Tabled from April 25, 1996 Board Meeting

Honorable Board of Trustees of the
San Francisco Community College District

Subject: Resolution No.960523-S4
Adopting the Wage Rate for Lab Aide, College Work Study and all other Student Workers including those paid out of Grant Funds, Bookstore Auxiliary Funds and Associated Student Funds for the first pay period beginning after July 1, 1996 at $5.50 an hour and for the Spring semester of 1997 effective the first pay period beginning after January 1, 1997 at $6.00 an hour

President and Members:

Student workers at City College of San Francisco have received the same hourly wage rate of $5.02 an hour for over ten years. The Administration surveyed eight community colleges in the Bay Area to assess student wage rates and found that although some schools have higher levels of pay on their books, most are paying student workers $6.00 an hour or less.

The Administration believes that providing student work on campus often leads to better retention and believes that a wage increase is warranted. However, it should also be noted that a student wage increase will reverberate through a number of fixed budgets and could, therefore, decrease the overall work hours available to student workers. The budgets that would be affected by an increase in student wages include: District Unrestricted General Fund budget, Associated Students budget, Bookstore budget, College Work Study budget, and Grants with Lab Aide budgets. Without the ability to increase the College Work Study budget, a wage increase will result in fewer overall student work hours available unless the other departments not only budget for the wage increase, but also budget an increase to cover the lost College Work Study hours.

The Administration recommends that the Board of Trustees approve an increase in student wages beginning with the first pay period beginning after July 1, 1996 at $5.50 an hour and starting with the Spring semester of 1997 effective the first pay period beginning after January 1, 1997 to a wage rate of $6.00 an hour. The Administration further supports an increase of no less that 5% of overall District funded Lab Aide hours to ameliorate the effect of such a wage increase on overall student work hours available and will be making such a recommendation to the Budget and Planning Committee during the budget development process for 1996-97.

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The following resolution is recommended for adoption:

THEREFORE, BE IT RESOLVED THAT: The Board of Trustees approves, and adopts the Wage Rates for Lab Aide, College Work Study and all other Student Workers including those paid out of Grant Funds, Bookstore Auxiliary Funds and Associated Student Funds for the first pay period beginning after July 1, 1996 at $5.50 an hour and for the Spring semester of 1997 effective the first pay period beginning after January 1, 1997 at $6.00 an hour.

Recommended for adoption:

Del M. Anderson
Chancellor

Originator: Stephen J. Herman