



MEETING MINUTES APR. 28, 2023

Meeting called to order: 12:03 p.m.

In Attendance: Kevin Dugan, Ana Douglass, Meeghan Gray, Andy Hughes, Heidi Julius, Matt Leathen (Chair), Ron Marston, Mark Maynard, Staci Miller, Phil Smilanick, Brad Summerhill

Absent: Brian Fletcher, Fred Lokken, Jim New, Doug Plourde

Guests: Amber Anaya

Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

Approval of the March 31, 2023 Minutes

Ron Marston moved and Mark Maynard seconded to approve the March 31, 2023 Minutes of the Salary, Benefits and Budget Committee. The committee approved the minutes.

Travel Funding

Mark Maynard moved and Staci Miller seconded to approve Faculty Senate Travel funding. The motion passed.

- Heather Graham-Williams \$2,793.00
- Ron Marston \$478.20
- Felix Danger \$501.20
- Dan Bouweraerts \$741.87

Budget Updates

VP of Finance and Government Relations Search: The finalists' videos are posted on the TMCC website.

Salary Equity Study: The preliminary findings meeting is scheduled in May.

Legislative Updates: COLAs will be awarded and pension amount changes are coming. It was suggested to communicate with faculty prior to the effective dates.

Budget Planning and Legislative Action Taskforce: The taskforce has completed its work.

Salary Advancement Funding Reallocation Resolution

The committee reviewed the Resolution on Salary Enhancement Process. Ron Marston moved and Brand Summerhill seconded to approve the resolution. The committee approved the resolution.

Resolution on Salary Enhancement Process

Be it resolved: There shall be a yearly salary advancement process for Academic and Administrative faculty to be eligible to receive salary increases that add to their base salaries in addition to the Merit Policy from Article 4 Section J of the TMCC

Bylaws. The procedures and processes shall be developed by the Faculty Senate and agreed upon by the President and shall be funded initially in FY 25 at no less than \$200K and yearly thereafter as the budget allows.

The committee also reviewed the Resolution on Salary Enhancement Funding Reallocation. Ron Marston moved and Brad Summerhill seconded to approve the Resolution. The committee approved the resolution.

Resolution on Salary Enhancement Funding Reallocation

Whereas TMCC leadership committed \$100,000 to fund raises via a new Salary Enhancement Policy on July 1, 2023 for the purpose of encouraging, recognizing, and monetarily rewarding via salary enhancement those tenured faculty members who excel in fulfilling their responsibilities to their students, to their departments, to the college, and to the community.

Whereas a policy to award these raises will not be completed this academic year for implementation on July 1, 2023.

Whereas both Academic and Administrative faculty excel in fulfilling their responsibilities to their departments, to the college, and to the community.

Be it resolved that the TMCC Faculty Senate supports the allocation of the previously committed \$100,000 funding for Salary Enhancement raises to be used for Academic and Administrative faculty salary raises under the current policy outlined in Article 4 Section J of the TMCC Bylaws by adding the \$100,000 additional funds to the \$174,000 Merit allocation for a total \$274,000 Merit allocation for implementation in FY2024.

Salary Advancement Policy

The committee discussed whether to move this policy forward now or wait until the results of the Equity Study are known. It was decided to move the policy forward in the Fall and also conduct a survey of faculty.

Old Business / New Business

New hires for Fall will not receive COLA.

Meeting Adjourned: 2:01 p.m.

Next Meeting: Fall 2023 via Zoom