

CDMA President's Message

For the past several months, the CDMA Board has been considering an increase in member dues. At our January 2001 meeting, the decision was made to do so. I wanted to take a moment to share with you some of the reasons for this decision. First and foremost is the fact that our organization has been deficit spending for the past three years. Our income has simply not matched our expenses. Contributing to the deficit has been the increased costs of events such as the fall and spring socials, as well as the on-going expense of keeping the organization functioning. Secondly, the CDMA Board has received numerous suggestions for ways to better serve our members. Unfortunately, many of these ideas cost money, and we simply don't have the budget to do them. A third consideration was the discovery that other colleges with organizations similar to ours have substantially higher dues. We found that our monthly dues are

by far the lowest of all the colleges surveyed. The decision was made, therefore, to increase the dues by 50 cents to \$2 per month (for ten months) depending on the member's salary range. Those members in the highest range would see the greatest increase while those in the lower ranges would see less. The new dues structure will go into effect with the 2001-2002 school year.

We have been very fortunate in the Coast District to have so many managers who have been willing to support the Association, not only with their pocketbooks, but also with their time. On behalf of the CDMA Board I want to thank each of you and ask for your continued support.

*John M. Breiban,
President*

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CDMA Editorial

At its February 13th meeting, the CDMA Board unanimously endorsed the following editorial prepared by the Meet & Confer committee. The Board recommended that this editorial be published in Coast On-Line.

During the past several years, members of CDMA have been frustrated by the fact that the financial support we have received for performing our roles has not been competitive with management salaries at almost every other multi-campus community college in California.

It should go without saying that we take great pride in working for this District and find our work challenging and enjoyable. However, financial compensation that is competitive and that accurately reflects the level of our responsibilities is also very important.

In consideration of the fact that the Board of Trustees has a stated goal of raising faculty salaries to the top 10 percent statewide, we believe it is reasonable that management salaries be in at least the top 50 percent for community college administrators and managers working in the county.

Data presented at the Fall 2000 Board of Trustees salary workshop shows that CCCD management salaries during 1999-2000 were among the lowest in multi-college districts in the State (Table 1). This salary comparison is made even worse given the fact that housing and other living expenses in Orange County are among the highest in the nation. More unsettling, however, are salary comparisons for managers working in Orange County. Based on the 1999-2000 salary schedule, CCCD salaries for the positions of Dean, Vice President, Director of Financial Aid, and Director of Maintenance & Operations are the lowest for any of the four community college districts in the county (Table 2).

There are several significant and tangible consequences to each campus and the District that occur as a result of the inequities in our compensation. For example:

- * Job openings for management positions in the District often must be re-advertised in order to obtain an adequate pool of applicants. The positions of Dean of Counseling, Dean of Literature & Languages, Dean of Business, and Dean of Physical Education & Athletics at OCC are recent examples.

- * The high cost of housing in Orange County has had a significant impact on applicant pools. Numerous applicants selected for interviews have declined based on a combination of our salary schedule and the cost of an average-priced home. (This holds true for both management and faculty positions.)
- * Full-time faculty at the top of the salary schedule who have a full overload and summer assignment often earn more than their division dean or even a college vice president.
- * Since 1987, the District has reduced educational management by almost 17 percent. As these management positions have been eliminated, the responsibilities for these positions have been assumed by other managers without additional compensation.
- * District managers and supervisors are making lateral moves to other Districts and earning substantially higher salaries.

All of us recognize that without a strong faculty and classified staff, our District would fail in its mission to educate students. We should also recognize the essential, but often less obvious, leadership contributions that managers and supervisors make to our mission of serving students. As managers and supervisors, we are solid professionals who play a central role in the process of educating students. We deserve competitive compensation.

The District's senior administration is aware of the concerns we have regarding our salaries, and we believe that they would like to see us compensated in a way that is more competitive with other California community colleges. However, because our concerns over the past several years have not been addressed, our salaries continue to fall even further behind those earned by managers and supervisors at other multi-campus community colleges.

In consideration of the fact that the Board of Trustees has a stated goal of raising faculty salaries to the top 10 percent statewide, we believe it is reasonable that management salaries be in at least the top 50 percent for community college administrators and managers working in the county.

CDMA will continue to work with the District's senior administration to achieve this goal.

*Coast District Management
Association Board*

Table 1
Management Salary Comparisons
Multi-College, Statewide
1999-2000

Select Districts	Dean	Vice President	President	Vice Chancellor
	Salary	Salary	Salary	Salary
North Orange County	93,356	97,499	108,322	108,322
Los Rios	87,643	99,689	126,911	126,911
Foothill-DeAnza	106,556	120,291	129,425	125,733
Ventura	98,096	105,505	123,900	123,900
Rancho Santiago	102,432	108,300	115,421	115,421
Grossmont-Cuyamaca	89,009	101,812	120,508	119,390
Yosemite	92,184	97,892	114,422	112,811
San Bernardino	91,644	97,428	116,019	114,324
Riverside	89,364	114,602	124,000	124,000
Coast	86,290 (10*)	95,676 (10)	109,482 (9)	109,482 (9)

	Director of Financial Aid	Director of Maint./Oper.
	Salary	Salary
North Orange County	74,675	87,141
Los Rios	None	82,588
Foothill-DeAnza	74,008	80,560
Ventura	72,252	78,730
Rancho Santiago	78,960	91,908
Grossmont-Cuyamaca	77,813	89,009
Yosemite	94,608	79,500
San Bernardino	80,208	56,676
Riverside	73,235	98,712
Coast	61,145 (9)	80,535 (7)

*Number in parentheses indicates rank order.

