**Great Basin College**

**Compensation & Benefits Committee**

**February 22, 2021 2:00 -? pm**

**Zoom Meeting**

1. **Call to Order**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Members** | **Present** | **Absent** | **Members** | **Present** | **Absent** |
| **M. Husbands (chair)** | **X** |  | **J. Rice** | **X** |  |
| **K. Coates** | **X** |  | **T. Mette** | **X** |  |
| **J. Foster** | **X** |  | **E. O’Donnell** | **X** |  |
| **S. Garcia** |  | **X** | **D. Woolever** |  | **X** |
| **L. Pike** | **X** |  |  |  |  |
| **D. Gonzalez** | **X** |  | **S. Sibert (ex-officio)** |  | **X** |

1. **Approval of Minutes**: C&B committee members did not read the C&B written report (12/2020) uploaded in the webpage in Web Canvas prior to the meeting. No approval currently. C&B members will read and send an email stating approval or disapproval of the minutes
2. **Announcements**
   1. **Invited special guests:** B. Zeiszler, Faculty Senate Chair; Sonja Sibert, Ex-officio; Pete Bagley,   
      NFA representative – All three quests were invited and provided a Zoom link, but were not present
3. **Old Business** 
   1. **Faculty Workload Policy 5.21** 
      1. Time Frame
         1. February 2021: subcommittees presentations to C&B members
         2. March 2021: present to Jake Rivera & Deans
         3. April 2021: Faculty Senate & President Council
4. **New Business**
   1. **Faculty Workload Policy 5.21** 
      1. Subcommittees
         1. Policy & Procedures – format - revised Spring 2020 draft (starting point)
         2. 1.0 Contract Definition & 2.0 Core Workload Components -revised Spring 2020
         3. 3.0 Guidelines for Determining Faculty Workload Equivalents – M. Husbands, E. O’Donnell, T. Mette & D. Woolever

T. Mette, E. 0’Donnell and M. Husbands were in attendance to present the following items that were charged to the C&B committee:

1. equitable options to replace the online multiplier
2. proposed rewording for the workload policy regarding additional sections for class sizes for over 30 enrolled students, substitute instruction and oversight of student teaching
3. recommendations for the per credit rate increase

Several of the C&B committee members voiced concerns and objectives to the items presented and recommended that no voting take place at this time until further clarification was sought from Brian Zeiszler, Faculty Senate chair and Sonja Sibert, Vice Present for Business Affairs. Several of the committee members expressed concern about the role of the C&B committee in providing GBC administration with recommendations regarding the Faculty Workload Policy 5.21 Section 3 and shared governance. Several of the members requested that the C&B committee met with Brian Zeiszler, chair of Faculty Senate to inform him of their concerns and seek clarification. The C&B chair (M. Husbands) inform the committee that an email will be sent to the Faculty Senate chair requesting a meeting.

03/01/2020 Addendum: C&B committee met with Brian Zeiszler (FS chair) via Zoom. Several committee members voiced their concerns about the current role of the committee, share governance and the administration, and the current suspension of the online multiplier for academic year 2021 and its future status. Several members expressed that the C&B committee should cease its review and revision of the Workload Policy 5.21 for the fiscal year 2021 until GBC had a strategic plan in place. M. Husbands (C&B chair) initiated/sent an email vote to all C&B committee members to vote whether to cease or to proceed with the charges delegated to the C&B committee. Results of the email vote: seven (7) voted “YES” in favor to cease; one (1) voted “NO” – in favor of proceeding; one (1) voted to abstain; and one (1) did not vote.

* + - 1. 4.0 Overload Compensation; 5.0 Underload & 6.0 Exceptions & Substitute Instructor Policy – K. Coates, D. Gonzalez & S. Garcia – no report
      2. 7.0 Faculty Incentives Stipends & Appendix; IAV enhance classes vs. online classes with > 30 students – L. Pike, J. Rice & J. Foster – no report

1. **Next Meeting -** TBA
2. **Adjournment –** 3:25 pm
3. **Recorder of Minutes –** Michelle Husbands