

CCCS Adjunct Faculty Proposed Pay Raise

Fall Semester, 2021

How does a percentage pay raise, phased in over five years, translate per course, per week, for CCCS adjunct faculty who teach 80% of all CCCS courses? CCCS average wage is \$2,500 for teaching a college course. Their pay is so low they work other jobs, they receive no health-care benefits, and so the adjuncts struggle to live.



3%: \$5/week = 1 latte



4%: \$7/week = 1 deluxe burrito to go



5%: \$8/week = 2 loaves of bread, not fancy



10%: \$17/week = 1/2 a nice T-shirt, on sale



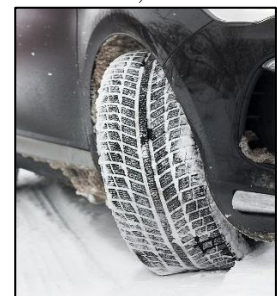
15%: \$25/week = a half a tank of gas



20%: \$33/week = one oil change



25%: \$42/week = 1/3 a monthly health ins. bill



30%: \$50 = one half of one snow tire



35%: \$58/week = 1 leather shoe, on sale



40%: \$67/week = the other shoe + tax



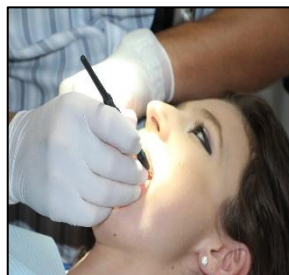
60%: \$100/week = 1 week of groceries



100%: \$167/week = few days rent on Denver apt.



140%: \$233/week = 4 days of daycare, one toddler



150%: \$250/week = 10% cost of one crown



180%: \$300/week = 1/7 cost of a new laptop



200%: \$333/week = equity w/ FT colleagues

The Colorado Community College System:

- Generates [\\$6 billion/year](#) for the State of Colorado
- Spent [\\$27 million](#) on raises 2019-2020
- Spends [\\$40,000 per day](#) on wages & benefits for its 64 presidents and vice-presidents
- Enrolls [125,000 students](#), Fall, 2021 (enrollment down only [one-half of one-percent](#) over 2020)
- Is so financially secure it maintains an [Aa3 rating by Moody's](#)
- Scuttled its own recommendation in 2014 for an immediate, [28% pay raise](#) to all adjunct faculty
- Reports revenues rising more than [\\$10 million/year](#)

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