

## ACC Meeting Name: Classified Association

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**Date:** July 8, 2008  
**Chair:** Lisa Buck, President

**Time:** 12:00 p.m. - 1:00 p.m.  
**Location:** RVS Lecture Hall G-8100

### Attendees:

President: Lisa Buck  
President Elect: Suzanne Ortiz  
Parliamentarian: Al Kaiser  
Secretary: Jeannie Beach

Representatives:  
Shawna Berry  
Sue Bloodsworth  
Gloria Dove-Owens  
Cindy Wiseman  
Mark Goodrich

Members of Classified Employee Group

### *July 2008 Minutes*

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#### **I. Agenda Item: Old Business**

**Presenter: Lisa Buck**

Historically, our Association has hosted the Retirees Luncheon in August. The Council voted not to host it this year. We have approached the Administration about taking it on, but the response was that it traditionally had been up to individual Associations to honor their retirees. The Administration usually hosts some sort of recognition for active employees who are retiring. Our Association may pick up the luncheon again in the future, perhaps on an every-other-year basis.

#### **II. Agenda Item: Board Meeting Update**

**Presenters: Lisa Buck, Suzanne Ortiz**

The Board approved the budget at the Board Meeting the evening of Monday July 7, 2008. A four-percent raise was granted to all employee groups. Sixty of the lowest-paid ACC employees were increased to \$12.92 per hour to compensate for the higher cost of living. Those sixty employees will also get the 4% raise on top of the \$12.92 standard hourly wage. Members are encouraged to view the recording of the Board meeting which should be available soon: <http://irt.austincc.edu/board/>

A citizen's group from Leander expressed interest to the Board about obtaining an ACC Campus in Leander. The Sasaki report on Facilities Planning also indicated that Leander was one of the faster growing areas. We can expect to see a push for campus growth in the East, Northwest, and South: Manor/Elgin/Bastrop, Leander, and San Marcos. The expansion into San Marcos has been put on hold while legal issues surrounding the last election are resolved.

#### **III. Agenda Item: Pay raise status**

**Presenters: Lisa Buck, Suzanne Ortiz**

Alan Kaplan motioned for a 5% pay raise to be given to employees. No other board member stepped up to second the motion, although Tim Mahoney showed some support. Jeffrey Richard, Raul Alvarez and John-Michael Cortez opposed the idea of increasing compensation beyond 4% as did Veronica Rivera and James McGuffee.. It was noted that the college is in good shape financially. Gerry Tucker surveyed several major Austin employers and did not find any other groups giving more than 4%. John Cise, professor of Physics, presented to the board comparisons regarding the cost of living in Austin as opposed to other major metropolitan areas in Texas. We were told our salaries are compared to the community colleges in these other metropolitan areas, but our higher cost of living is not considered. Jeffrey Richard asked if ACC is losing staff because they are not being fairly compensated.

Derek noted that a better question might be: How many ACC employees are working two jobs to make ends meet? Kathy Judge observed that our posted positions often remain vacant beyond what might be considered a reasonable length of time. Is this because the starting compensation is too low in this economy?

Lisa recommended that, in the future, we push to get updated language in the Board Policy F10 governing compensation. Ideally, language regarding our employee group compensation will mirror that used when addressing Full Time Faculty Compensation, as below:

