

## Faculty Salaries Matter

Kern Community College District faculty are highly educated professionals who are recruited from both within and outside of California in national searches. For many disciplines, faculty pay is significantly lower than industry pay, which sometimes makes it difficult to attract candidates because they have to take a pay cut to teach in our colleges. Community college professors are known as the best educators in higher education who make student learning their highest priority; this value is revealed in that community college transfer students do better as juniors and seniors in universities than students who completed their first two years of college at the university.

- The cost of instruction, including faculty salaries, is by law required to be at least 50% of district budgets, yet KCCD has a history of finding it difficult to meet that requirement including the most recent year reported (08-09) when KCCD expended 50.67% on “the cost of instruction”
- Community college faculty members have at least a master’s degree, and most work 2+ hours outside for every hour in class.
- The basis of faculty pay is the district’s desire to pay faculty the state average. KCCD has to compete with surrounding areas to bring in quality faculty. The air quality and other health issues of the valley mean that the district has to work extra hard to keep faculty who might otherwise work in the environmentally healthier areas of Santa Clarita, Lancaster or nearer to the coast.
- Educators spend much time preparing material, but the work is much more involved than that. Community college faculty are known for facilitating more creative learning opportunities including service-learning, active learning and collaborative learning. These are time-intensive pedagogical approaches that reflect the value community college teachers place on learning as they are more common in community college classes. And, this type of work still involves grading papers, working with students individually, and managing to keep up in their ever-changing disciplines.
- Additionally, faculty members engage in campus and community service. They participate in the governance of the colleges and districts through multiple committees that demand significant additional hours of their time; they develop outreach programs, give talks to community groups, and volunteer in community organizations.

Faculty salaries are reflective of the value we place on our communities and our investment in them because our faculty members are deeply tied with our communities. Faculty value your support of their work to support and enrich our communities.

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