

**COCONINO COUNTY COMMUNITY COLLEGE
DISTRICT GOVERNING BOARD**

WORK SESSION

MARCH 24, 2015



**COCONINO COUNTY COMMUNITY COLLEGE
MINUTES OF A WORK SESSION
OF THE
DISTRICT GOVERNING BOARD
MARCH 24, 2015**

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; Mr. Dan Begay, Ms. Summer Dennis, Ms. Kimmi Grulke, Ms. Veronica Hipolito, Dr. Ingrid Lee, Ms. Emily Lizotte, Mr. Tim McGee, Ms. Rosa Mendoza-Logan, Ms. Siri Mullaney, Ms. Suzanna Rodriguez, Dr. Russ Rothamer, Ms. April Sandoval, Mr. Robert Sedillo, Ms. Sarah Southwick, Ms. Jami Van Ess, Mr. Dan Vigil and Mr. Bob Voytek.

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

Follow Up

- The EEO Data presentation will be moved to April.
- Ms. Goodrum and Mr. Hammonds will present their recommendations for changes to the President’s evaluation process at the April meeting.
- Please submit additional suggestions for ACCT conference presentation topics to Dr. Bornstein by Tuesday, March 31st.

Important Dates

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

All follow up items will be discussed at this meeting.

A. Salary and Benefits

Ms. Gayle Benton gave a presentation on salary and benefits options. For additional details on the presentation, please see the March 24, 2015 documents file. As part of this presentation, Ms. Benton included a second option for compensation adjustments and included data on Arizona Rural Community Colleges as requested by the board.

There have been a few changes from the last presentation. There is now a 0% increase predicted for health insurance and both life insurance premiums and contributions to the Arizona State Retirement System will decrease.

The original option was a 3.37% average compensation adjustment. The second option was a 2.87% average compensation adjustment. Staff and the Compensation Committee are recommending the 3.37% adjustment to move employees closer to market; align with CCC's compensation policy; avoid compression issues in the future; and follow the long term practice of 100% utilization of funds set aside for compensation adjustments.

i. EEO Data

The EEO Data presentation was postponed to the April meeting.

B. President's Evaluation

Ms. Gioia Goodrum and Mr. Lloyd Hammonds are still developing ideas for changes to the President's Evaluation process. Because the new process has not been developed yet, the current process will be used for this year's evaluation. The only change will be having ACCT or an outside facilitator compile the results of the survey portion of the evaluation to provide distance between who and how confidential information is handled.

Ms. Goodrum and Mr. Hammonds will present their recommendations for changes to the evaluation process at the next meeting.

C. Presentations for October 2015 ACCT Leadership Conference

The Board feels that there is value in as many members attending the ACCT Conference each year as is possible. This year's conference will be October 14th to 17th in San Diego.

The deadline for submission of presentations for the conference is in early May. Some of the suggested topics were:

- Implementation of the Financial Austerity Plan
- What to watch for when pursuing an override election
- Interaction as an effective board

Please submit additional suggestions for ACCT conference presentation topics to Dr. Bornstein by Tuesday, March 31st.

The Work Session Adjourned at 5:05 pm.

MINUTES PREPARED BY:

April Sandoval
Board Recorder

ATTEST:

Gioia Goodrum
Vice Chair/Secretary of the Board

APPROVED:

Patricia Garcia
Board Chair