

**Clark College AHE Senate Minutes**

December 7<sup>th</sup>, 2009

3:30-5:00

Cannell Library, Cannell Room

**Members Present:** Dave Duback, Don Gonser, Izad Khormae, Nathan Lazar, Julian Nelson, Nancy Novak , Marcia Roi, Otto Schlumpf , Nancy Sheppard, Susan Torres, Judy Van Patten, Steve Walsh, Jim Wilkins-Luton

**Members Absent:** Rita Carey, Carlos Castro, Anita Fisher, Gene Johnson, Carson Legree, Kimberly Sullivan

**Others Present:** Lisa Lewison

Topic	Discussion/Action
Approval of minutes and agenda	The AHE Senate came to order at 3:41. The December 7 <sup>th</sup> agenda was approved. The November 16 <sup>th</sup> minutes were approved.
Announcements	CCAHE has a new \$1,500 grant from WEA. There will be a meeting at Riverside to decide how to spend \$21,000. Marcia encouraged Senators to attend trainings and said grant money is available. Nancy Novak thanked everyone who attended the TPC Forum.
Work Sessions, Board of Trustees Coverage	Steve will send a BOT work session sign-in sheet via email. Marcia would like Senators to attend meetings and then report back to the Senate. Marcia presented the minutes of the November 2 <sup>nd</sup> AHE Senate meeting with President Knight to the BOT. Marcia was directed by the BOT to present information for the BOT in writing. Susan suggested Marcia get a letter from WEA saying that Clark College has been identified as the higher education institution with the least positive labor-management relationship in the State of Washington. It was also suggested that all grievance meetings be recorded.
Senate Membership in BTEC and HS	Dwight Hughes is the newest Senator for BTEC. HS is still looking.
Budget and Treasurer's Report	CCAHE has gotten a \$1,500 grant. CCAHE has \$6,357.80 in savings and \$2382.51 in checking, grant money included. Don presented a draft budget, explaining each line item. A discussion of line items followed. AHE is currently depositing approximately \$400 a month. It was suggested the Senate look at raising dues and ask the membership to vote in June. Marcia asked the Senate to reconvene the By-Laws Committee to look at several issues: impeachment, making the Uniserve a member of the Senate, having a bargaining person, and the newsletter. Carson moved that the Senate accept Don's budget as discussed. The budget passed.
Ratification of Turnover	Marcia explained the Turnover MOU and gave some background. Lisa Lewison explained that the legal language allows AHE to bank turnover dollars. The AHE Senate ratified the Turnover MOU, and it will go

MOU/Faculty Excellence MOU	to a full membership vote in January. The Faculty Excellence Committee addition to the AHE Contract is designed to bring the award in line with the legal language originally used to establish the award—faculty must now be involved in the selection process. A discussion of the meaning of “faculty” followed. Faculty means all faculty members, not full-timers only. The Faculty Excellence Committee MOU passed. Copies of both ballots are attached below.
TPC Forum Debrief	Twenty-five faculty members attended the AHE Forum at Town Plaza Center. Nancy Novak said she felt the meeting went well. Don said his group had questions about if a faculty member could waive benefit rights. Marcia said benefits are a bargaining issue and can’t be independently negotiated. Nancy Novak said adjuncts were concerned about multi-term contract issues. Dave’s group discussed issues of seniority and evaluation standards—a lack of transparent standards is an issue. Lack of communication, low morale, and workplace paranoia were issues for faculty who attended the forum.
Nat Hong’s Request to visit in January	Nat Hong would like to visit the Senate to talk about organizing and equal bargaining rights. He’ll be invited to join the Senate on January 11 <sup>th</sup> .
Organizing/Legislative Updates	Marcia and others gathered 41 email addresses for WEA to lobby legislators about issues over the winter break. Senators were encouraged to volunteer to go to Olympia for Lobbying Day.
Adjourn	The AHE Senate adjourned at 5:02.

MEMORANDUM OF UNDERSTANDING

AGREEMENT

Between  
Clark College  
And

Clark College Association for Higher Education

The College and the Association enter into this agreement regarding turnover savings. Turnover savings is defined as: “The ongoing (permanent) difference between the compensation level of a faculty employee who is no longer employed and the compensation level of the faculty replacement.” (State Board of Community and Technical Colleges Faculty Increments and the Calculation of Turnover Savings Fiscal Year 2007, 3/22/2006)

In 2008-09 there was turnover savings in the amount of \$37,935. In October, 2008, the College and the CCAHE agreed to bank the turnover savings of \$37,935 to fund 2009-10 faculty increments. In 2009-10 there exists \$62,927 in turnover savings. In 2009-1010 the cost to fully fund faculty increments is calculated by the college as an estimated \$221,778.

In 2009-2010 the legislature did not provide funding to augment faculty increments.

The College and the CCAHE agree that the turnover savings of \$37,935 (from 2008-09) plus the \$62,927 (from 2009-10) for a total of \$100,862 will be banked to be used for implementation of faculty increments.

This agreement does not set precedent for future agreements regarding turnover savings.

I vote to adopt this Memorandum of Understanding between Clark College and Clark College Association for Higher Education

I vote to **NOT** adopt this Memorandum of Understanding between Agreement between Clark College and Clark College Association for Higher Education

**SEE REVERSE SIDE OF THIS PAGE FOR OTHER BALLOT**

## Changes to the Agreement between Clark College and Clark College Association for Higher Education

### Article I (new section)

#### K. Faculty Excellence Committee

1. The Faculty Excellence Committee is responsible for establishing process, reviewing applications, developing award criteria, and determining the annual recipients of exceptional faculty awards.
2. The individual award amounts are determined by the Board of Trustees. If the faculty excellence fund allocation exceeds the amount needed to fund the recipient awards in a given year, the unspent portion will be banked for future years, for future faculty excellence award recipients.
3. Any state faculty excellence funds matched by a donor with a specific intent will be used in accordance with the intent of the donor. The department or program faculty eligible for the use of these restricted funds will develop a process for awarding the funds.
4. The Faculty Excellence Committee is composed of one faculty member from each unit (two year appointments), jointly appointed by the Vice President of Instruction and the AHE President; the Vice President of Instruction or designee (non-voting standing member); and an ASCC representative (one year appointment). The chair will be selected by the committee.

I vote to adopt these changes to the Agreement between Clark College and Clark College Association for Higher Education

I vote to **NOT** adopt these changes to the Agreement between Clark College and Clark College Association for Higher Education

**SEE REVERSE SIDE OF THIS PAGE FOR OTHER BALLOT**