

**NORTHLAND PIONEER COLLEGE
COLLEGE COUNCIL (CC)
9 January 2015
2:00 p.m. – 4:00 p.m.
Video I**

Voting Members Present: Maderia Ellison (Chair), Susan Jamison (Vice-Chair), Blaine Hatch, Dawn Johnson, Betsy Peck, Tracy Chase, Julie Peck, Ina Sommers, Shawntel Skousen, Nicole Ulibarri, Vicki Bessinger, Jenna Che' Shockey, Gary Mack
Voting Members Absent: Michelle Mariszewski
Non-Voting Members Present: Sharon Hokanson, Terrie Shevat (Recorder)
Guests: Gary Reyes

I. Welcome and Roll Call

Maderia Ellison called the meeting to order at 2:00 p.m. followed by roll call of members present.

II. Adoption of Agenda

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

III. Approval of Minutes – December 12, 2014

Tracy **MOVED** to approve the December 12, 2014 minutes as presented; **SECOND** by Vicki. Motion **APPROVED** by unanimous vote.

IV. Old Business

None

V. New Business

a. **Action Item: ERC Compensation Recommendation – Gary Reyes**

Gary explained the data ERC presented in their compensation recommendation and clarified how and where the information was obtained. Gary corrected an error he made within the document, noting the Survey of Professional Forecasters that identified a Headline CPI of 2.3% inflation rate was incorrect and should have been identified as a Headline CPI of 1.9% to 2%. Gary further noted much of the data is presented from a historical perspective which ERC felt was relevant because they don't want to discount what happened the year before. Gary also reviewed the salary recommendation data presented by CASO from community colleges and local public entities. Gary stated the predicted model is leading towards 2%; however, ERC wanted to reward the hard working employees of NPC with an additional .2% above the rate of inflation. Blaine addressed the upcoming ASRS reduction and noted employee pay will go up .23 % regardless of wage change. Blaine discussed information the Board considers in the recommendation for wage increase. Maderia addressed expenditure limitation issues with Council members. Following a lengthy and thoughtful group discussion, and with appreciation to ERC for their efforts, Ina **MOVED** that College Council recommend a 2% salary increase for all contracted employees including adjunct faculty; **SECOND** by Vicki. Motion **APPROVED** by unanimous vote. The College Council Resolution with read, "College Council recommends a salary and wage increase of 2.0% for all contract employees (administrators, faculty, exempt staff, and nonexempt staff) and adjunct faculty for fiscal year 2015-16".

VI. Organization Reports

a. **Administrative Staff Organization (CASO) Report –Ina Sommers**

Ina commented on the CASO retreat following the January Convocation noting it was the best they had with approximately sixty CASO members in attendance. Ina explained the CASO retreat is a professional development event which allows CASO to come together to learn about the college and about CASO. The delegate group is talking about making the time period following the NPC January Convocation day CASO's standard retreat time. Ina reported 388 warm and fuzzy awards were generated in the past year.

b. **NPC Faculty Association Report – Gary Mack**

The Faculty Association has spent the last four weeks writing memos, letters, and resolutions with regard to the Silver Creek Campus issue. This past week, Faculty has been discussing ideas to honor the memory of Karen Hanson, prior Allied Health Coordinator, who was also instrumental in putting the medical assistant program in place. Gary noted one of the ideas they are leaning towards involve dedicating a bench or picnic table with a wooden inscription in her memory.

c. **Student Government (SGA) Report – Jenna Che' Shockey**

SGA has not met yet this semester, but has several recruitments planned. SGA will be holding a talent show and basketball tournament this spring and will report on the dates for both events by the next College Council meeting.

- a. *Strategic Planning & Accreditation Steering (SPASC) – Blaine Hatch*
SPASC met once in December and most of their discussions involved the information presented at the January All-College Convocation. SPASC is anxious to move forward as they start meeting again next week.

VII. Standing Committee Reports

- a. *Employee Relations Committee Report – Sharon Hokanson*
ERC has met several times and has spent a majority of their time working on the 2015-16 compensation recommendation. ERC will now focus on a sick leave bank procedure which they will present to College Council at a future meeting. ERC is scheduled to meet again on February 4.
- b. *Student Success Committee Report – TBD*
No report.
- c. *Sustainability Committee Report – Margaret White (absent)*
No report.

VIII. Adjournment

Dawn **MOVED** to adjourn; **SECOND** by Shawntel. Motion **APPROVED** by unanimous vote.

IX. Next Meeting – February 13, 2015, 2:00 pm on Video I