



**BOARD OF TRUSTEES  
REGULAR MEETING  
MINUTES  
August 16, 2010  
Oakland Community College  
2480 Opdyke Road  
Bloomfield Hills, MI 48304**

**1. GENERAL FUNCTIONS**

1.1 Call to Order and Welcome

The meeting was called to order at 7:00 p.m. by Chairperson Bryant who welcomed all staff and guests.

1.2 Attendance

Present

Shirley Bryant, Chairperson  
Anna Zimmerman, Vice Chairperson  
Pamala Davis, Secretary  
Tom Kuhn, Trustee (arrived 7:32 p.m.)  
Sandra Ritter, Trustee  
Anne Scott, Trustee  
Thomas Sullivan, Trustee

Absent

None

1.3 Approval of Agenda

Trustee Sullivan MOVED to postpone agenda item 6.1 until the October 2010 Board meeting. Trustee Davis seconded. Trustee Ritter felt it should remain on the agenda so there could be discussion on whether or not the Board approves the recommendation and get a better understanding of the issues.

AYES: Bryant, Sullivan, Zimmerman

NAYS: Davis, Scott, Ritter Motion Failed

Chair Bryant MOVED to place Recognition of Retirees after 1.4 Public Comments/Petitions. Trustee Zimmerman seconded.

AYES: Bryant, Davis, Ritter, Scott, Sullivan, Zimmerman

NAYS: None Motion Carried

Chair Bryant called for the vote to approve the agenda as amended.

AYES: Bryant, Davis, Ritter, Scott, Sullivan, Zimmerman

NAYS: None

Motion Carried

#### 1.4 Public Comments/Petitions

None

#### 1.4a Recognition of Retirees

Chair Bryant acknowledged and thanked the following retirees for their service to OCC:

Jackie Boughner, 42 years, Manager of Risk Management, DO  
Regina Busbee, 34 years, Payroll Specialist, DO  
Sandra Cerny, 14 years, Secretary, ACCESS Department, AH  
Nadine Cork, 42 years, Financial Aid Specialist, DO  
Bonnie George, 28 years, Program Manager, Economic Workforce Development, AH  
Danny Greig, 43 years, Craftsman/Painter, OR  
Jack Inch, 42 years, Human Sciences Faculty (Economics), OR  
Robert Ladd, 23 years, Media Services Technician, AH  
Robert Powell, 31 years, Engineering Technology Faculty, AH  
Louis Pyykkonen, 30 years, Groundskeeper, RO  
Richard Smith, 43 years, Behavioral Science Faculty (Sociology), OR  
John Vavrek, 42 years, Media Services Technician, RO  
Marie Vavrek, 30 years, Public Safety Officer, RO  
Beverly Watkins, 26 years, Student Services Specialist, AH  
Cathy Watkins, 39 years, Para-pro Academic Support Center, AH  
Charles Young, 28 years, Group Leader, Custodial/Grounds, OR

Chair Bryant also took the opportunity to welcome House Representative Tim Melton, Chair of the House Education Committee.

#### 1.5 Student Presentation

None

#### 1.6 Approval of Minutes

##### 1.6.1 Approval of June 21, 2010 Regular Board Meeting Minutes

Trustee Scott MOVED to accept the minutes of the June 21, 2010 regular Board meeting. Trustee Sullivan seconded.

AYES: Bryant, Davis, Ritter, Scott, Sullivan, Zimmerman

NAYS: None

Motion Carried

## 2. CHANCELLOR'S REPORT

### 2.1 Chancellor's Comments

Millage Update – Dr. Meyer extended congratulations to everyone for the millage passing – the community, the Board, and College employees. He also extended a special thank you to George Cartsonis, Pam Dorris, and Mary Anne Cotton.

Chair Bryant took the opportunity on behalf of the Board to thank Dr. Meyer for the direction and leadership he provided in the millage campaign that will help position us for the next ten years.

Personnel Recommendations – Dr. Meyer thanked Chief Human Resource Officer Catherine Rush, HR staff, and other employees involved in the hiring process for filling the 90 plus positions left vacant by the State's Retirement Incentive Program.

NCCET – Dr. Meyer congratulated Sharon Miller for receiving the National Council for Continuing Education & Training (NCCET) 2010 Great Lakes Regional Leadership Award. The presentation will take place at this year's national conference in October held in Miami, Florida.

