

## ACC Meeting Name: Classified Association

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**Date:** Tuesday March 28, 2006

**Time:** 12:00 p.m. - 1:00 p.m.

**Chair:** Tobin Wiegand, President

**Location:** NRG 3140

**Attendees:**

President Tobin Wiegand  
President Elect: Kathy Judge  
Secretary: Jeannie Beach

Representatives:  
Sue Bloodsworth  
Matilda Morales  
Sonia Stewart

Members of Classified Employee Group

### *Minutes*

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**1. Agenda Item:** Board Agenda Item 8201  
Revisions to Policy F-10  
Employee Compensation

**Presenter:** Tobin Wiegand

**Discussion:** Employee associations have been notified of the Board Agenda Item 8201 which proposes revisions to policy F-10 Employee Compensation. April 17<sup>th</sup> is the scheduled date for Board action on this item. Employee groups are encouraged to provide feedback on the proposed changes.

Tobin Wiegand, Association President, observed that ACC is currently in the middle of a Classification and Compensation study. It may be inappropriate to revise the Board policy on compensation when classifications are in flux. President Wiegand proposed the following ACCCEA Position on the Revision to Policy F-10:

- 1) New Job Titles, job groups, re-classifications, and appeals should be announced/resolved before the Board takes any action on the Compensation Policy.
- 2) This action is recommended to accommodate any impact reclassifications may have on the overall budget. Board policy may then be reviewed within this context.
- 3) The Association objects to changing F10, particularly section 10. However if any change must take place, the Association strongly desires the preservation of language in section 10 that guarantees annual cost of living raises, market adjustments and experience adjustments. Dr. Mink's recommended changes do preserve these guarantees and, if we had to back one of the proposed changes, we would support Dr. Mink's version.

The Association officers and members who were present agreed to the above ACCCEA position with a unanimous show of hands.

**Additional Discussion:** If the Board feels it necessary to move forward with Revisions to Policy F-10 prior to completion of the compensation study, the following language is considered controversial:

- Item 2: striking the language "living wage"
- Item 3: striking the language "95% or less of market average"
- Item 4: "Non-faculty employees ...competitive market shall be the Texas metropolitan community colleges ..."
- Item 6: striking the language "... on lower income persons."
- Item 7: The Association does not agree with the position that the President should be given the power to propose a budget which falls short of meeting the goals of this policy.
- Item 8: striking this item
- Item 10: striking this item

Also, the association seeks better clarification on how "Market" will be defined.

**2. Agenda Item:** General Announcements

- Committee members are reminded to attend meetings and provide committee reports back to the association.
- The Professional Development Office has taken over championing the Health, Education and Wellness proposal
- ACC will be closed July 3 and 4<sup>th</sup> this year (a Monday and Tuesday) for a long holiday weekend
- All Departments will be performing Evaluations, and compliance will be tracked by the Evaluations Committee
- Students have Challenged Faculty and Staff to a Blood Drive Competition. A blood drive will be held at each campus April 5, 11, 12, and 13.

***Other Information***

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Next Meeting Date: In lieu of the regular monthly ACCCEA meeting, two events will be held in April for Classified Employees:

April 11: Luncheon with the President Noon – 1:00 p.m. EVC 8500

April 26: Appreciation breakfast 8:30 a.m. – 10:00 a.m. EVC 8500

Respectfully Submitted: Jeannie Beach, Secretary  
03/30/06