

**COCONINO COUNTY COMMUNITY COLLEGE
DISTRICT GOVERNING BOARD**

WORK SESSION

FEBRUARY 24, 2015



**COCONINO COUNTY COMMUNITY COLLEGE
MINUTES OF A WORK SESSION
OF THE
DISTRICT GOVERNING BOARD
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A Work Session of the Coconino County Community College District Governing Board was held at the Lone Tree campus in the Board Room at 2800 S. Lone Tree Road, Flagstaff, Arizona 86005. Board Chair, Ms. Patricia Garcia, called the meeting to order at 4:00 pm.

PRESENT: Patricia Garcia
Gioia Goodrum
Lloyd Hammonds
Patrick Hurley
Nat White

ABSENT: None

Also present: Dr. Leah Bornstein, CCC President; Ms. Jami Van Ess, Dr. Russ Rothamer, Dr. Monica Baker, Mr. Dan Begay, Ms. Gayle Benton, Mr. Brian Harris, Ms. Veronica Hipolito, Dr. Ingrid Lee, Ms. Siri Mullaney, Ms. Suzanna Rodriguez, Ms. April Sandoval, Ms. Mary Anne Schrade, Mr. Scott Talboom, Mr. Bob Voytek.

Reports, summaries, background material, and other documents referred to in these minutes can be found in the February 24, 2015 Documents File.

Follow Up

- The Presidential Evaluation Subcommittee will consider having ACCT compile the President's Evaluation and consider including legal counsel in the President's Evaluation.
- The Board requested that Ms. Benton bring back a second option for salary and benefits that is somewhere between a 2% increase and the proposed 3.37% increase. The Board also asked for a comparison to the Arizona market.

Important Dates

March 24 th	DGB Meeting
April 7 th	Arizona Gives Day
April 14 th	Foundation Board Meeting
April 24 th	Palette to Palate
May 7 th	Nursing Pinning Ceremony
May 8 th	Commencement

FOLLOW UP ITEMS

The Board would like to change the follow up item dealing with ACCT conducting the President's Evaluation to reflect that that ACCT would compile the individual evaluations rather than having ACCT complete the evaluation process.

We will add a follow up item to have the committee consider having our legal counsel be part of the evaluation process.

The remaining items have been accomplished or will be completed at today's meeting.

A. Tuition and Fees

Ms. Van Ess gave a presentation on Tuition and Fees. For additional details on the presentation, please see the February 24, 2015 documents file. This presentation includes a comparison of the higher education price index on the ten-year comparison slide as requested by Mr. Lloyd Hammonds. As part of the presentation, Mr. Bob Voytek gave information on how scholarships are awarded and what additional funds in the scholarship area could do.

The Board discussed several tuition options including the following:

- Raising tuition by \$2.00
- Raising tuition by \$2.50 and increasing scholarships by \$.50
- Raising tuition by \$3.00

These tuition options were presented at a student forum on February 17, 2015. Most of the students who attended favored raising tuition by \$2.50 and scholarships by \$.50. Board members were also supportive of this option. There was concern that we should not rely heavily on tuition increases to solve the structural deficit. Some board members would also like to find other ways to increase scholarship funds rather than having students pay more to the scholarship fund.

B. Salary and Benefits

Ms. Gayle Benton gave a presentation on recommendations for Salary and Benefits for the next fiscal year. For additional details on the presentation, please see the February 24, 2015 documents file. The recommendations were based on market analysis conducted by Human Resources. Ms. Benton is looking for direction from the Board for the recommendation she will make to the Board for approval at the March Board meeting.

The presentation was created based on long term assumptions based on previous direction from the Board. The direction was to create a pool of money that included increases of 1% for market, .5% for merit and 2% for CPI. The goals of these assumptions were to keep our salaries as close to market as possible and avoid future issues with compression and retention.

The Board requested that Ms. Benton bring back a second option for salary and benefits that is somewhere between a 2% increase and the proposed 3.37% increase. The Board also asked for a comparison to the Arizona market.

The discussion on EEO Data and Pay for Performance was tabled for a future work session to allow more time for the salary and benefits discussion.

The Work Session Adjourned at 5:21 pm.

MINUTES PREPARED BY:

April Sandoval
Board Recorder

ATTEST:

Gioia Goodrum
Vice Chair/Secretary of the Board

APPROVED:

Patricia Garcia
Board Chair