

CDMA President's Message

The 2000/2001 school year has been very good for the Coast Community College District. Employees received one of the largest raises in recent history and an added salary bonus for faculty and managers later in the year. Although Coast managers are still among the lowest paid community college managers in Orange County, this year's raise is moving us in the right direction. Enrollments are again increasing at all three colleges resulting in growth dollars. The Governor has been friendly to the community college cause by significantly increasing the statewide community college budget, raising the COLA, and providing increased funding in a number of budget categories that directly support students.

This year GWC successfully moved to the 16-week calendar and OCC began the transition to the shorter calendar. These efforts were certainly not without struggle, but the results were extremely positive. Next year all of us will be on the same shortened calendar. Also, the campuses continue to look for better ways to incorporate alternative instructional delivery systems that give students new and varied opportunities to complete their educational goals. All of these efforts have contributed to our increasing enrollments.

While all District employees have contributed to our overall success, managers have played a major role in re-establishing the Coast District as a leader in community college education. Through the leadership of the managers at all levels and their willingness to take on added responsibilities, the District is now in a very strong position. Give yourselves and your fellow managers a big pat on the back for a job well done.

It is hard to predict what the next few years will bring. The State is facing a major energy crisis and the budget surplus Californians experienced this year may barely cover the energy costs for the next few years. The challenge to serve the students in the Coast Community College District and surrounding areas during these uncertain times will be great. Fortunately the District has a strong group of dedicated managers to lead us through the many challenges that lie ahead.

*John M. Breiban,
President*

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Meet & Confer Update

The CDMA Meet & Confer Committee met and conferred in May with Chancellor Bill Vega and Vice Chancellor John Renley. Our entire committee was present for a lengthy exchange of concerns and views regarding management in the Coast Community College District. Our committee's goal, as formulated by the CDMA Board, was to increase management salaries so that they are at the median level for comparable districts in California and at a competitive level for the districts in Orange County.

We accomplished a great deal in our meeting. We successfully worked through a discussion of state and district economics, some of our local politics, the difficulties in hiring new managers, and the effects of increased workload for many managers. At the end of the meeting, we arrived at a possible plan for improving management compensation that all agreed was worthy of further consideration. It was not an easy meeting, but it was a good one.

Our committee is working this summer to formulate the details of our new strategy related to longevity pay. This is a very positive step and the District is working with us as we investigate several ways in which this plan might be implemented. We hope to have a proposal presented to the CDMA membership for their consideration by the end of summer.

Please keep in mind that we are looking at a state budget filled with uncertainties due to the current energy situation. On one hand, Sacramento could make implementation of any CDMA proposal very difficult. On the other hand, the District is predicting that we will have achieved a 3.82% growth in enrollment for this year. This growth, in combination with a 3.87% COLA for community colleges, may yield a raise next year for all CCCD employees.

Members of CDMA deserve recognition for the extra time and effort they have expended to increase enrollment at our colleges. We are the ones that implement changes to improve our colleges. By working together with faculty and staff, management continues to provide more services to a greater number of students during more hours each week. The Meet & Confer Committee along with the CDMA Board will continue to work toward increased compensation and greater recognition of your contributions.

Your representatives on this year's Meet & Confer Committee are Sally Coffey (GWC), Lynn Dahnke (CCC), Dick Hernandez (OCC), David Hudson (GWC), Stan Johnson (OCC), Majella Manning (District), Mickey Mefford (District), and Jan Neth (OCC).

*Stan Johnson, Chair
Meet & Confer Committee*

"Leaders are made, they are not born. They are made by hard effort, which is the price which all of us must pay to achieve any goal that is worthwhile."

—Vince Lombardi

"... because buffalo are loyal to one another; they stand around and wait for the leader to show them what to do. When the leader isn't around, they wait for him to show up. That's why the early settlers could decimate the buffalo herds so easily by killing the lead buffalo. The rest of the herd stood around, waiting for their leader to lead them, and were slaughtered."

—James Belasco &
Ralph Stayer

Management Salary Comparisons

Data presented at the March 21, 2001, Board of Trustees budget study workshop included the 6.5% salary increase that all District employees received this year. The data presented here include this salary adjustment along with the additional 1% increase that managers and faculty received this spring. In spite of these increases, the data continue to show that current CCCD management salaries are among the lowest in multi-college districts in the State (Table 1). In addition, salaries for the positions of Dean, Director of Financial Aid, and Director of Maintenance & Operations remain the lowest for any of the four community college districts in Orange County (Table 2).

Table 1
Management Salary Comparisons
Multi-College, Statewide
2000-2001

Select Districts	Dean Salary	Vice President Salary	President Salary	Vice Chancellor Salary
North Orange County	97,249	101,565	112,839	112,839
Los Rios	92,157	104,823	133,447	133,447
Foothill-De-Anza	118,483	127,713	137,411	133,490
Ventura	104,276	112,152	131,706	131,706
Rancho Santiago	109,500	115,773	123,385	123,385
Grossmont-Cuyamaca	94,136	107,676	127,449	126,267
Yosemite	96,028	101,874	119,193	117,515
San Bernardino	94,760	100,741	119,964	118,213
Riverside	93,984	119,959	130,411	130,411
Coast	92,818 (9*)	102,914 (7)	117,765 (9)	117,765 (8)
<i>Average</i>	99,339	109,519	125,357	124,504

	Director of Financial Aid Salary	Director of Maint./Oper. Salary
North Orange County	77,789	90,775
Los Rios		
Foothill-De-Anza	78,574	85,530
Ventura	76,804	83,690
Rancho Santiago	84,408	98,250
Grossmont-Cuyamaca	82,295	94,136
Yosemite	97,991	82,815
San Bernardino	82,935	58,603
Riverside	77,021	103,815
Coast	65,770 (9)	86,628 (5)
<i>Average</i>	80,399	87,138

*Number in parentheses indicates rank order.

Table 2
Management Salary Comparisons
Multi-College, Orange County
2000-2001

Select Districts	Dean Salary	Vice President Salary	President Salary	Vice Chancellor Salary
North Orange	97,249	101,565	112,839	112,839
Rancho Santiago	109,500	115,773	123,385	123,385
South Orange	105,252	110,202	115,667	115,667
Coast	92,818	102,914	117,765	117,765
<i>Average</i>	101,205	107,614	117,414	117,414

	Director of Financial Aid Salary	Director of Maint./Oper. Salary
North Orange	77,789	90,775
Rancho Santiago	84,408	98,250
South Orange	72,171	89,872
Coast	65,770	86,628
<i>Average</i>	75,035	91,381

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CDMA Spring Social



The 2001 Managers of the Year were announced at this year's Spring Social. The happy winners included (from left to right) Jeff Dimsdale (OCC), C.M. Brahmhatt (DIST), Stacey Hunter Schwartz (CCC), Bruce Reed (KOCE), and Steve Cone (GWC).

CDMA Vice President Stan Johnson welcomes CCCD Board of Trustees member Paul Berger.



Pictured from left to right are Mike Wells (GWC), Robert Mendoza (OCC), Rendell Drew (CCC), and Dave Baird (GWC).



Coast On-Line is published quarterly by the Coast District Management Association of the Coast Community College District. For more information or comments please contact David Hudson (Editor) at ext. 58907 or e-mail dhudson@gwc.cccd.edu.

Check-out CDMA's website at <http://coastline.cccd.edu/CDMA/cdma.html>