
Members Absent: David Babel, Miguel Corrigan, Barbara Howard, Marjorie Kinnaman, and Kim McManus.

Guest: Kathy Weiner, Human Resources

1. Call to Order: Fran Emory called the meeting to order at 2:10 p.m., welcomed all and asked the members present to introduce themselves.

2. Approval of the Minutes: The minutes were approved as distributed.

3. Guest Presentation: Kathy Weiner, coordinator of professional development in the Human Resources Department, distributed copies of the College’s professional development plan and described the major categories of support available for professional development. She explained how resources were allocated among the campuses and major administrative units, and how individuals and groups can access the available resources. There was some discussion about employee tuition support and the differences between the policies applicable to faculty and classified staff, based on the source of funds that support the two groups. Because faculty tuition support comes from state funds, and state funds may be used only for “job related” education, faculty may not take courses at College expense for personal interest. Because classified tuition assistance is provided through local funds, the policies are more flexible, allowing staff to take courses that are not directly job related and even courses that are merely of personal interest.

4. Chairs Report: Fran Emory asked the membership to make sure that they can attend the meetings as they are scheduled – on the third Tuesday of each month – and if they cannot attend, to please contact the campus council so that a replacement can be appointed, therefore ensuring that each unit is fully represented.

Fran also described the activities taken so far in publicizing the President’s Sabbatical Leave program. The Intercom published an article on the program in the October 14 edition. An e-mail went out to all faculty about the program on October 4. Copies of successful applications have been placed in every LRC. There will be another notice in the Intercom in November. Applications must be in by December 2.

5. Old Business:

A. Subcommittee meeting schedule: Fran asked if the group agreed that the subcommittees should meet on a regular basis after the regular meeting. After some discussion, the consensus was that the subcommittees may use time after the meeting to organize themselves, but that they may wish to meet prior to the meeting so that their activities can be discussed by the entire group.

B. Classified Subcommittee: Janet Bush said that the Classified Subcommittee had organized itself, but it had nothing at this point to report.

C. ERP sub-group: Bill Shannon said the Committee should endorse a new program for retiring faculty that maintains as many of the aspects of the former Enhanced Retirement Program as possible. The pros and cons of doing this were discussed. The problems posed by IRS and VRS regulations make such a program of very limited value, either to the faculty or the administration. In the mean time, Bill agreed to contact NVCC’s representatives on the Chancellor’s faculty advisory council and on the state-wide faculty senate, to see if political action could help create an appointment reduction program for faculty that would permit the payment of retirement benefits.
D. Telecommuting sub-group: Dan Alford said that his group would meet after the meeting and would use technology for further deliberations.

6. New Business: Myrtho Blanchard reported on the market equity salary increases that are about to be implemented. She said that some 130 employees would be getting raises from less than one percent through ten percent based on how far their salaries are from the externally determined market standard. Notices are about to go out to affected employees and their supervisors. The College budgeted $219,000 to continue its program of bringing more equity to its classified salaries, in this iteration, focusing on market competitive salaries. The fund provided, along with the across the board and longevity increases staff will receive, means that the total salary package for Classified Staff is equivalent to that provided to administrative and professional faculty.

These market equity increases will go into effect on October 25, and staff will see the increase in their November 16 paychecks. The $50 per year longevity increases are added next, with the three-percent across the board increases calculated on the total new salary. These other components of the salary increase program become effective on November 25. Employees will see these increases in their paychecks dated December 16.

Myrtho also reported that an equity study of faculty salaries, teaching, professional and administrative, will begin soon. The results of that study will inform next year’s salary increases for faculty.

7. Adjournment: The meeting adjourned at 3:35 p.m.