



**Faculty Senate with President Dr. Fernandez**

**Minutes: October 7th, 2016 2:00-3:45 p.m.**

**Location: President’s Office**

**I. Attendance: Faculty Senate Membership**

	attended	excused	absent	Proxy replacement
<b>Amanda Diaz- President/At Large</b>	√			
<b>Johnny Alda - Vice President</b>	√			
<b>Kimberly Bunts-Anderson- Secretary/At Large</b>	√			
<b>Ajani Burrell – Senator/At Large</b>	√	√		Meeting started late and Ajani had to leave to attend another meeting at PSS
<b>Rosaline Cepeda – Senator/SOE</b>	√			
<b>Richard Waldo-Senator/ At Large</b>	√			
<b>Cherrie Lovejoy /At Large</b>			√	emailed resignation

**Other Attendees: NMC President Dr. Fernandez**

**II. Review/Adoption of Agenda**

**Formal Agenda not provided: Discussion centered on Faculty Ranking System, pay increases and faculty concerns and current budgetary issues.**

### **General Discussion Topics**

- **Faculty Senate's proposed Faculty Ranking System**
- **Faculty Contracts- Updates**
- **Current and Future budgets for salary increases**
- **Faculty Salary Increases**
- **Timing Consensus for Payouts**
- **President's intentions for Salary Increases**

### **III. Old Business:**

**President Fernandez:** Reiterated her intention to approve the Faculty Ranking System (first stated at College Council meeting Oct. 6, 2016 and asked for an overview

**Amanda Diaz** – Presented an overview and summarized the current proposal.

- a. Explaining that the current proposal was based on the salary scale currently adopted by NMC. And that everyone had been placed at Step 1 of the new scale based on their academic qualifications.
- b. That in place of tenure faculty would be able to ascend rank based on years or contract completion.
- c. That to eliminate “new hires” being paid the same as those that had worked at NMC for a number of years everyone who had completed at least one contract would be moved up to Step 2.

### **IV. New Business:**

**President Fernandez:-** Brought up the issue of Salary Distribution and the problem of currently having 100k to use for the increase for next paydate. But anticipated having a much larger budget available in the next few weeks. She asked the Senate's input on having an increase now and waiting for a later increase or having both increases given later.

**Richard Waldo**– Suggested that if possible the faculty would like to have the initial increase, as soon as possible, as he didn't want to sound pessimistic but he would believe it when he saw the check.

**President Fernandez**- Assured Richard that everyone would be receiving raises and that she anticipated having a large amount for this in the near future. She continued that she was hoping to have a budget of approximately 1.5 million appropriated for the expenditure. She continued that having worked and gained experience in many other places she was surprised that previous experience was not being addressed and should be.

**Richard Waldo**– Explained that the salary raises proposed were low and that in comparison to 2 year institutions we were not asking a significant amount and that it was only a small percentage of the total budget. He stated that 1.5 million was not required and that according to his calculations the amount required to move to Step 2 would be approximately 140,000.

**Amanda Diaz:** Amanda confirmed that the figure was conservative but that it did not include the experience of some of the faculty. Many who had worked for NMC 10 or more years. And PSS pays more. In fact today they got a raise. Kimberly, show them the papers.

**Kimberly Bunts-Anderson:** Agreed stating that some faculty had worked 13 to even 27 years without a salary increase. She passed around the papers.

**President Fernandez:** what increase did they get?

**Amanda Diaz:** Anyone who has worked more than 1 year moves up one step on the payscale.

**Richard Waldo:** What about the people who are at the end of the payscale?

**Amanda Diaz:** Those people will get a 5% bonus.

**President Fernandez :** Stated, Usually it works like jr. colleges pay more than high schools, universities pay more than colleges. That is the way it works. She continued... I would like to provide increases that moved over from Step 1 and considered people's experience prior to working at NMC and while at NMC. These increases may need to be worked out individually as there seemed to be

discrepancies particularly with staff employees. That some had not been placed at the appropriate level, others were still working under the old payscale and still others had been placed above their qualifications. These people she stated, would not receive an increase until they had worked up to the level they had been assigned to.

**Rosaline Cepeda-** Agreed that there were some people who had been misplaced.

**Kimberly Bunts-Anderson-** Concurred stating that she had recently discovered that she had not been placed at the appropriate level on the old scale and the new scale had been adopted the month after she started working again at NMC.

**President Fernandez-** Added, that she was unhappy that this seemed to be happening in multiple instances and that once a salary scale has been officially adopted by an institution it should be adhered to and transparent.

**Richard Waldo -** Commented that he could work on the current pay scale and fit it into the 100K available now but that it would not reflect the experience of people who had worked at NMC.

**President Fernandez-** Stated, that in terms of payout she wanted to confirm with Faculty Senate whether it would be alright to make an initial payout which would be available in the next pay period or if it should wait until everyone could be adjusted by rank and then by experience. At the minimum she stated, she would like to ensure that people were at the same position on the new payscale that they had been on , on the old pay scale.

**Kimberly Bunts-Anderson-** Asked whether those that were placed incorrectly at the old payscale would be placed correctly on the new one.

**President Fernandez-** Stated that “Yes” people should be placed appropriately and that in cases like Kimberly’s and with others these discrepancies would need to be addressed.

**Kimberly Bunts-Anderson:** Agreed that , that was fair.

**President Fernandez-** Continued stating that when hired people should not have been placed simply at Step 1. That in her experience with HR people were allotted

increased steps relative to the experience they brought with them to the institution.

**Richard Waldo:** Stated that GCC only counted experience at their institution in regard to title but that they started out at a higher amount and were paid significantly higher salaries. He continued stating that the Senate had organized the steps based on contract completion.

