SALARY REPORT AND PROPOSAL
ADMINISTRATIVE SALARIES
APRIL, 1973

Salary Committee:

Martin M. Bobgan, Chairman
Donald K. Sorsabal
Russell S. Wenzlau
An analysis of administrative salaries was made from the Administrative Salary Schedules, California Community Colleges, 1972-73, issued by the Chancellor's Office in Sacramento. Two key positions of instruction and student services in our college were compared to similar positions in other colleges of ADA range 4,000 to 10,000. We used only these two positions because they are the easiest to identify in the comparison colleges.

The particular document mentioned above lists only actual salaries paid administrators. The actual salaries paid to the two positions mentioned are at the maximum for our district. We do not know if this is true for the other districts listed. Therefore, the results based on maximum salaries would possibly place Santa Barbara in a lower position.

In the distribution of salaries from this publication the instructional position is 24th from the top of twenty-five districts. The student services position is 19th from the top of twenty-three districts.

The salary committee calculated that an 8.8% increase in the present schedule would place our next year's salaries at the two-thirds mark of this year's salary distribution. Therefore, we are requesting an 8.8% salary increase for the administrative staff.

Additionally, it was the feeling of the salary committee that our present three-step administrative salary schedule should be increased to a four-step schedule. This would not increase the cost of our proposal but rather distribute the amount to four steps for each level instead of three.

Also, we believe that all other benefits should be uniformly applied to both teachers and administrators, including the doctoral bonus where it applies.

4/16/73