

To: Chancellor Arthur Q. Tyler, CCSF

Fr: Alisa Messer, President, AFT 2121 *AM*  
Nancy Mackowsky, Exec. Vice-President *nm*  
Patty Chong-Delon, Treasurer *pcd*  
Jenny Worley, Secretary *JW*  
Tim Killikelly, Rep-at-Large *TK*  
Alan D'Souza, Rep-at-Large *AS*  
Rodger Scott, Rep-at-Large *RS*  
Gus Goldstein, Rep-at-Large *GG*  
Mike Estrada, Rep-at-Large *ME*  
Jessica Buchsbaum, Rep-at-Large *JB*  
Janey Skinner, Rep-at-Large *JS*  
Chris Hanzo, Executive Director *CH*

Date: March 6, 2014

We write to follow up on your recent email to Alisa Messer. Clearly, AFT 2121 has distinctly different views from you about “the problem” regarding the recent, unprecedented increases in top administrative salaries or “salary gate,” as the SF Chronicle is now also calling it.

Unfortunately, “public comment” via email is the only means currently available to register our disagreement with policies under consideration by Special-Trustee-With-Extraordinary-Powers Robert Agrella. This is insufficient, especially when an issue of such magnitude is before us. But until there is once again a public forum and SF’s duly and democratically elected Board of Trustees are restored, we will continue to use whatever current avenues for our views do exist.

We stand by our public comment to Trustee Agrella regarding the agenda items of February 27, 2014. Our views here are simple, and bear repeating: 1) the process was not transparent, and 2) it was a bad decision. While we acknowledge that management has the authority, when procedures are appropriately followed, to both set salaries and adopt retroactive pay raises for administrators, that doesn’t mean doing so is wise.

This process should have occurred in public, as the law and policy require, and not behind closed doors. It should have been presented and input given by constituents—faculty, staff, students, other administrators, and community. This lack of transparency is particularly unsettling, and all the more so in light of new facts.

We are now aware that these extraordinary contracts were quietly signed immediately following the faculty’s ratification of a concessionary contract. When President Messer and Tim Killikelly met with you on February 21, at your request, you presented much information but indicated you did not know how pay for at least one

administrator had increased from the time of hire. In fact, you neglected to inform us that you had personally negotiated and settled the off-schedule contracts for all of the administrators in question. We have more recently received, in delayed response to our information request, copies of these contracts, which were in fact signed by you on December 10th and 13th, 2013. AFT 2121 informed faculty and management of the successful ratification of the new faculty contract just the day before—December 9th.

Simply put: Last fall, the Executive Board of AFT 2121 went to our membership in good faith and asked them, for the sake of moving our City College forward, to approve of a contract with painful salary reductions, which they reluctantly did. The next day, you signed off on exorbitant administrative salaries. In one case, in fact, that constituted a retroactive increase of \$25,000 a year.

We do not agree with a policy that further widens the gap between our college's one percent and the rest of us. Nor do we agree that departing from precedent and moving to off-schedule salaries for a privileged few is prudent. Attracting and retaining quality administrators, faculty, and staff should be a priority for CCSF, but in our view that does not justify these increases as "necessary" or "normal."

We have never questioned your motivation for taking the job as our new chancellor. Accepting for the moment that the current pay for the chancellor's position is \$119K less than it was some years ago (one of several numbers you put forward that we have so far been unable to verify), it's worth noting that this means you took a \$119K pay cut and are still being paid exceedingly well, even by Bay Area standards.

By contrast, our members, who in the interest of moving the whole college forward agreed to a 4% pay cut last December just days before you finalized retroactive deals with top administrators, make an average of \$80,000 (full-time faculty) and \$24,000 (part-time faculty). San Francisco was recently ranked as the least affordable city in the country; Mayor Lee went so far as to say that \$80,000 is the very bottom of what should be considered the City's "middle class." The Consumer Price Index has risen sharply since 2007, the last time faculty had a COLA or a raise, and taking Bay Area inflation into account, faculty are now nearly 20% below where they were in 2007.

As Professors Messer and Killikelly explained when they met with you, full-time faculty are currently the sole employee group at CCSF paid below the statewide community college average. (We do not have accurate data on the average wages for student workers, who at CCSF are currently paid below SF's minimum wage, although we are hopeful this will change.)

Chancellor Tyler, we had thought there was mutual understanding that a working relationship with AFT 2121 depended on communication, even in the face of differences, and a shared commitment to following rules and procedures to get CCSF fully back on track. In this context, we are truly disappointed both in the extraordinary inflation of top administrators' salaries and the failure to provide public notice in a timely fashion. It is difficult to overstate the level of betrayal we have heard expressed from faculty as they have learned about salary gate.

Faculty will continue to work diligently along with administration and staff to meet fair accreditation standards and to improve our college. And we will continue to do all that we can to serve our members, this college, and our students well by working on many fronts to defend our college and the quality education we offer. We continue to hope and expect that we can all work together to move our beloved City College forward.