Staff Council Minutes
Friday, May 1, 2009
8:30 – 10:30 am
Community Campus – TV Studio

MEMBERS PRESENT: Delso, Bosquez, Evelyn Brown, Shawnee Hanzlick, Teresa Guy, Rachael Eldridge, Pam Lanser, Mike McGuire, Michele Rorabaugh, Lucy Schubert, Hector Acosta, Carol Munoz, Rick Gary, Norma Gutierrez, Sam McGlone, Carrie McLaughlin, Hal Melfi, Robert Ramirez, Mary Lou Rosas, Laura Rutkoski, Robert Teso, Margie Torres, MaryAnne Wilson, Manny Durazo, Tim Kelliher, Holly Tackett, Barbara Byrnes, Cliff Shuttleworth, Marjorie Crook, Ed Gallagher, Carol Carder, Terrie Fisher, Jason Stone

Guests: Gail Fritz, Gwen Goodman, Dawn Huntsinger, Arlene Muniz, Stan Steinman, Lynne Wakefield

EXCUSED ABSENCE: Joan Warfield, Wendy Dosch, Sharon Sinibaldi, Darlene Godoy

1. GENERAL MATTERS
   1.1 Introductions
   1.2 Agenda Modifications - There were no agenda modifications.
   1.3 Approval of April 2009 Minutes - Staff Council voted to approve the April minutes.
   1.4 Announcements

2. BUSINESS
   2.1 Public Comment and/or Question

   2.2 Provost Report – Stan Steinman gave the report for Dr. Miles
   This is a difficult year. The deficit is the worst it has ever been. Establishing a budget is extremely difficult. The Governor’s 5-point plan includes a tax increase but the Senate and House votes are not there to pass the plan. There will be a budget hearing next Tuesday. Under the current budget plan, community colleges will lose $13 million of which Pima College’s loss will be $1.6 - $1.7 million. Also on the table is a lose of funding for dual enrollment, which would cause the College to cut dual enrollment. The budget plan shows no new revenue coming in. The legislature has been in session for 105 days now and passed 3 bills compared to 80 last year. A critical situation has been created by powerful forces changing our nation’s future.
   2.2.A. Staff Council viewed the video, “America’s Perfect Storm” produced by ETS Educational Services. Below is a brief summary of the message delivered through the video.

   There are levels of inequality in our society not seen since 1929. The whole world is competing for the same economic benefits. There is increasing violence and the prison system is more expensive than the education system. If we maintain our present policies, we will grow apart with greater inequity in wages and wealth. Changes will be seen in the economy, technical innovation, globalization, and restructuring of the workforce. The internet allows people around the world to interact and allows access to jobs in other countries. The economy is global and highly technically based. Many basic skills being taught are no longer relevant to our society. The educational system of the past is failing miserably. A large part of the population does not possess literacy and numeracy skills. Too many kids are being left behind in our schools,
lacking the necessary reading and math skills. The demographic profile is changing, due to high levels of immigration from South and Central America. In the next ten years, immigration will account for half our population growth. The nation will be more divided socially, economically, politically, wages for low skilled workers will decline and the middle class will shrink. The population will grow apart with “haves” and “have-nots.” and an increase in crime and mental illness is projected according to the video ETS is attempting to bring the situation as they see it to the attention of public policy makers. View the ETS website at www.ets.org/stormreport.

Stan Steinman continued his report. The video paints a depressing picture which is worse in Arizona. House and Senate leadership propose cuts in education funding at all levels. In the State of Arizona, most of the budget money is obligated and can not be touched. Education is one of the few areas that can be cut. Arizona’s tax structure relies heavily on sales tax and during a downturn, there's a huge drop in revenue while needs for services increase. There is only so much that can be cut from the basic structures of education. The Governor is willing to cut more but not to the degree the legislature wants. The state must have a budget by July 1.

2.3 Liaison Report – Lynne Wakefield

The emails asking for nominations for outstanding staff and faculty were sent yesterday and will be in announced in @PimaNews. There's a cash award attached to this honor.

Human Resources is working on a new applicant tracking system that is being tested at several locations. Current job openings include: Laboratory Specialist in Chemistry, Student Services Coordinator, and Resource Project Manager. Temporary and internal openings are advertised on the website.

