los Angeles CCD	\$ 132.48	3
Mt. San Antonio CCD	\$ 95.77	11
North Orange CCD	\$ 84.26	16
Pasadena Area CCD	\$ 108.76	6
Rancho Santiago CCD	\$ 80.84	19
Rio Hondo CCD	\$ 141.17	2
Riverside CCD	\$ 94.52	12
San Bernardino CCD	\$ 74.00	22
Santa Barbara CCD	\$ 111.77	4
Santa Clarita CCD	\$ 89.36	15
Santa Monica CCD	\$ 212.94	1
South Orange CCD	\$ 106.51	8
Ventura CCD	\$ 111.20	5
Victor Valley CCD*	\$ 67.00	24
West Kern CCD	\$ 74.62	21
	*Indicates PhD Stipend	

# Regional Adjunct Comparative Salary Summary (25 Districts)

<b><u>Salary Scale</u></b>	<b><u>Rank</u></b>
MA Step 1 Rank- Office Hours Factored In	16
MA Step 1 Rank- Office Hours Factored Out	12
MA Step 5 (Or 9th Semester) Rank- Office Hours Factored In	21
MA Step 5 (Or 9th Semester) Rank- Office Hours Factored Out	18
MA Step 10 or 19th Sem- Office Hours Factored In	16
MA Step 10 or 19th Sem- Office Hours Factored Out	14
MA Highest without PhD Rank- Office Hours Factored In	16
MA Highest without PhD Rank- Office Hours Factored Out	16
 Highest with PhD	15



# Regional SCCCD Full Time/Adjunct Instructor Salary Comparison MA Step 1

<u>Community College District</u>	<u>MA Step 1 Office Hours Factored Out</u>	<u>Rank</u>	<u>FT MA Step 1</u>	<u>Rank</u>
Antelope Valley CCD	\$ 77.07	6	\$ 85.09	20
Cerritos CCD	\$ 70.73	10	\$ 100.12	8
Chaffey CCD	\$ 74.00	7	\$ 98.14	12
Citrus CCD	\$ 64.90	16	\$ 92.73	14
Coast CCD	\$ 65.39	14	\$ 88.57	18
Compton CCD	\$ 44.79	25	\$ 86.33	19
El Camino CCD	\$ 89.92	1	\$ 97.72	13
Glendale CCD	\$ 63.93	18	\$ 75.53	24
Kern CCD	\$ 60.00	22	\$ 110.40	2
Long Beach CCD	\$ 59.85	23	\$ 102.10	6
Los Angeles CCD	\$ 88.03	2	\$ 88.70	17
Mt. San Antonio CCD	\$ 83.64	4	\$ 99.75	9
North Orange CCD	\$ 57.30	24	\$ 101.19	7
Pasadena Area CCD	\$ 65.24	15	\$ 106.06	5
Rancho Santiago CCD	\$ 66.52	13	\$ 107.19	4
Rio Hondo CCD	\$ 71.30	9	\$ 107.84	3
Riverside CCD	\$ 69.44	11	\$ 98.37	10
San Bernardino CCD	\$ 60.52	21	\$ 98.35	11
Santa Barbara CCD	\$ 84.09	3	\$ 90.10	16
Santa Clarita CCD	\$ 67.25	12	\$ 91.59	15
Santa Monica CCD	\$ 72.41	8	\$ 83.23	22
South Orange CCD	\$ 64.43	17	\$ 117.47	1
Ventura CCD	\$ 78.51	5	\$ 75.30	25
Victor Valley CCD	\$ 62.00	20	\$ 79.59	23
West Kern CCD	\$ 63.51	19	\$ 84.77	21

