

State Instructor's Advisory Council

Agenda

1:00-3:00 am – Zoom

<https://us02web.zoom.us/j/88161447903>

Nov 12, 2021

Call to order

Attendance:

David L. Wygant – FRCC – Present
Amanda Martin – CCCOnline - Present
Andrew Hayes – Morgan – Teaches Friday @1pm
Terri Herbstritt – Trinidad – Present
Janessa Jacobs – Red Rocks – Present
Mei-mey Segura – Arapahoe – Present
John Webber – Pueblo – Present
Fred Boettcher – Otera – Present
Courtney Beshara – Lamar –
Linda Hertz - Pikes Peak – Present
Lisa Westhoff – Colorado Northwestern –
Nancy Kugler – Northeastern JC –
Shane Peterson - CC of Denver – Proxy - JoAnn McCarthy
Michael Mckee – Aurora –
Landon Pirius – CCCS –

External Guests:

Item 0) Intro with new members

Next Meeting: Work section to start framing a proposal.

Debrief HR meeting

Regular salary for cost of living

Thoughts on how to benchmark average salary

Opinion piece: <https://coloradosun.com/2021/09/17/community-college-faculty-inequality-opinion/>

TODO this year:

Understand the SYSTEMATIC process between colleges – what is same and not among CCCS?

Background: Pay

Purpose: Low pay in high cost of living

Background: Tier Structure

Purpose: Have benefits based on possible load? Other than just compensation

Could help with retention

Background: Benefits

Purpose: Adjuncts need health care too

Background: Job Security / Contracts for Adjuncts

Purpose: Have a yearly contract so they have some credit hours

Background: College Culture

Purpose: Not fear speaking up

Background: Distribution of loads – last minute changes

Purpose: Quick switches are hard on teachers and cause significant stress

Have a shared system of instructors to help share resources

Even just switch these to online to get more students (rule of 8, 12 at Pueblo or prorated, 5 in Trinidad)

Adjourn Meeting