

Presentation to the Board of Trustees, March 7, 2013

I am John Burghduff representing the American Federation of Teachers.

As the Texas Legislature works its way through the current session, we are reminded that Lone Star College faced significant belt tightening in the past biennium. By and large, employees have understood the significance of these cuts and have willingly accepted their share of the burden. In light of the fact that employees in other colleges and K-12 schools faced furloughs, salary cuts and layoffs in the 2011/2012 school year, we accepted that salary increases were not possible that year. We also accepted a deferred 2% increase for the current year, although employees at other nearby schools fared better and increases in fuel and other costs have eaten into that increase significantly.

Good citizens accept sacrifice in the midst of adversity as long as they feel that everyone, including those who lead, share in that sacrifice. Therefore, we were disappointed to learn that, even while the vast majority of Lone Star employees have made do with nearly fixed incomes over these last two years, a few at the top have been receiving generous bonuses. As a result of a public open records request, the AFT has learned that the president of one LSCS college received a 12% bonus in September, 2012, that another president and the chief legal counsel each received bonuses in excess of \$30,000 for their work for the previous two years and that another vice chancellor received a bonus in excess of \$18,000. In addition, although we do not yet know our allocation from the state and the Lone Star budget is months away from approval, four other college presidents are already slated to receive bonuses in September, 2013 ranging from 9% to 11%. These bonuses are on top of generous salaries and significant perks unavailable to other employees, including a \$800 per month automobile allowance and \$600 community service allowance for presidents and vice chancellors and a \$17,000 car allowance for the chancellor.

For all public employees in the state of Texas, information about base salaries is easily obtained. To obtain information on bonuses and special stipends at LSCS took an open records request. Transparency builds trust. The public and the college community have a vested interest, not only in what supplemental pay is offered to select employees, but also in the criteria used to award this pay.

The AFT does not begrudge competitive salaries for anyone. However, we ask the Board of Trustees to reevaluate a contract structure in which the majority of Lone Star employees are asked to give their pound of flesh while others have no skin in the game.

Information on Administrative Bonuses Based on Contracts Received from the LSCS Office of the General Counsel, February 2013

General Counsel: In Sept 2012 received \$31,515.63 bonus for the previous two years.

President, CyFair: During Sept 2013 shall receive 9% on \$175,032

President, Montgomery: During Sept 2013 shall receive 10% of \$171,001

President, Tomball: During Sept 2013 shall receive 11% of \$171,001.

President, North Harris: During Sept 2012 received 12% of \$175,440 = \$21,142.

CEO, University Park: During Sept 2013 shall receive 11% of \$175,032.

Senior Vice Chancellor: During Sept 2013 shall receive 10% of \$176,517.

President, Kingwood: In Sept 2012 received \$34,340.98 bonus for the previous two years.

Vice Chancellor, Administration and Finance: In September 2012 received \$18,894.58

Vice Chancellor, External Affairs: In September 2011 received \$18,887.54

All of the above also receive the \$800 per month automobile allowance and the \$600 per month "community service allowance."

Chancellor: 15% to his ORP, \$17k automobile allowance, travel expenses also paid for his wife if she travels in the interest of the System