# Regional SCCCD Full Time/Adjunct Instructor Salary Comparison MA Step 5

<u>Community College District</u>	<u>MA Step 5 (Or 9th Semester)- Office Hours Factored Out</u>	<u>Rank</u>	<u>FT MA Step 5</u>	<u>Rank</u>
Antelope Valley CCD	\$ 80.55	12	\$ 100.36	21
Cerritos CCD	\$ 84.51	8	\$ 119.62	3
Chaffey CCD	\$ 81.00	11	\$ 106.71	13
Citrus CCD	\$ 67.44	21	\$ 101.45	20
Coast CCD	\$ 84.11	9	\$ 104.17	15
Compton CCD	\$ 49.56	25	\$ 95.52	23
El Camino CCD	\$ 104.64	1	\$ 113.69	8
Glendale CCD	\$ 69.46	20	\$ 108.62	11
Kern CCD	\$ 62.50	23	\$ 121.86	2
Long Beach CCD	\$ 73.47	15	\$ 117.38	4
Los Angeles CCD	\$ 98.60	2	\$ 102.19	19
Mt. San Antonio CCD	\$ 92.51	4	\$ 114.36	6
North Orange CCD	\$ 67.03	22	\$ 109.91	10
Pasadena Area CCD	\$ 77.67	13	\$ 106.06	14
Rancho Santiago CCD	\$ 73.32	16	\$ 113.75	7
Rio Hondo CCD	\$ 85.76	6	\$ 107.19	12
Riverside CCD	\$ 81.83	10	\$ 117.15	5
San Bernardino CCD	\$ 72.00	17	\$ 112.86	9
Santa Barbara CCD	\$ 95.90	3	\$ 102.75	17
Santa Clarita CCD	\$ 69.98	18	\$ 104.07	16
Santa Monica CCD	\$ 91.72	5	\$ 96.05	22
South Orange CCD	\$ 69.58	19	\$ 127.11	1
Ventura CCD	\$ 84.95	7	\$ 90.36	25
Victor Valley CCD	\$ 62.00	24	\$ 93.70	24
West Kern CCD	\$ 74.62	14	\$ 102.41	18

# Regional SCCCD Full Time/Adjunct Instructor Salary Comparison MA Step 10

<b>Community College District</b>	<b>MA Step 10 or 19th Sem- Office Hours Factored Out</b>	<b>Rank</b>	<b>FT MA Step 10</b>	<b>Rank</b>
Antelope Valley CCD	\$ 87.45	14	\$ 126.09	19
Cerritos CCD	\$ 87.95	13	\$ 148.86	3
Chaffey CCD	\$ 81.00	17	\$ 130.00	15
Citrus CCD	\$ 74.11	12	\$ 129.16	16
Coast CCD	\$ 95.39	8	\$ 130.67	14
Compton CCD	\$ 56.57	22	\$ 109.00	24
El Camino CCD	\$ 108.33	4	\$ 131.19	13
Glendale CCD	\$ 75.53	20	\$ 136.83	7
Kern CCD	\$ 62.50	25	\$ 147.52	4
Long Beach CCD	\$ 81.29	15	\$ 140.65	6
Los Angeles CCD	\$ 113.85	3	\$ 128.04	17
Mt. San Antonio CCD	\$ 92.51	10	\$ 147.45	5
North Orange CCD	\$ 67.03	19	\$ 109.91	23
Pasadena Area CCD	\$ 93.21	7	\$ 106.06	25
Rancho Santiago CCD	\$ 80.84	18	\$ 113.75	22
Rio Hondo CCD	\$ 107.84	2	\$ 134.80	9
Riverside CCD	\$ 94.52	11	\$ 152.54	1
San Bernardino CCD	\$ 64.08	23	\$ 136.78	8
Santa Barbara CCD	\$ 104.76	5	\$ 127.95	18
Santa Clarita CCD	\$ 73.55	16	\$ 132.98	11
Santa Monica CCD	\$ 149.94	1	\$ 134.04	10
South Orange CCD	\$ 77.30	6	\$ 152.53	2
Ventura CCD	\$ 91.58	9	\$ 124.25	20
Victor Valley CCD	\$ 64.00	24	\$ 121.52	21
West Kern CCD	\$ 74.62	21	\$ 132.30	12

