

BARGAINING UPDATE



BUDGET WORKSHOP SCHEDULED

October 13, 2011

2:00 PM

Atwell Room (2052)

Pensacola Library

Gean Ann Emond will present PSC's budget for 2011/2012 and entertain questions about how and why the college allocates funds.

Please attend!

FACULTY OFFERED ONE PERCENT RAISE

Despite Dr. Meadows' assurances that the college would consider giving raises if enrollment were up, the best the administration is willing to offer is a 1% raise to base. On the other hand, the college's annual budget takes the fund balance (used for emergency expenses) from \$4 million to \$11 million in one year. According to Keith Samuels, this huge increase in the fund balance is required to cover replacement of the air handling chillers at some future point.

A 1% increase equates to approximately \$100,000 for the faculty. Clearly, if the college can increase the fund balance by over \$6 million dollars in one year, the funds for a more substantial raise are available. Administration, with its emphasis on the physical appearance of the college, is only willing to allocate funds for campus beautification, not the actual job of the college: education.

OVERLOAD PAY

PSCFA also proposed increasing overload pay by \$2/hour in all categories. The administration did not address this proposal.

SALARY COMPRESSION

PSCFA is also very concerned about the ongoing problems with salary compression caused by the lack of raises in the last fifteen years. The compression is worsened by the granting of experience pay to new hires for their work at another institution with no such pay given to faculty who give the majority of their service to PSC.

For example, a full professor in his twelfth year at PSC with no prior teaching experience currently makes \$40,466 (figure includes \$3,650 of promotion increases). A new hire entering with eleven years of experience from another institution has a beginning salary of \$40,228—at the rank of instructor.

College representatives acknowledged that something must be done to address this inequity, but has not been willing to adopt the phased experience increase proposed by PSCFA. Nor has the administration agreed to changing promotion payments to a percentage of base pay, beginning with a 3% increase from instructor to assistant and topping at a 5% increase from associate to full professor, which would also help to address pay inequities.