Question: If an employee’s Step Progression Plan is accepted, will that employee move to another step without an increase in pay? The Board has not yet adopted an official policy.

Question: How soon will benefits information be available? Open Enrollment is May 11-22.

Gwen Goodman, Director of Employee Service Center: Last week, the Chancellor emailed an announcement of the new health plan provider for fiscal year 09-10. Open enrollment is May 11-22. There will be information sessions at all locations during that week. The pre-enrollment hotline is 1-800-401-4041. Under Cigna there are two versions of medical coverage, Open Access Plus is like the PPO plan and Open Access Plus in-network is like the HMO plan. There are enhancements with the Open Access Plus plan which includes a Healthy Awards Account (a version of a health reimbursement account). The College will contribute an amount of money to assist with co-pays and deductibles. Go to www.Cigna.com to learn more about the plans. Cigna will mail out a packet of information to all full time employees. The Benefits website will display scheduled open enrollment dates, needed forms and the Benefit guide.

ASI Flex will be the new provider for flexible spending accounts (FSA’s). Their turnaround time for processing claims is much quicker. A debit card is available for a charge of $18.

Question: Will there still be the medical subsidy for eligible employees enrolling spouse/family? No the College has done away with that policy. There is a change in the payroll deduction. Deductions for spouses/ family will be deducted from 26 pays instead of 24 pays. The deductions will be slightly less and will remain uniform throughout the year. Employees can view a list of qualifying items at the ASI Flex website www.asiflex.com. The costs for health benefits are for fiscal year 09-10. ESC can't foresee the future of medical costs but it is hoped that the College will not have to go out for bids next year. The third year renewal for
HealthNet was unreasonable which is why the College went out for bids. Cigna will hold health fairs in August or September as part the wellness program that emphasizes quitting smoking, exercise, and losing weight. The health clinics at East Campus and West Campus will accept Cigna. Contact the ESC if you have questions.

Note – Employees are getting more take home pay because federal taxes went down. If you have a spouse that works, tax withholdings will be reconciled on tax day (April 15).

2.4 Safety Issues update – None at this time.

3. EMPLOYEE REPORTS

3.1 AFSCME – Arlene Muniz

Proposals before the Board include: the transfer of sick leave to vacation to come in line with ACES’ policy, the issue of the Saturday workday. If a holiday falls on the weekend, it’s not fair to people who work on Saturdays. AFSCME would like to see an accommodation for people who work on Saturdays.

Step Progression Plans most likely will be frozen next year. This year's step plan will be honored. Professional Development offers $1000 every other year to non-exempt employees. AFSCME would like to allow employees to use it every year if funds are available. A lot of employees have stopped using it because they saw no need to do a Step Plan. Consequently, some funds are left over. AFSCME is conducting one-on-one meetings with non-exempt employees so they can to get to know who AFSCME is and what they are doing.

AFSCME is concerned that employment moves are not done within the language of reassignment. Of concern to AFSCME is the practice of filling a vacant position with a person from outside the unit without a competitive hiring practice taking place.

Lynne Wakefield stated that a transfer is not a reassignment if it's at the same level; an employee resigned and another person was brought in from another campus to fill the position. That's appropriate according to existing language. Transfer within an administrative work unit may apply. If no one is interested, it's advertised as a lateral transfer, but this didn't happen.

*Question:* Someone asked about a sabbatical awarded last year and whether it was used. Two employees were each awarded a one semester sabbatical

A new employee commented that AFSCME hasn't done a very good job advertising themselves. Arlene replied that AFSCME is an international union and they charge dues. AFSCME will contact employees with information in May. A year ago, Bob Wise opened the AFSCME website to everyone. All non-exempts were invited. Contact Bob Wise if you're not on the mailing list and have not received any notifications. AFSCME is currently very busy with grievances.

*Question:* When will Meet and Confer reports be presented to the Board of Governors? Reports will be presented to the Board in June. This is a strange year for Meet and Confer because there's no money to talk about. Feel free to email Arlene Muniz with questions.

3.2 ACES – John Fulginiti

John Fulginiti emailed a report which was presented orally on his behalf. ACES fun day on March 28 was well attended by ACES members and families. Meet and Confer concluded this month with several memos of understanding to be presented at the June Board of Governors
meeting. Details will be provided upon Board approval. Three positions are open on the ACES Board of directors - President Elect, Treasurer and Member-at-Large. Interested persons may send nominations to Linda Cordier at Community Campus by Friday, May 8.