# Regional SCCCD Full Time/Adjunct Instructor Salary Comparison Highest Without PhD

<u>Community College District</u>	<u>MA Highest without PhD- Office Hours Factored Out</u>	<u>Rank</u>	<u>FT Highest Without PhD</u>	<u>Rank</u>
Antelope Valley CCD	\$ 87.45	12	\$ 163.27	23
Cerritos CCD	\$ 87.95	11	\$ 187.67	6
Chaffey CCD	\$ 81.00	15	\$ 174.40	15
Citrus CCD	\$ 77.19	19	\$ 184.11	9
Coast CCD	\$ 101.33	7	\$ 186.05	7
Compton CCD	\$ 72.27	21	\$ 162.09	24
El Camino CCD	\$ 108.33	4	\$ 166.53	22
Glendale CCD	\$ 78.73	18	\$ 177.63	12
Kern CCD	\$ 62.50	25	\$ 178.59	11
Long Beach CCD	\$ 81.29	13	\$ 167.28	20
Los Angeles CCD	\$ 113.85	3	\$ 176.63	13
Mt. San Antonio CCD	\$ 95.77	9	\$ 191.34	4
North Orange CCD	\$ 67.03	22	\$ 175.45	14
Pasadena Area CCD	\$ 105.62	6	\$ 173.29	17
Rancho Santiago CCD	\$ 80.84	16	\$ 187.76	5
Rio Hondo CCD	\$ 137.19	2	\$ 171.49	19
Riverside CCD	\$ 94.52	10	\$ 191.86	3
San Bernardino CCD	\$ 64.08	24	\$ 172.60	18
Santa Barbara CCD	\$ 107.71	5	\$ 173.51	16
Santa Clarita CCD	\$ 81.24	14	\$ 197.23	2
Santa Monica CCD	\$ 163.82	1	\$ 185.52	8
South Orange CCD	\$ 79.88	17	\$ 219.02	1
Ventura CCD	\$ 98.17	8	\$ 161.88	25
Victor Valley CCD	\$ 67.00	23	\$ 166.98	21
West Kern CCD	\$ 74.62	20	\$ 181.83	10



# Regional SCCCD Full Time/Adjunct Instructor Salary Comparison Highest With PhD

<u>Community College District</u>	<u>Highest with PhD</u>	<u>Rank</u>	<u>FT Highest With PhD</u>	<u>Rank</u>
Antelope Valley CCD	\$ 90.45	13	\$ 168.55	23
Cerritos CCD	\$ 101.72	9	\$ 192.72	5
Chaffey CCD	\$ 81.00	18	\$ 181.58	14
Citrus CCD	\$ 90.06	14	\$ 189.70	10
Coast CCD	\$ 101.33	10	\$ 190.60	8
Compton CCD	\$ 72.27	23	\$ 162.09	25
El Camino CCD	\$ 108.33	7	\$ 171.97	21
Glendale CCD	\$ 78.73	20	\$ 181.13	16
Kern CCD	\$ 62.50	25	\$ 191.09	7
Long Beach CCD	\$ 81.29	17	\$ 174.58	20
Los Angeles CCD	\$ 132.48	3	\$ 181.96	13
Mt. San Antonio CCD	\$ 95.77	11	\$ 196.43	4
North Orange CCD	\$ 84.26	16	\$ 181.52	15
Pasadena Area CCD	\$ 108.76	6	\$ 182.25	12
Rancho Santiago CCD	\$ 80.84	19	\$ 192.39	6
Rio Hondo CCD	\$ 141.17	2	\$ 176.46	19
Riverside CCD	\$ 94.52	12	\$ 198.24	3
San Bernardino CCD	\$ 74.00	22	\$ 178.64	17
Santa Barbara CCD	\$ 111.77	4	\$ 177.85	18
Santa Clarita CCD	\$ 89.36	15	\$ 201.03	2
Santa Monica CCD	\$ 212.94	1	\$ 190.40	9
South Orange CCD	\$ 106.51	8	\$ 224.94	1
Ventura CCD	\$ 111.20	5	\$ 169.42	22
Victor Valley CCD	\$ 67.00	24	\$ 166.98	24
West Kern CCD	\$ 74.62	21	\$ 187.63	11
	*Indicates PhD Stipend			

# Rationale

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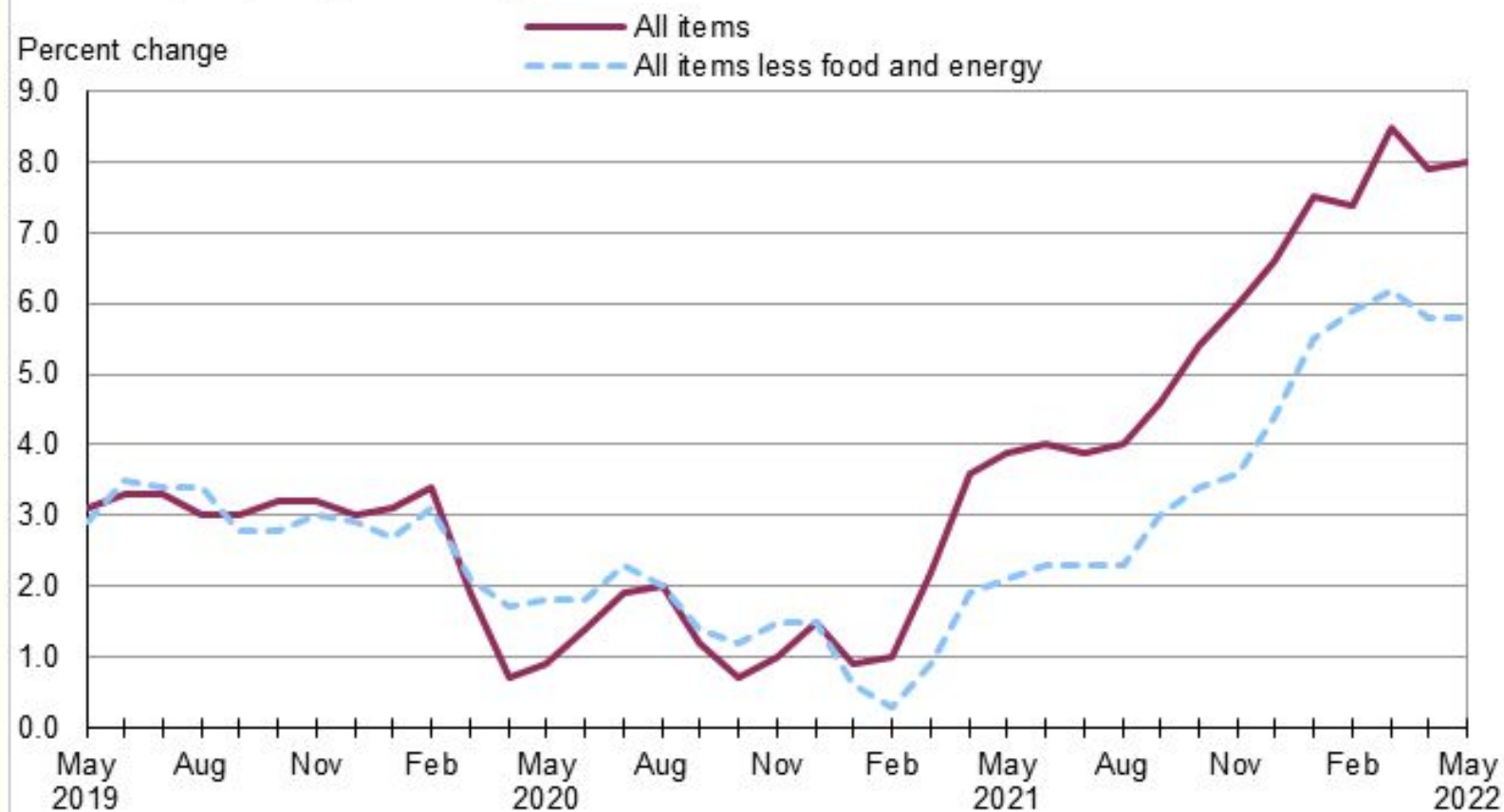
- COC adjuncts earn among the regional lowest salaries while comprising over 75% of faculty
  - Adjuncts at College of the Canyons are systemically undervalued and underpaid by an institution of Higher Education like College of the Canyons



# D. LOS ANGELES COUNTY REGIONAL CPI, 2019-2022

# 2019-2022 Los Angeles County Consumer Price Index

**Chart 1. Over-the-year percent change in CPI-U, Los Angeles-Long Beach-Anaheim, CA, May 2019–May 2022**



Source: U.S. Bureau of Labor Statistics.