**Kimberly Bunts-Anderson:** Stated that she concurred with Dr. Fernandez that people should be credited for prior experience particularly, those that had worked a long time at NMC without any salary increases.

**Johnny Alda:** Agreed and asked whether he could have a copy of the old scale to compare to the new scale.

**Rosaline Cepeda:** Also agreed and asked if she could also have a copy of the current proposal and the current procedure.

**Amanda Diaz:** Handed out the previous procedure draft as that was the hard copy in hand.

**Kimberly Bunts-Anderson:** Stated that she was sorry but that she only had the one and that they had been emailed out previously. Had they received them? If they emailed her she would try to relocate them but recently there had been so many drafts and revisions she didn't think the final one was available yet.

**Amanda Diaz:** Pointed out that Step 2 in the procedure was particularly important as people were coming in and immediately making the same or more income than those that had already been working for 7 years or more. She showed President Fernandez an example from her department. Stating that when inequities like that occurred it made people feel devalued and made them wonder why they had stayed so long.

**Richard Waldo:** Stated that was why we had limited people to two steps because he had attempted to stay within the budget given.

**Kimberly Bunts-Anderson:** Then stated that the faculty senate's proposal was indeed conservative and that it had been deliberately designed so to fit first within a 200k budget which was then cut two weeks prior to 100K.

**President Fernandez-** stated that she wanted to fix that as well. That it was unfair that experience had not been recognized in the past and more so that some people were awarded higher salaries without justification and that routinely some were offered lower salaries than what matched them on the adopted table. Also, that in the past she had been awarded much larger budgets and that the current budget for NMC was significantly lower than what she had received when she had been president previously.

**Everyone:** Agreed

**President Fernandez-** stated that she was confident she would be able to access enough budget to rectify the inequalities. That she had promised to do this when she had been at NMC previously and she intended to keep that promise.

**Amanda Diaz:** stated that one of the biggest problems with the current scale is that there was no column for doctorates. That the current scale did not provide any movement for those with doctorates to move up so that is why we had to start those with doctorates at step 3.

**Richard Waldo:** Yes, that is why the people with certificates that usually make more like CPA or RN's were also put on Step 3.

**Kimberly Bunts-Anderson:** Stated Yes, but after the initial placement there isn't any place on the table for people to move up and when does it start? After you have completed two contracts or when you are in the middle of your third contract? Its confusing.

**Richard Waldo:** stated that he had it listed as starting the 5th year. And that he was happy to be getting 50 thousand.

**Kimberly Bunts-Anderson-** pointed out that he was unique in that he was going to see a significant raise soon based on just finishing a doctorate. However for those who had a doctorate for some time the progress through the scale was limited. Unless there was some way to move horizontally.

**Dr. Fernandez-** Congratulated Richard Waldo for finishing his doctorate.

**Dr. Fernandez** – Commented, “She (Kimberly) is correct. I want to hire more doctorates and we can’t limit the pay scale to 50k when other places I know pay much higher.

**Amanda Diaz**- said, “We can do that”. We can adopt the steps from the current pay scale and build out.

Dr. Fernandez- “That’s good”.

**Amanda Diaz**- told that we had tried limiting the top end because the management wanted their salaries to be higher.

**Dr. Fernandez**- stated well that’s not the way it is done. Institutions everywhere pay their faculty higher it's based on academic achievements. Most places pay more to their faculty that is just the way it is.

**Richard Waldo**- stated, I could help you get the information you need to do this. How are you going to finish salaries with only a few people.

**Dr. Fernandez**- Actually we have a fully staffed finance office we can get this done.

**Richard Waldo**: Well we don’t want everyone running over to HR telling you their years of work that would be messy. Maybe they could just tell me and then I could do it. I already have the years of work plus maybe a month or two.

**Kimberly Bunts-Anderson**: Mine is wrong. But you fixed yours. I talked to Novelyn and she said mine is 4 ½ years but here it says 21/2 years.

**Richard Waldo**: Well I limited mine to 50 or 51K I didn’t count all my work. When you are in this business you learn to be fair you don’t overpay yourself.

**Kimberly Bunts-Anderson**: That isn’t what I meant. What I was saying, is it can’t be just you and me. There’s probably other people that have worked here left and come back. If they are going to be compensated for their work here we should have an accurate number of years. It looks like the list we have only counts the time from the last contract.

**Richard Waldo:** Well this is from August but we only need to add a couple of months to each. Done.

**Richard Waldo:** Then everyone should just contact me and tell me what they worked.

**Kimberly Bunts-Anderson:** Maybe people won't be comfortable telling their degrees and time worked to another teacher. It would be easier if H.R. did it. It's only 30 people and only a few of them probably worked here more than once. So they could just ask Novelyn to look in their file.

**Amanda Diaz** – She's right. Its better if I just talk to Novelyn and handle it through her.

**Amanda Diaz-** To the president. Okay Richard will work on the budget for 100k and I will get the list from Novelyn so we can have an accurate list for the teaching faculty. We will also do the same for the non-teaching faculty.

**President Fernandez-** Thank you.

**Amanda Diaz:** Thank you for taking the time to meet with us.

**President Fernandez-** I don't know what staff will think about the payout. Are you guys okay with getting Step 1 next payday and the rest later.

Everyone: Yes!

**Amanda Diaz:** we are happy to work with you. I will get that information to you. First, so you can do the 100K Step 1 and then Step 2. I mean the equity will come out of the 400k raise. So after that, Step 1 and 2 in the ranking scale.

**President Fernandez:** Okay, Thank you everyone you have been helpful.

## **Meeting Adjourned**

### **Planned Action:**

**Amanda Diaz:** Would speak with Novelyn and get the updated amounts of time worked for future increase.

**Richard Waldo:** Will adjust the budget to fit the 100k budget.