

## **AFT Presentation to the Board of Trustees – October 10, 2013**

Good evening. I am John Burghduff representing the American Federation of Teachers. In our presentation last month we talked about the challenges the current job reclassification and compensation project poses to professional and support staff. This month we will address the impact on fulltime faculty.

On the positive side, the maximum number of years of teaching experience for which a newly hired faculty member can be credited has been raised from five years to seven. This will improve our competitiveness in hiring. Also, the overall initial hire pay scales were raised and current faculty whose salaries fell below the new scales saw their salaries increased. This is good news for our colleagues near the beginning of their careers. On the other hand we'd like to draw the Board's attention to four areas of concern:

- 1) Raising salaries for incoming and newer faculty results in an unintended compression of salary across the faculty spectrum. Experienced faculty whose salaries had already risen above the new minimums benefitted less.
- 2) The number of pay bands for faculty has been reduced from six to three with the elimination of bands that credited faculty for completion of coursework beyond the Master's degree. This change hurts our competitiveness in hiring contrary to a stated goal of the reclassification project. Eliminating these bands also reduces current professors' ability to advance professionally and disincentivizes professional development.
- 3) Two separate pay scales were adopted for 12 month faculty working the same number of days. Although one of the stated goals of the project was to promote internal equity, splitting these scales actually introduces inequity.
- 4) The new compensation model places pay caps on faculty. Professors who reach this cap will no longer be eligible for cost of living increases. Senior employees in other professions with similar educational background do not see their pay capped even though their salary scales are considerably higher. Faculty salary caps were eliminated under the previous chancellor so this is a step backwards. Also, of all the salary bands across the college system, one band, the band for chief executives, has been exempted from salary caps.

Highly educated citizens choose to enter the teaching profession because of their passion to improve the lives of the next generation even though they realize they could do better financially in other fields. Nevertheless, they buy homes, raise families and hope to retire comfortably like everyone else. A compensation system that undervalues experienced faculty, discourages advancement, creates inequities and puts senior faculty on a fixed income fails to honor this passion.

The AFT discusses all of these issues in greater detail in the current issue of *The Advocate* and we offer specific recommendations. We invite the Board and the Administration to join in dialog with us to address these issues.