

ACC Meeting Name: Classified Association

Date: August 12, 2008

Chair: Lisa Buck

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

Location: HBC 103.6

Attendees:

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

Representatives:
Gloria Dove-Owens
Melissa Brown
Tomi Welch
Judy Green
Sue Bloodsworth
Nicole Bell
Cindy Wiseman
Sonia Stewart
Jackie Mauldin

Members of Classified Employee Group

D R A F T August 12, 2008 Minutes

I. Agenda Item: Compensation

Presenter: Lisa Buck

The Board approved a 4% Cost of Living increase effective September 1, 2008. This is market-based. This year, Human Resources will begin to research and document data on various positions, but we can be proactive and research the local job market for compensation on our own position. An ACC committee will be formed to oversee this process. The Classified Association plans to be very active in this committee. Under the current system, the H/R methodology is vague and needs to be better delineated.

This year is a revision year for Board Policy F10 (Compensation.) The policy currently states that Faculty will be among the top highest compensated in the state. We would like to see that language modified to include Classified Employees in the top 1%, as well. Compression is still an issue in our current pay scale with the raises given to the lowest pay scale positions and no follow through given to the remainder of the positions. The Association is supportive of increasing the compensation for lower-paid employees, but does not want the tenure of middle-paid employees devalued due to compression.

Judy Doyen noted that, due to the current economic climate, perhaps the Board would be open to considering a one-time stipend. Lisa Buck suggested that the Association organize a request for a mid-year adjustment. A good precedent to cite is the IRS mileage rate adjustment that has occurred in both September and again in January in response to rising gas costs. Employees are encouraged to e-mail Suzanne Ortiz with suggestions and points to help make our case for a mid-year salary adjustment.

For those who elected to convert to monthly pay: There will be three paydays in August, one payday in the middle of September (for the last two weeks of August), and a full month's pay at the end of September. Overtime earned during the last week of a month will be paid the following month. Employees who are paid monthly will only document their leave time in e-time. Employees paid monthly will be paid the last working day of every month, regardless of what day of the week that may be. If you have requested additional withholding on a per-pay basis, you will need to adjust your withholding form. In the fall, H/R will offer an E-time training, and all are encouraged to attend.

II. Agenda Item: General College Updates **Presenter: Lisa Buck**

General Assembly: General Assembly will be August 22. Festivities will include breakfast, service awards, a State of the College address by President Kinslow, and a key note presentation. This is ACC's 35th anniversary. Carpooling to the event is recommended.

Facilities Updates: A parking garage is being built for Rio Grande campus. The Round Rock campus is being developed in three phases. Healthcare and Nursing will be the primary program focus in Round Rock. Additional parking lots are being added to the Pinnacle campus.

III. Agenda Item: Open Discussion: Presenter: Suzanne Ortiz

There is still a need for volunteers for the College-Wide Technology and Capital Outlay Committee, and the Web Committee. Melissa Brown volunteered for the Web Committee.

Judy Doyen inquired about ACCCEA merging with the Professional / Technical Association. Lisa responded that there has been discussion on this topic, but general consensus is that the Classified preferred their own organization where they could speak freely without supervisors present. The two associations can still support each other on issues without a formal merger.

Clarification was requested on ACCCEA meetings and activities.

- The Association as a whole meets monthly
- The Council (elected officers and campus reps) meet monthly to determine what to carry to the Administration
- The Officers meet with Dr. Kinslow monthly to carry forward kudos and concerns

Clarification was requested about committee membership. Please review this information under ACC Organizational Reference on the web: <http://www.austincc.edu/orgref/councils/index.php> It was noted that this is an excellent way to meet people and move around the college. Policy changes come out of committees, and we can have an impact.

It was noted that individual employees of the college may sign up to speak as a Citizen at Board meetings.

IV: Agenda Item: Election Results for 2008 - 2009

Officers:

President: Suzanne Ortiz
President Elect: Nicole Bell
Secretary: Cindy Wiseman
Parliamentarian: Judy Green

Campus Representatives:

Mark Petrick	CYP
Gloria Dove-Owens	EVC
Kathy Judge	EVC
Tobin Wiegand	NRG
Melissa Brown	PIN
Kristina Deasey	RGC
Melanie Barnes	RVS
Sue Bloodsworth	RGC
Mary Heard	SAC
Betty Bell	SVC
Tomi Welch	HBC
Zach Denton	HBC
Matthew Kennedy	HBC
Regina Schneider	HBC

Congratulations to those elected, and thank you for serving!

The meeting adjourned at 1:00 p.m.

Other Information

Next Meeting Date: September 16, 2008
Location: HBC Noon – 1:00 p.m. Room TBA

Respectfully Submitted: Jeannie Beach, Secretary