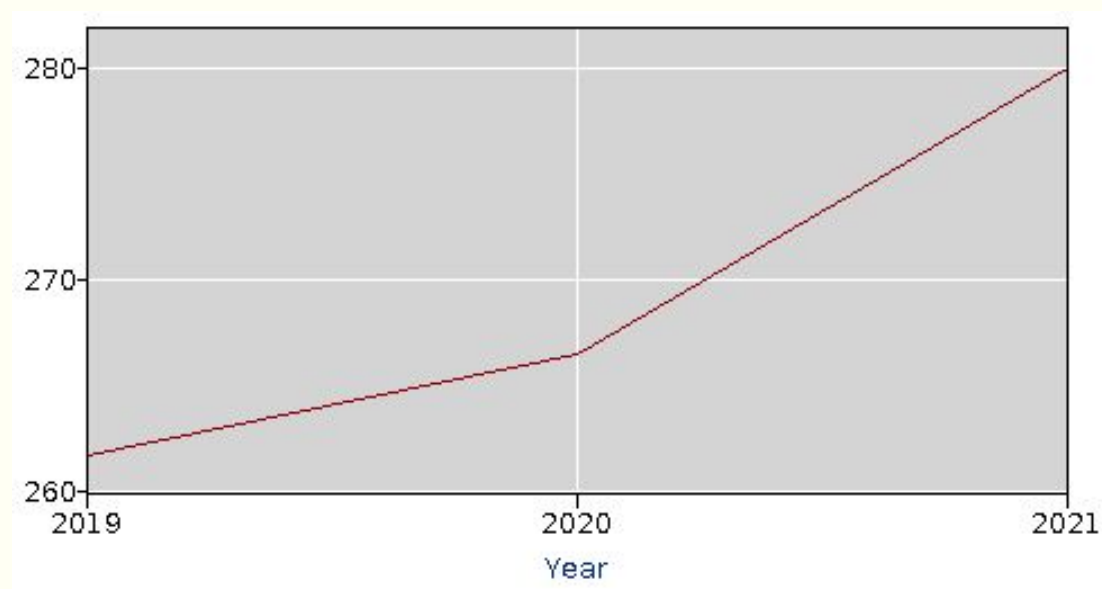
# 2019-2022 Los Angeles County Consumer Price Index

**Table A. Los Angeles-Long Beach-Anaheim, CA, CPI-U 1-month and 12-month percent changes, all items index, not seasonally adjusted**

Month	2018		2019		2020		2021		2022	
	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month	1-month	12-month
January	0.8	3.5	0.7	3.2	0.8	3.1	0.2	0.9	1.1	7.5
February	0.7	3.6	0.1	2.5	0.3	3.4	0.4	1.0	0.3	7.4
March	0.4	3.8	0.6	2.7	0.7	1.9	0.5	2.2	1.5	8.5
April	0.4	4.0	1.0	3.3	-0.3	0.7	1.1	3.6	0.5	7.9
May	0.4	4.1	0.2	3.1	0.4	0.9	0.6	3.9	0.8	8.0
June	-0.2	4.0	0.0	3.3	0.5	1.4	0.6	4.0		
July	0.2	3.9	0.1	3.3	0.6	1.9	0.6	3.9		
August	0.2	3.9	0.0	3.0	0.1	2.0	0.2	4.0		
September	0.5	3.9	0.5	3.0	-0.3	1.2	0.3	4.6		
October	0.5	4.1	0.7	3.2	0.2	0.7	0.9	5.4		
November	-0.3	3.6	-0.3	3.2	0.1	1.0	0.6	6.0		
December	-0.3	3.2	-0.6	3.0	-0.2	1.5	0.4	6.6		

