10/6/21 PCCEA Public Comment

Good evening board members, colleagues, and guests. I would like to take this time to point out a few facts related to the contract proposal for the Chancellor on tonight's agenda and why PCCEA is concerned about this proposal in the big picture of the trends of expenses here at Pima.

First, this proposal includes two additional days of leave for the Chancellor. This extension of the Chancellor's leave to now almost 10 weeks per year amounts to an additional raise that is not in line with what employees were given, and we question why this is being asked at this time and only for the Chancellor.

Second, we recognize that the proposed contract reflects the 2% increase plus $1000 that all employees were given last year. However, I would like to point out that, should you accept the proposal in front of you, the Chancellor will be making a base salary of 17%, or $50,000, more than in 2014/2015, while salaries for faculty and most employees have only risen 7% in that same time. Please note that even before the increase in this contract amendment, the Chancellors base salary this past year was already an increase of 14.5% over 2014/15, double the percentage increase that Faculty have seen in the same time period.

Given that inflation has risen about 11% since 2014, effectively Faculty and employee salaries have lost buying power while the Chancellor's salary has not only kept up with inflation, but actually surpassed it. PCCEA has chosen 2014/15 as the comparison year as this was the last year employees received a step increase from the board.

This is just one example of the trend PCCEA has been highlighting on behalf of the Faculty in regards to the prioritization of administrative salaries over Faculty and staff salaries, and brings me to the next point I would like to bring forward: PCCEA remains concerned about the direction of the Classification and Compensation Study. The faculty on the steering committee for the study are currently bringing a list of specific concerns through internal channels, and are waiting for answers to the questions that have been raised.

There are some larger budget trends regarding allocation of spending that have not been acknowledged or addressed. For example, almost $6 million in total spending has been redirected away from faculty and adjunct faculty to other areas of the College. We would like to request a full discussion to be had between PCCEA, Faculty senate, staff, and administration where we can share our concerns and have an in-depth discussion regarding the budget as a whole.

Finally, in my public comment last month I made a request that I felt would improve communication and transparency between employees, administration, and the board. I have met with administration, and we are exploring ideas of how to improve communication and accountability for addressing concerns brought forward by employees to the board. We will report back with something more concrete in the coming month or two.

Thank you for your consideration.