

**NORTHLAND PIONEER COLLEGE
COLLEGE COUNCIL (CC)**
13 January 2017
2:00 p.m. – 4:00 p.m.
Video I

Voting Members Present: Dawn Johnson (Chair), Vicki Bessinger (Vice-Chair), Royce Kincanon, Joan Valichnac, Julie Peck, Brian Gardner, Jason LaBute, Ina Somers, Ryan Rademacher, Nicole Ulibarri
Voting Members Excused: Daphne Brimhall
Voting Members Absent: PJ Way
Non-Voting Members Present: Terrie Shevat (Recorder), Josh Rogers
Guests: Steve Mills

I. Welcome and Roll Call

Dawn Johnson called the meeting to order at 2:05 p.m. followed by roll call of members present.

II. Adoption of Agenda

Vicki **MOVED** to adopt the agenda as presented; **SECOND** by Ryan. Motion **APPROVED** by unanimous vote.

III. Approval of Minutes – December 9, 2016

Ryan **MOVED** to approve the December 9, 2016 minutes as presented; **SECOND** by Royce. Motion **APPROVED** by unanimous Vote.

IV. Old Business

a. None.

V. New Business

a. **Action Item: ERC Compensation Proposal – Jason LaBute/Steve Mills**

Jason reviewed the salary recommendation data and explained the majority of ERC members voted to request no increase in employee wages for 2017-18. Jason clarified with Council members that ERC is recommending employee salaries stay flat.

Ryan suggested an increase should be requested and noted the District Governing Board is openly responsible for making financial decisions for the college. Ryan also noted that employees did not receive a raise last year. Joan discussed prior years in which step increases were not given leaving some employees further down on the pay scale. Joan discussed cost of living issues. Ina felt that ERC did not provide a salary recommendation but rather a statement of observation. Ryan stated if ERC's recommendation is zero, then as a voting member of College Council he felt the recommendation should be reconsidered. Ina suggested CC recommend at least 2% for cost of living and a step, or recommend a figure like 3% to include an increase and a step. Royce asked Steve and Jason if there were any ERC members who did recommend a salary increase. Jason stated four members recommended 0%, two members recommended 2% to reflect the inflation estimate, and two members did not respond. Jason said ERC would like solid justification to request an increase and reviewed the proposed salary changes at other local organizations for 2017-18. Jason expressed a concern he had while going through this process explaining one of the assumptions within the Budget Assumptions document state that salaries will be incrementally increased, which did not happen last year. Vicki asked if this recommendation is for staff and faculty or for staff only. Ryan stated the recommendation is across the board.

Royce **MOVED** that College Council recommend a 2% increase and one step for all contract employees; **SECOND** by Vicki. Motion **APPROVED** by a majority vote; 7-Yes, 2-No, 1-Abstention. The College Council resolution will read, "College Council recommends a salary and wage increase of 2% and one step for all contract Faculty and Staff for fiscal year 2017-18".

VI. Organization Reports

- a. *Classified Administrative Staff Organization (CASO) Report – Ina Sommers*
No report.
- a. *NPC Faculty Association Report – Ryan Rademacher*
Ryan reported that Dr. Swarthout will attend the next Faculty Association meeting for a Q & A session. Faculty is preparing for elections in the coming months.
- c. *Student Government (SGA) Report – Josh Rogers*
No report.
- d. *Strategic Planning & Accreditation Steering (SPASC) – PJ Way*
No report.
- e. *Instructional Council – Ryan Rademacher*
Ryan reported that IC is looking at making some revisions to the guideline document and ACRES forms. IC is looking at curriculum in ACRES.

VII. Standing Committee Reports

- a. *Employee Relations Committee Report – Jason LaBute/Steve Mills*
No additional report.
- b. *Student Success Committee Report – Josh Rogers*
Josh had no additional information to report beyond the information he presented at Convocation. Josh asked the Council for questions.
- c. *Sustainability Committee Report – Stacy Ashcraft*
No report.

VIII. Adjournment

Ryan **MOVED** to adjourn; **SECOND** by Jason. Motion **APPROVED** by unanimous vote.

IX. Next Meeting – February 10, 2017, 2:00 pm on Video I