### 2.2 Staff Reports

Whistleblower Hotline – Vice Chancellor of Administrative Services Clarence Brantley discussed OCC's whistleblower procedure, which provides employees and students an avenue to raise concerns and protection from reprisals for reporting violations of the law and policy. Mr. Brantley reported that in addition to him, Chief Human Resource Officer Catherine Rush and Director of Public Safety Terry McCauley determine the investigative action that is taken, depending on the nature of the concern. If the issue turns out to be very serious, Chancellor Meyer will be brought in on the matter.

Trustee Davis commented that state and federal laws exist, which is why a formal policy is not in place.

Trustee Sullivan asked how much credence is given to anonymous reports. Mr. Brantley stated that all allegations are taken seriously, whether anonymous or not, and the same investigative process is utilized for anonymous reports.

Trustee Zimmerman asked Mr. Brantley if this is the process they plan to use, and he responded that it is the process being used. He recommended that the process be publicized more broadly.

Trustee Scott stated she believes a recommendation will be forthcoming from the Audit Committee.

Chair Bryant indicated that a recommendation was made several months ago by Craig Roshak of the Audit Committee. It was that committee's recommendation that Administration review the documentation and come back to the Board with a report.

Trustee Ritter questioned Chair Bryant if it was in the Audit Committee's purview to do this; even though it was nice they suggested it. However, it was not their charge. The Audit Committee has a different charge completely. Trustee Ritter maintained there is already a state law on this—that it would be redundant to have a Board policy. She asked if a Board policy is being recommended. Mr. Brantley replied that the procedures do need to be more publicized, but it has not yet been decided whether we need to have a formal policy.

Trustee Sullivan clarified that the reason this was brought forward is because the College's auditors recommended this to the Audit Committee.

Trustee Davis suggested that she and Trustee Scott have a future discussion to make sure the Audit Committee is staying on track with what their duties are supposed to be and that they are not stepping over their boundary.

Trustee Zimmerman suggested that the College take the necessary steps to ensure that all employees are aware of the appropriate steps to file complaints.

Chair Bryant is pleased with the report and asked Administration to report on how this will be communicated to the College community.

### 2.3 Introduction of New Staff

President Gordon May of the Highland Lakes campus introduced Cheryl Aretha, who is with the biology teaching faculty at Highland Lakes.

President Jacqueline Shadko of the Orchard Ridge campus introduced Jahquan Hawkins, who is student development coordinator of academic and student services at the Orchard Ridge campus.

## 3. ACADEMIC AND STUDENT AFFAIRS

### 3.1 Academic Senate Reports

None

### 3.2 Student Reports

None

### 3.3 Academic Initiatives

Michigan New Jobs Training - Sharon Miller, Interim Chief Strategic Development Officer, addressed the Board regarding the Michigan New Jobs Training Program. Last April, the Board approved OCC's participation in this program. Since that time, the College has partnered with Oakland County Economic Development and the Michigan Economic Development Corporation to provide MNJT incentives to 29 companies from around the country and world who are considering Oakland County as a new location or for expansion. The 29 companies represent over 10,000 potential new jobs to the southeast Michigan region in diverse industries such as solar module manufacturing, wind turbine manufacturing, aerospace, and battery and energy storage. Seven companies have announced their intention to locate or expand in the region, six in Oakland County that will result in over 1,500 new jobs.

Sharon Miller also recognized and thanked Representative Tim Melton whose committee just passed an amendment to change the wage requirements on this program.

## 4. COLLEGE RESOURCES

### 4.1 Personnel Recommendations

Trustee Ritter MOVED to approve the attached Personnel Recommendations. Trustee Sullivan seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None

Motion Carried

### 4.2 Business and Finance

#### 4.2.1 Treasurer's Report

The Board of Trustees reviewed the Treasurer's Report.

Trustee Scott noted that the list of banks didn't include Citizen's Bank. Mr. Brantley said that they are checking into the rating for Citizen's. Trustee Ritter asked if the Oakland County banks are continuously checked on rating, and Mr. Brantley replied that they are monitored.

#### 4.2.2 General Fund Budget Status Report

The Board of Trustees reviewed the General Fund Budget Status Report.