4 COUNCIL REPORTS

4.1 Board of Governors Report – April 8, 2009: Laura Rutkoski
The meeting started with a moment of silence for Kathleen Curley.

The Board then recognized employees and students for various achievements. At the next meeting, the women’s basketball team will be acknowledged for their recent national achievement.

Chancellor’s Report: Superintendents Dr. Manuel Isquierdo from Sunnyside Unified School District and Dr. Doug Wilson from Marana Unified School District spoke. They share an interest in continuing and expanding their partnership with Pima Community College. They would like see continued improvement in dual enrollment numbers for the next three years. Dr. Isquierdo would like to find more creative ways to offer financial assistance to families and find ways to educate the growing population of undocumented students. Dr. Wilson wants to focus on advancing technology, especially with online learning.

A presentation on the millennial generation showed how upcoming space changes will help improve student success. This generation, born between 1979 and 1994, is the largest since the 1960s. This group is very social and uses technology to communicate. Using Estrella Mountain as a model school for space function, flexibility and technology, it was determined that today’s learners would be more engaged and have more overall student success if they had a learning environment that embraced their social and digital needs. Money from the recently acquired Title V grant will support the upcoming changes. Downtown Campus library is the first space to be reconfigured combining the library, computer lab, tutoring center, and testing areas. It’s hoped that faculty members will sign up for the program to reconfigure College classrooms.

Financial Report: Dr. David Bea reported that we will begin to see the outcome of the property taxes next month. Tuition comparisons between other community colleges and universities within the state were shown in a PowerPoint presentation. The Board reluctantly passed by a 4:1 vote to raise tuition after asking and receiving answers to several questions.

4.2 Fundraising Committee Report

A. Chuy’s Fund Raiser
Reminder: Tuesday, May 5th is the Cinco de Mayo fund raiser at Chuy's. The buffet line may be kept open later. Please turn in checks and money and stubs from tickets. Participants must buy a ticket ahead of time. If desired, contact Shawnee Hanzlick to get more tickets to sell.

B. AVIVA
The AVIVA back to school drive collects school supplies; back packs, stationery, pencils, etc. Used binders are also accepted as AVIVA covers them and makes a “book of life” binder for the kids. It was commented that it’s important to run the drive a little later into the Fall to allow for faculty involvement. Staff Council members were reminded that AVIVA will not be able to provide boxes this year. A motion was made to sponsor AVIVA. A vote was taken and passed.

C. Jail and Bail Event - Shawnee Hanzlick
Staff Council’s Fundraising Committee proposed the “Jail and Bail” event to the administration who accepted the idea. Campus Presidents will be put in jail. Our Chancellor liked the idea and will be jailed also. The proposed date is July 14 from 1:00-5:00. John Fulginiti will be stand-in for Jana Kooi who will be absent. Campus Police will arrest and detain administrators. There will be photo opportunities, fingerprints, and mug shots. Prisoners are allowed to make phone calls to raise pledges. Arrangements are being made to allow for online pledging. Thermometer displays have been suggested to show how much money has been raised. The event will solicit donations from staff. They are asking Student Life and Student Government to get involved. The event will be portrayed in a positive manner to raise money for our students. A motion was made to support this event. A vote was taken and passed.

Funds Raised – Designate Recipients
Staff Council needs to vote on where to direct funds that are raised. In the past, this issue was tabled. It was suggested to direct money raised from the Cinco de Mayo event to the Foundation for a book fund. A vote was taken and passed.

There was discussion as to where the funds from the “Jail & Bail” event should go. After several ideas were presented including earmarking the funds for the GED program or trade scholarships, a motion was put forth to direct funds raised from the Jail and Bail event to the Foundation’s general fund. A vote was taken and passed.

4.3 Campus/District Reports
Representatives are asked to email any campus reports in electronic format to Marjorie Crook and Dawn Huntsinger.

5. OPEN FORUM/QUESTIONS

6. ADJOURNMENT - The meeting adjourned at 10:35am.
Next meeting Thursday, June 4, 2009
8:30AM – 10:30AM
West Campus
Center for the Arts, Recital Hall