

KNIGHT

News and Information
of the NHCC United
Faculty/AFT

P.O. Box 38893, Houston, Texas 77088

Sept. - Oct. - Nov. 1982

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HOW MUCH MORE WILL YOU TAKE?

Administrators and the Board at NHCC have a long history of abusing faculty rights and professional respect. The union has covered these abuses in past newsletters and spoken out strongly against them, yet the response of a majority of the faculty is either one of apathy or a helpless sense of being able to do nothing. Something can be done, if only you will take a stand.

One of the most recent slams against the faculty is the salary increase for 1982 - 83. Salary increases for administrators and faculty were included in the 1982 - 83 budget approved by the Board on June 10, 1982. Having missed the previous meeting, Board member Dave Robinson questioned whether there had been a formal discussion of faculty salaries and was told that there had been a general review of the salary situation. Expressing "grave doubts and concerns", Robinson abstained on the budget vote, noting in the record as his reason the lack of formal discussion and approval of salary increases.

The budget, which was approved by the rest of the Board, called for a \$2,200 across the board raise plus \$ 11.00 per step for faculty. This move represents another step backward and is indicative of why we need a strong, forceful faculty organization on campus. It is apparent, by their actions, that the majority of the Board is not willing to bring NHCC faculty up to pay levels achieved at other area colleges. We continue to trail significantly San Jacinto College, College of the Mainland, Lee and Alvin in salary and benefits. Last year, the Board adopted

a 15% pay increase, the largest in the college's history. Yet San Jacinto College received 21% and College of the Mainland and Alvin 16%. Compared to NHCC's 1982 - 83 salary increase of approximately 9.7%, College of the Mainland received 10.4% plus dental insurance, San Jacinto College 10%, Alvin 8 - 10%, and Lee 5.3% (already highest salaries in the state). NHCC continues to remain in fifth position among these five area colleges. If we are ever going to reach parity with those institutions, the Board must commit itself to a "one-time only" pay increase of substantial proportions.

Dr. Airola reported to a chairman's meeting that in their discussion of 1982 - 83 faculty salaries, the Board felt they could not justify a larger raise to the public (this discussion seems to have been informal and off the record, perhaps at one of the Board's pre-meeting dinners, a "working session"). Citing widespread unemployment and current economic conditions, the Board lamely rationalized its decision, which ignores the fact that teachers are already significantly behind industry in salary and benefits and that public polls show that citizens rank teachers as third in terms of public employees who are underpaid and deserve better salaries. This decision also ignores two other important facts. First, local school districts have granted salary increases of 13 - 16% plus substantial improvements in benefits, some including dental insurance. Secondly, our low salary increase comes in spite of the rapidly expanding student body, increasing population in the district and enormous tax base. Significantly, college revenue for 1982 - 83 has increased 29%. Given current attitudes of leading administrators and a majority of the Board, our faculty will continue to suffer. While ignoring faculty needs, "our Board" at their May meeting transferred \$ 1.2 million into building funds and discussed establishing a site committee for a third campus. In addition, the union had heard that the 1982 - 83 budget, passed without formal discussion in a public meeting, includes salary increases for administrators greatly in excess of those approved for faculty members. We have not been able to ascertain the precise amounts in question, due to a delay in placing the record on file in the LRC.

Another slam at the faculty came in recent Board discussions on whether or not to include a faculty member on the search committee for the new president. While Board member Robinson and President Phillips favored such a move, members Haught, Hoffman, Crozier, York and Wells strongly opposed it. Wells, chair of the search committee, stated that applicants wanted their names kept confidential and that having a faculty

member on the committee would risk breaching confidentiality. His sentiments reflect a general lack of professional respect for faculty at NHCC.

Two other incidents are noteworthy. First, union members were recently denied the right to speak before the Board by a surprise policy newly passed by the Board, a policy which now requires faculty members to first discuss employment issues with the college president. The effect of the policy is to make dialogue with the Board, a group already insulated from faculty, more difficult. Secondly, at least two program coordinators have resigned in protest of administrative policies and abuse of power. It is time for the faculty at NHCC to support an organization that will vigorously defend faculty rights and represent their concerns. Join us now. Help us succeed. We can and will create a meaningful faculty organization. How much more will you take?

