

During the 2006-2007 academic year, the FIT developed a three-year compensation agreement to help achieve several faculty and college goals. There was a very strong commitment by all involved to increase the average full-time continuing faculty salary at Sinclair in recognition of the faculty's contributions to the excellence of the college and to ensure that faculty compensation is among the top tier of compensation for community college faculty in the state. To that end, the following increases in base salaries of continuing faculty were proposed:

2007-08	5% (to include shifting ½ of the current merit pool to base, effective 2007-08 and beyond)
2008-09	6.5%
2009-10	6.5%

In order to reach this goal, management of instructional costs needed to change in some significant ways, and the combined funding derived from tuition, enrollment, state subsidy, and the levy over these three years had to support this goal. For the first two years (2007-08 & 2008-09) the local, state, and national environment allowed for the achievement of these goals.

However, during the 2009-2010 timeframe the State of Ohio was moving into a phase of reorganizing and reforming higher education, and state level funding was unsure and changing almost daily. Additionally, the local and national economies witnessed one of the worst recorded recessions and the Miami Valley area, in particular, was struck with record numbers of job losses, foreclosures, and other economic hardships. The economic crisis worsened an already troubled state economy/budget, causing dire forecasts of possible cuts to state agencies. In fact, the State of Ohio delayed passage of the current two-year budget bill until after July 1, 2009 in order to finalize a budget solution. That solution included some \$8 billion in federal stimulus monies to balance the state budget, meaning about 15% of Sinclair's current state funding is from one-time stimulus money. In light of the situation, the Sinclair Board of Trustees voted to restrain base pay increases in order to provide "...the taxpaying public with signals of respect and responsibility to them during the historic economic crisis." The Board's actions were also a response to the realities of the state economy/budget that ultimately resulted in Sinclair's receiving a reduction in state funding for FY 2010 and the very real possibility that future reductions may occur in 2011-13 when the one-time stimulus money ends. The resulting 2009-2010 faculty compensation package was 2.4% less than the originally proposed 6.5% (i.e. 4.1%).

Even with the 2.4% decrease, the salary actions over these three years did move Sinclair's average salary to third in the state (nearly \$1000 higher than the fourth position), and from Fall 2006 to Fall 2008 was measured as the state's highest change in average salary nearly 3% higher than the number two position.

Discussions regarding the possibility and probability of meeting the three year agreement continued, with all FIT members recognizing the importance of meeting the agreement if at all possible. Now, nearly a year later, although there are still many unknowns and concerns with the future economic landscape, the FIT respectfully recommends to the college administration and the Board of Trustees that it is fair and reasonable to retroactively add the previously mentioned 2.4% increase to the full-time, tenure track faculty base pay, thus completing the three year agreement on a delayed timeline, but still within the 2009-2010 academic year. This action would finalize the above mentioned three year agreement, not only fulfilling the salary goals, but also acknowledging the fulfillment of the other major goals of the agreement.

Details of the proposed increase follow:

- The 2.4% increase will be distributed in the form of a uniform \$1,600 fixed dollar payment per eligible faculty member. Therefore, the effective percent increase for individual faculty members will vary.