# 2019-2022 Regional CPI for Urban Wage and Clerical Workers (Not Seasonally Adjusted)

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Annual	HALF1	HALF2
<b>2019</b>	257.040	257.519	258.617	261.149	262.608	262.418	262.401	262.416	263.328	265.185	264.619	263.892	261.766	259.892	263.640
<b>2020</b>	264.573	265.531	265.211	264.167	264.227	265.222	266.881	268.075	268.261	268.679	268.547	268.282	266.471	264.822	268.121
<b>2021</b>	269.125	270.740	272.841	275.807	278.472	281.156	282.738	283.286	283.830	286.200	287.891	289.076	280.097	274.690	285.504
<b>2022</b>	291.597	293.882	298.396	300.350	303.091										



# Comparability and Rationale

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- Regional Annualized 12-month CPI was 1.64 percent for 2020
- Regional Annualized CPI increased by 11.69% from January 2021 to May 2022
- Regional CPI for Wage and Clerical Workers increased by 12.62 % from January 2021 to May 2022
- AFT 6262 compensation has consistently fallen below regional Consumer Price Index indicators, in addition to being near the bottom of regional comparative wages



# E. AFT 6262 2020-2022 SALARY PROPOSAL ANALYSIS

# AFT 6262 2020-2022 Salary Proposal (Article 10)

---

- **6% increase in base pay for 2020-2021**
- **6% increase in base pay for 2021-2022**
  - **0.93% over COLA**

**2020-2022 Estimated Total Cost Above COLA- \$1,014,614**

- **All Office Hours be paid at the non-instructional rate (65% of base pay)**
  - Currently Adjunct Instructors are paid \$40 per office hour
- The District has offered AFT a 0% increase for 2020-21 and a 5.26% (.19% over COLA) increase for 2021-22. AFT will not accept a 0% increase for 2020-21. The adjunct faculty at SCCCD cannot afford another year where their wages fall further behind their peers. The adjuncts at SCCCD deserve more.

## Issue 2

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- Compensation for Union Officers (Article 4.J of Existing Contract)

# AFT 6262 2020-2022 Salary Proposal (Article 4)

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- Article 4.J
  - **\$75,000 per year for AFT 2626 union business**
    - Currently AFT 6262 receives \$12,000 per year meeting, negotiating, processing grievances, and conducting other AFT business
    - Far less than is paid to the other bargaining units, which represent far fewer employees
      - COCFA, which represents the full-time faculty, receives release time equivalent to 2 FTE salaries for conducting union business
      - CSEA receives twenty-four hours per week of release time for the purpose of conducting union business
- AFT made this proposal to the District on 8/6/2021. The District rejected this proposal, and has not altered this position on this issue since this time.

## Issue 3

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- Part-Time Faculty Voting Rights in Departmental Meetings (Article 11 of Existing Contract)



# AFT 6262 2020-2022 Contractual Proposal (Article 11)

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- Article 11.B.1
  - **AFT has requested that at a minimum, adjunct faculty have the right to vote in their departmental meetings**
    - Adjunct faculty at SCCCD have very few rights within the departments in which they teach
    - Departments are increasingly attempting to make decisions regarding curriculum
      - Some departments are claiming authority over which textbooks are to be used in the classroom
      - Some departments are creating curriculum requirements that go well beyond the course outline of record
    - AFT firmly believes that these activities are a violation of the adjunct instructors' academic freedom
- AFT made this proposal to the District on 8/16/2021. The District rejected this proposal, and has not altered this position on this issue since this time.

# AFT 6262 Fact Finding Summary

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- **AFT 6262 Salary Proposal affordably seeks to bring adjunct instructor salaries up to parity with other local employee groups**
  - 6% increase in 2020-2021, 6% in 2021-2022
  - Payment for office hours at the non-instructional rate
  - Reasonable compensation for AFT 6262 union business
- Adjunct inclusion in Department Academic Governance