



Truckee Meadows Community College

## Faculty Senate Salary, Benefits and Budget Committee

# MEETING MINUTES SEPT. 24, 2021

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

**In Attendance:** Kevin Dugan, Brian Fletcher, Candace Garlock, Meeghan Gray, Heidi Julius, Matt Leathen (Chair), Staci Miller, Jim New, Phil Smilanick

**Absent:** Kristin DeMay, Heidi Himler, Heidi Julius, Mark Maynard,

**Guests:** Amber Anaya, Teresa Brooks, Ron Marston

## Welcome

Chair Matt Leathen welcomed everyone to today's meeting.

## Approval of the August 20, 2021 Minutes

It was requested to clarify when Merit would be paid and what annual evaluation would be used as a guide to award merit. The committee agreed on the following change to the minutes: "A 1% merit has been approved and expected to be paid this year based off of evaluations. TMCC proposed Merit awards to be allocated July 1, 2022 based on the 2021-2022 evaluation. The task force is discussing how criteria will be set and whether or not to use the Merit Policy already in the [TMCC Bylaws](#)".

*It was moved by Meeghan Gray and seconded by Jim New to approve the Salary, Benefits and Budget Committee Minutes from August 20, 2021 as amended. The committee approved the motion as amended.*

## Travel Applications

One travel request was received for the amount of \$60 from Amy Cavanaugh.

*Meeghan Gray moved and Staci Miller seconded to approve the request for funding of \$60 from Amy Cavanaugh. The committee approved the motion.*

## Sabbatical Subcommittee Membership Additions.

Two more volunteers came forward to join the subcommittee. Chair Matt asked the committee if they want to approve the two volunteers. It was suggested to reach out to Technical Sciences to request a subcommittee member for campus-wide representation. Jim New volunteered if no one from Technical Sciences steps forward.

*Jim New moved and Meeghan Gray seconded to approve the addition of extra volunteers today and in the future. The committee approved the motion.*

## Committee Updates

**Cabinet - Additional Compensation Policy:** Two issues with the policy are LOA budget financial controls and that this policy hasn't been shared broadly with the college. Per NSHE policy, when a part-time faculty is exceeding LOA hours, the home institution picks up the benefits. It was suggested the NFA review this policy as well.

Other issues with the policy were if B Faculty and Part-Time Faculty are required to request permission from TMCC to work for another NSHE Institution when off contract at TMCC. The language is problematic for all teaching faculty and the committee would like to see how this policy compares to other institutions.

The SBBC had concerns about the effect of this policy on teaching faculty and considered the following changes:

#### Paid Teaching Assignments at other NSHE Institutions

##### **Administrative, Classified, and non-instructional Academic employees**

All TMCC employees (Academic, Administrative and Classified) who want to accept a paid teaching assignment at another NSHE institution may do so upon approval of their immediate supervisor(s) through the vice president. The employee may request additional compensation if the teaching assignment is in addition to their regular work duties. Where additional compensation is paid, the same information pertains as when teaching at TMCC (see information above "Paid Teaching Assignments at TMCC").

#### Non-Teaching Paid Assignments at TMCC and any NSHE Institution

##### **Administrative, Classified, and non-instructional Academic employees**

All TMCC employees (Academic, Administrative and Classified) who want to engage in paid non-teaching work may do so upon approval of their immediate supervisor(s) through the vice president. Where additional compensation is paid, the following also apply....

*It was moved and seconded "The SBBC Recommends that the campus community is given greater opportunity to review this policy and make recommendations for the policy." This recommendation was passed by the committee.*

**Admin and Finance Structure Review Committee:** The survey results are being reviewed. The committee split the workload and will meet again October 8, 2021. Questions and comments the SBBC had were who created the survey and what will be done with the results, the survey did not specify what changes the survey was about, and who the survey was sent to?

**Planning Council Budget Subcommittee:** The next meeting is October 13, 2021.

**Merit Pay Task Force:** The next meeting is dates are September 30 and October 28, 2021.

## Old Business

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None

## New Business

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**Annual Plan language proposals:** The committee felt this was the purview of Professional Standards, with scoring/points issues remaining in the SBBC. During committee discussion, it was noted having the language in the annual plan puts a process in place. The SBBC had a range of concerns about these proposed changes to the annual plan. The committee felt it was important to pass the following resolution:

*It was moved by Meeghan Gray and seconded by Jim New "SBBC does not support these recommendations absent clearly stated rationale necessitating these changes." The committee agreed and passed this resolution.*

Benefits: PEBP Meeting. There is a surplus of money and the PEBP Board will be discussing options for restoration of benefits and long-term disability insurance.

## Adjournment

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It was moved by Jim New and seconded by Meeghan Gray to adjourn the meeting.

**Meeting Adjourned:** 1:50 p.m.

Next Meeting: 12-2 p.m., October 22, 2021 via Zoom