Average Salaries and Increases
for Houston Area Junior Colleges
1981 - 1982

1. Lee College	\$ 26,200
2. San Jacinto College	24,700
3. Alvin College	23,800
4. College of the Mainland	23,100
5. NHCC	22,200
6. Houston Community College	19,700

1982 - 1983 Estimates With Increases

1. Lee College	5.2% increase	\$ 27,550
2. San Jacinto College	10.0%	27,170
3. Alvin College	8-10%	25,942
4. College of the Mainland	10.4%	25,502 *
5. NHCC	9.9%	24,400
6. Houston Community College	9.0%	21,473

* College of the Mainland employees also received dental insurance.

Figures are estimates based upon percentage increases reported for each of the six colleges. Average salaries came from the National Center for Education Statistics.

1982 - 1983 Public School Pay Raises

Spring ISD	12% plus dental insurance *
Pasadena	14%
Galveston	15%
Klein	12 - 16%
HISD	9%
Aldine	13%
Humble	N/A
Cypress-Fairbanks	13%

* Percentage increases for public school teachers

NHCC-UF NEWS

Faculty members represented by collective bargaining agents had higher average salaries in 1981 - 1982 than faculty members without unions, according to a report by the American Association of University Professors (AAUP). The report shows that average faculty salaries were highest at institutions where faculty bargaining agents were affiliates of both AAUP and the American Federation of Teachers (AFT).

NHCC-UF member Carolyn Davis was elected by students at the college as the Best Teacher of the Year in an election sponsored by Phi Theta Kappa.

Three members of the NHCC-UF received writing awards from the college for publishing articles last year. They are Olin Joynton, Mike McFarland, and Marilyn Rhinehart.

NHCC-UF President Kevin Bailey was elected Vice President of Texas United Faculty (AFT), the union's state affiliate, at the annual convention held in May. Bob Locender was re-elected to the state executive board and will continue as the chairman of the TUF legal defense committee.

The Montgomery County Labor Council recently elected a new president. He is Rodney Conwell, an AFT member and teacher at the Gulf Coast Trades Center.

LETTERS TO THE EDITOR

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Teachers AFL-CIO
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November 25, 1981

Editor
The KNIGHT
P.O. Box 38893
Houston, Texas 77088

Dear Sir or Madam:

I received a copy of your September/October 1981 issue of the Knight and noticed that you bill the AFT as "being number two like Avis". As in the new math, it all depends on how you count. If you count the number of bargaining agents or contracts, because of the large number of small, isolated community colleges, the NEA numbers are impressive. In terms of the actual number of people in the bargaining units and the number of campuses involved, they are hardly in the ballgame.

AFT now represents more than 80,000 professors in two and four year institutions, while the NEA represents slightly over 30,000 and the AAUP around 20,000. The problem with counting contracts rather than the number of people represented can be demonstrated by the following examples. The City University of New York is a bargaining unit of about 12,000, covering 19 campuses, 8 of which are community colleges - and it is only one contract. In California, we represent over 6,000 people in the 10 campuses of the Los Angeles Community College district and another 2,500 in the 3 campus community college system in San Francisco.

Thanks for keeping me on the mailing list. I enjoy your publication. Let's keep in touch.

Sincerely,

Robert Nielsen
Assistant to the President
for Higher Education-AFT

RN/car

Dear Editor:

I want to thank the members of NHCC-UF Guild and other individuals at North Harris County College for their help and support last spring in making the North Harris Citizens for Quality Education raffle such a great success. The three prize winners of the raffle were: Cindy Victor of Spring, Sadie Atzenhofer of Yorktown, and Edward Victor of Spring.

Sincerely,

Sarah Locander, Treasurer
North Harris Citizens for
Quality Education

GRIEVANCES

Mike Stoma has been designated as Grievance Officer for the NHCC Guild of TUF. If you think you have been treated unfairly or have a question about college policy and procedure, contact him at ext. 325. Mike has first-hand experience with the grievance procedures at NHCC, and he will be more than happy to advise you on a course of action on any problem or potential problems that may arise.

The Knight is a publication of North Harris County College United Faculty, a local guild affiliated with Texas United Faculty and the American Federation of Teachers.

The Knight is published bimonthly. Anyone wishing to contribute articles may send them to:

NHCC-UF/TUF/AFT
P.O. Box 38893
Houston, Texas 77088

or may give them to one of the following officers of NHCC-UF:
Kevin Bailey, President, SBS, A270, ext. 238
Alan Hall, Vice-President, C & A, A217, ext. 300
Mike Stoma, Secretary, IE, IE 104, ext. 325, 381
Olin Joynton, Treasurer, C & A, A217, ext. 300

Letters to the editor are always welcome. Anyone wishing information on becoming a member of this organization is encouraged to contact anyone of the above officers.

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