Table 2
Management Salary Comparisons
Multi-College, Orange County
1999-2000

Districts	Dean	Vice President	President	Vice Chancellor
	Salary	Salary	Salary	Salary
North Orange	93,356	97,499	108,322	108,322
Rancho Santiago	102,432	108,300	115,421	115,421
South Orange	101,039	105,791	111,037	111,037
Coast	86,290	95,676	109,482	109,482
<i>Average</i>	95,779	101,817	111,066	111,066

	Director of Financial Aid	Director of Maint./Oper.
	Salary	Salary
North Orange	74,675	87,141
Rancho Santiago	78,960	91,908
South Orange	101,039	86,274
Coast	61,145	80,535
<i>Average</i>	78,955	86,465

WORKERS' COMPENSATION -- A MANAGER'S RESPONSIBILITY

Employees may be injured during the course and scope of their employment and are entitled to receive workers' compensation benefits. Following are things to remember when an employee is injured:

- * Employees must immediately notify their immediate supervisor of an illness or injury.
- * Supervisors must immediately direct the employee to the campus Personnel Office or District Risk Services Department in a non-emergency situation. In the case of a medical emergency, ensure the employee gets to the nearest hospital/medical facility for emergency medical treatment (dial 911 if necessary).
- * CCCD contracts with specific clinics familiar with workers' compensation to treat employees in non-emergency situations. The campus Personnel Office or District Risk Services Department assists employees and provides appropriate paperwork for these referrals.
- * When an employee returns to work following a work-related injury, he or she should provide written documentation from the treating physician describing any work

restrictions. If restrictions are specified, contact the campus Personnel Office or District Risk Services Department for assistance. On a case-by-case basis, a determination will be made whether an employee can be accommodated when there are work restrictions.

- * Illnesses or injuries reported late through the workers' compensation process will result in delayed claim processing. The handling of delayed claims generally includes taking statements from the employee, supervisor, or other parties within the campus/district community who may have knowledge of the illness or injury. Frequently, prior medical record review becomes a part of this process. This delay process period can be up to 90 days, when a final determination will be sent to the employee regarding acceptance or denial of the claim.

If you have any questions about workers' compensation issues, please feel free to contact your campus Personnel Office or District Risk Services Department.

Judy Neal
District Risk Services

CDMA Breakfast Social



At its December 1 breakfast, CDMA honored seven management retirees. Pictured above with Stan Johnson are (from left to right) Jeff Dimsdale (Dean of Student Services, OCC), Jane Hilgendorf (Dean of Physical Education & Athletics, OCC), and Sharon Donoff (Vice-President of Student Services, OCC). Other management retirees included Ed Dornan (Director of Instructional Services, DIST), Michael Finnegan (Director of International Education, DIST), Manny Frias (Administrative Director of Risk Services Operations, DIST), and Roberta Smith (Director of Programming, KOCE).



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Joint Management Staff Development Luncheon and Workshop Scheduled

On Friday, March 30, 2001, 12 noon to 3 p.m., the Coast, Rancho Santiago, North Orange, and South Orange County Community College management associations will be hosting their fifth annual joint staff development luncheon and workshop. The event is scheduled at the new Crowne Plaza Resort Hotel, 12021 Harbor Blvd. (at Chapman Ave.) in Garden Grove.

This year's speaker, Dr. Susan Murphy, will be presenting on the topic, "Leadership in

Change Management." Dr. Murphy is an organizational consultant with extensive background in corporate leadership, academia, and management consulting. She has been an executive in two Fortune 500 Corporations and served as a faculty member at the University of San Francisco Graduate School.

Mark your calendars now and please RSVP as soon as you receive your invitation.

Management Training

The Coast Community College District, in association with the Southern California Community College Districts Employment Relations Consortium, is sponsoring the following one day management workshop to be presented by Liebert Cassidy Whitmore, Attorneys at Law.

March 6 *or* 13 — "Avoiding and Handling a Grievance: Issues and Answers"

Date: Tuesday, March 6, LIVE TELE-
CONFERRING PRESENTATION
or Tuesday, March 13.
Time: 9 a.m. to 12 noon
Host Colleges: Mt. SAC CCD 3/6 *or*
Rancho Santiago CCD 3/13

Correction

There was an error on page two of the fall edition of Coast On-Line. The Go Coast Phone Line was incorrectly listed as 1-800-GO-COAST.

The correct number is **1-877-GO-COAST**.

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>