

**COCONINO COMMUNITY COLLEGE
DISTRICT GOVERNING BOARD**

WORK SESSION

FEBRUARY 22, 2017



**COCONINO COMMUNITY COLLEGE
MINUTES OF A WORK SESSION
OF THE
DISTRICT GOVERNING BOARD
FEBRUARY 22, 2017**

A Work Session of the Coconino Community College District Governing Board was held in the Board Room at the Lone Tree Campus at 2800 S. Lone Tree Road, Flagstaff, Arizona 86005. Board Chair, Ms. Patricia Garcia, called the meeting to order at 4:05 pm.

PRESENT: Patricia Garcia
Lloyd Hammonds
Marie Peoples
Nat White

ABSENT: Patrick Hurley

Also Present: Dr. Colleen Smith, CCC President; Scott Andrew, Dr. Monica Baker, Mr. Dan Begay, Ms. Colleen Carscallen, Ms. Cynthia Dorfsmith, Mr. Brian Francis, Dr. Dudley Gardner, Mr. Brian Harris, Ms. Veronica Hipolito, Mr. Jeff Jones, Dr. Andrew Lawlor, Dr. Michael Merica, Ms. Siri Mullaney, Ms. Sharri Penland, Ms. Suzzanna Rodriguez, Ms. Laura Rosensweet, Ms. April Sandoval, Mr. Dietrich Sauer, Mr. Scott Talboom, Ms. Mary Talentinow, Ms. Jami Van Ess, and Mr. Bob Voytek.

Reports, summaries, background material and other documents referred to in these minutes can be found in the February 22, 2017 documents file.

Follow Up

- The Board's direction for consideration of salaries and benefits was that they are supportive of the dollar amount proposed but wanted to see different options for cost of living and cafeteria money increases.

Important Dates

March 22, 2017

DGB Meeting

FOLLOW UP ITEMS

Ms. Patricia Garcia reviewed the follow up items with the Board. While the Board did include all of the suggested topics in the February Round Table, there was not enough time to address them all. The Board would like to revisit the outstanding topics, consider Higher Learning Commission Accreditation requirements, and issues in higher education today in future round table discussions.

DISCUSSION/INFORMATION ITEMS

A. Salary and Benefits – Ms. Jami Van Ess and Mr. Dietrich Sauer

Ms. Jami Van Ess and Mr. Dietrich Sauer gave a presentation on salary and benefits. For additional details on the presentation, please see the February 22, 2017 documents file. Topics

included compensation goals, employment climate, cost of living data, Northern Arizona Public Employees Benefit Trust (NAPEBT) medical plan rates, annual items for all eligible employees, salary survey, faculty schedule comparisons, full time faculty salary comparison, and equity and compression solutions. Ms. Van Ess is asking the Board for thoughts and direction for the action item that will be presented for the Board to vote on at the March 22, 2017 Board meeting.

Discussion focused on the following topics:

- Dr. Marie Peoples would prefer to see compensation adjustment funds put towards cost of living instead of cafeteria plan increases.
- Mr. Lloyd Hammonds likes the increase in contribution to the cafeteria plan and would support higher contributions towards the cafeteria plan. Mr. Hammonds also supports the compression increase but does not support an increase tied to the cost of living for a specific community. Mr. Hammonds would like to see wages that would attract qualified people who can afford to live in Coconino County.
- The Board asked if the College could afford the proposed increases. Ms. Jami Van Ess has looked at several financial scenarios and how these proposals would impact the College's long term budget. There are funds available since the College's expenses are significantly below revenues at this time due to the implementation of the financial austerity plan.
- Mr. Lloyd Hammonds is comfortable with the dollar amount suggested because the College is so far behind in salaries that it does need to do something to catch up. While the Board may disagree on how these increases should be allocated, they are supportive of moving in the direction of attempting to catch up on salaries.
- Ms. Patricia Garcia struggles with knowing that the cost of living in Coconino County is high and the College does want to attract quality employees. However, the College has issues with a low primary property tax rate and increasing salaries does not increase College revenues.
- Ms. Garcia also asked staff to consider adding steps to the faculty salary schedule not for a specific person but for anyone that would accomplish a particular level of education or accomplishment.
- Mr. Hammonds pointed out that the College is competing for faculty not just in Arizona but nationwide as the Higher Learning Commission credentialing requirements affect approximately 1000 institutions.
- Ms. Garcia would prefer to see more money allocated to cafeteria monies rather than cost of living because cafeteria adjustments help the College's lower paid employees a little bit more.
- Dr. Peoples suggested that the College will not be able to keep pace with both increased cost of living and increases in health care costs. Dr. Peoples was supportive of increasing cost of living instead of cafeteria money.
- Dr. Nat White stated that the College is an employee centered organization and he is supportive of whatever the College can do to compensate the College's employees. Dr. White also mentioned that no matter what salary option the Board chooses the College's employees will still end up being tenth in compensation of the 10 community colleges in Arizona.

The Board's direction was that they are supportive of the dollar amount proposed but wanted to see different options for cost of living and cafeteria money increases.

B. Tuition and Fees – Ms. Jami Van Ess

Ms. Jami Van Ess reviewed the presentation she gave on Tuition and Fees from the January 2017 Board meeting. For additional details on the presentation, please see the January 25, 2017 or February 22, 2017 document files. Ms. Van Ess asked for direction from the Board as to the tuition options the Board would like to consider at the Regular Meeting later today.

The Board discussed the impact of adding additional full time faculty, how this could offset the loss of part time faculty due to the changes in faculty credentialing proposed by the Higher Learning Commission (HLC), and how many credit hours are taught by full time versus part time faculty members. The College does have some critical faculty needs to ensure that the College is in compliance with the HLC criteria and to avoid issues in the future.

Mr. Lloyd Hammonds stated that 25% of the classes taught at the College are taught by full-time faculty. This is a low number so Mr. Hammonds would support a \$3 tuition increase if that increase was used to increase the percentage of classes taught by full time faculty. Mr. Hammonds would like to see the number of classes taught by full time faculty increase to 50% but it will take years to accomplish this change.

Dr. Nat White pointed out that the College’s primary revenue source, tuition, places a larger burden on the student. Mr. Lloyd Hammonds stated that this is a national trend in education and is a compelling point for moving forward with override efforts.

Mr. Lloyd Hammonds does not like the idea of raising tuition and having students incur a larger percentage of the cost. However, the College does have a priority to make sure it is offering quality education and he does not see how the College can do that without increasing the number of credit hours taught by full time faculty.

Ms. Patricia Garcia pointed out that Coconino County has a very low average income and many of the lowest paid in the County are students. Ms. Garcia hoped the Board would consider this when making any decisions about increases in tuition.

Dr. Nat White was supportive of the \$3 increase and he hopes that the College comes to a point of having student costs be similar to others colleges in the state.

ADJOURNMENT: The Work Session Adjourned at 5:30 pm.

MINUTES PREPARED BY:

Ms. April Sandoval
Board Recorder

Mr. Lloyd Hammonds
Vice Chair/Secretary of the Board

Ms. Patricia Garcia
Board Chair