

## State Instructor's Advisory Council

### Agenda

1:00-3:00 am – Zoom

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

Dec 10, 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 –  
Fred Boettcher – Otera – Present  
Courtney Beshara – Lamar – Present  
Linda Hertz - Pikes Peak – Present  
Lisa Westhoff – Colorado Northwestern – Present  
Nancy Kugler – Northeastern JC –  
JoAnn McCarthy - CC of Denver – Present  
Michael Mckee – Aurora – Present  
Landon Pirius – CCCS – No making it

#### External Guests:

Travis Parkhurst - SFAC vice chair liaison to instructor council

Joe Garcia

#### Item 0) Travis Parkhurst

#### Item 1) Proposal

## Item 2) Joe

## Item 3) Proposal

Next Meeting: Joe 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)

Paid for all PD at all colleges- not consistent

Adjourn Meeting