**Great Basin College**

**Compensation & Benefits Committee**

**October 15, 2020 3:30 - 4:30 pm**

**Zoom Meeting Minutes**

1. **Call to Order**: M. Husbands (chair) call the Zoom meeting to order @ 3:30 pm

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **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 –** initial meeting, no minutes to review
2. **Announcements**
   1. **Invited special guests:** B. Zeiszler, Faculty Senate Chair; Sonja Sibert, Ex-officio **–** not present
3. **Old Business** 
   1. **Faculty Workload Policy 5.21 -** new members to the C&B committee were briefed on progress/revisions made on the Workload Policy 5.21 during FY 2020. New C&B members requested the original and the revised Workload Policy 5.21 to review. M. Husbands (chair) forward the requested documents.
4. **New Business**
   1. **Professional Development Funds –** not available for FY 2021due to the ongoing COVID situation, travel restrictions, conference cancellations and budget reductions
   2. **Faculty Workload Policy 5.21** 
      1. New Proposed - Time Frame
         1. February 2021: subcommittees present options 1, 2 & 3 to C&B members
         2. March 2021: present to Jake Rivera & Deans
         3. April 2021: Faculty Senate & President Council
      2. Subcommittees – new C&B members were assigned to review/edit specific sections of the Workload Policy 5.21
         1. Policy & Procedures – revised Spring 2020
         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
         4. 4.0 Overload Compensation; 5.0 Underload & 6.0 Exceptions & Substitute Policy – K. Coates, D. Gonzalez, S. Garcia
         5. 7.0 Faculty Incentives Stipends & Appendix; IAV enhance classes vs. online classes with > 30 students – L. Pike, J. Rice, J. Foster

iii. There was discussion and expressed concerns about the suspend online multipliers and the verbiage in the current revision of the workload policy. Some C&B members inquired the source of the suspension, if it is temporary and when and if it will be reinstated. M. Husbands (chair) sent an email to Sonja Sibert after the meeting ended. Sonja Sibert’s response (forwarded to C&B members):

“The online multiplier suspension as of now is only in effect for FY2021 for a couple of reasons

 1 - the workload policy was under review and revision by the comp & benefits committee and this was one section that had been voices of concern over not being equitable and was being looked at as part of the review and revision process.

 2 - to assist in meeting the budget reductions, as this is about $300,000 a year.”

* 1. **NSHE – Section 6: Summer Term Salary Schedule**

5. Great Basin College

a. The salary for a summer session course shall be 75 percent of the revenue generated from registration fees, not to exceed $1200 per credit. (to be removed)

b. Faculty may teach up to nine credits in summer school. Additional credits may be taught under extenuating circumstances when recommended by the department chair and with the approval of the responsible dean and/or the vice president for academic affairs.

The C&B committee members reviewed and made a recommendation (voted ‘all in favor’ – 10/10 members) for the change to Faculty Senate. Plan: Sonja Sibert will present and request approval from the Board of Reagents in December 2020

1. **Next Meeting –** November? TBA; to send a doodle poll
2. **Adjournment** @ 4:25 pm John Rice made a motion to adjourn the meeting: Laura Pike seconded
3. **Recorder of Minutes:** M. Husbands