Mr. Brantley said our largest revenue source is from property tax revenue. We continue to monitor the status of property taxes, and the latest information received indicated a 12.2% decline in property tax value in Oakland County. We will follow

the recommendations and projections that Oakland County is making and will come back to the Board with a preliminary budget.

Trustee Zimmerman asked in the expenditures for salary and wages, does this figure reflect pay increases and, if so, what percentage? Mr. Brantley replied that there were no salary increases in this year's budget.

Trustee Scott requested that a year-end statement for 2009-10 be provided next month, and also asked if we had received our state appropriations. Mr. Brantley replied that once the audit is completed, the Board will receive the most up-to-date, year-end statement. He also confirmed that we did receive the state appropriations, and there was no reduction.

#### 4.3 College Facilities

##### CONSENT AGENDA – MAINTENANCE PROJECTS

Trustee Sullivan requested item 4.3.1 be removed from the Consent Agenda. Trustee Ritter requested item 4.3.2 be removed, as well.

4.3.1	<u>Project Name</u>		<u>Projected Cost</u>
	Theater Stage ADA Accessibility	<i>Previously Approved</i>	\$ 91,000
	Lila Jones – Johnson Theater	<i>Proposed Increase</i>	<u>19,930</u>
	<u>Royal Oak Campus</u>	<i>Revised Total Project Cost</i>	\$110,930
	OCC Project No. PF-RO09-005		

Trustee Ritter MOVED that the Board of Trustees grant authority to the College's Construction Manager, George W. Auch Company, for the purpose of entering into a construction contract for the above-referenced project. Trustee Davis seconded.

Trustee Sullivan inquired why there was a 20% increase. Mr. Brantley responded that as the project was further inspected, additional Royal Oak and Michigan codes needed to be met. Trustee Sullivan asked why these code deficiencies weren't recognized originally. Mr. Brantley stated that even after receiving plan approval by the City, inspectors who come in after the approval can still find things to correct.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None Motion Carried

4.3.2	<u>Project Name</u>	<u>Projected Cost</u>
	Convert C114/C114A into Teaching Lab	\$ 49,900
	<u>Royal Oak Campus</u>	
	OCC Project No. PF-RO10-008	

Trustee Ritter MOVED that the Board of Trustees grant authority to the College's Construction Manager, George W. Auch Company, for the purpose of entering into a construction contract for the above-referenced project. Trustee Davis seconded.

Trustee Ritter inquired as to how different is the plan from the original plan and what data was used to determine the change. Steve Reif said that originally C114/C114A was to be a 27 seat classroom. It was later changed to a computer area, which then required additional duct work as the heat load is higher due to the computers.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None Motion Carried

#### 4.3.3 The Board of Trustees reviewed the Progress Report – Construction Projects.

Trustee Ritter asked if there is a way to identify what projects were previously identified and what are the new ones that have come up because of needs. Mr. Brantley said that he can provide new project updates.

#### 4.4 Contracts and Purchases

##### **CONSENT AGENDA – CONTRACTS AND PURCHASES**

Trustee Sullivan requested that items 4.4.1 and 4.4.2 be removed from the Consent Agenda.

Items 4.4.3 – 4.4.4 listed below on the Consent Agenda – Contracts and Purchases were enacted by one motion. No separate discussions of these items were requested.

Trustee Scott MOVED to approve items 4.4.3 – 4.4.4 listed on the Consent Agenda – Contracts and Purchases. Trustee Ritter seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None Motion Carried

#### 4.4.3 Furniture and Installation Services Southfield Campus Expansion

The Board of Trustees approved the purchase and installation of furnishings from Interior Environments at a cost not to exceed \$152,695.

#### 4.4.4 2010-2011 Agency Affiliations Nursing and Health Professions and Technologies

The Board of Trustees approved the College's agency affiliation with the facilities as presented, and authorized the Chairperson to execute any new agreement as necessary.

## END OF CONSENT AGENDA – CONTRACTS AND PURCHASES

### 4.4.1 Janitorial Products - Chemicals College-Wide

Trustee Sullivan MOVED to approve a three-(3) year agreement through October 2012 with Industrial Cleaning Supply for janitorial chemical supplies and hard goods and maintenance and repair services at an annual cost not to exceed \$200,000. Trustee Zimmerman seconded.

Trustee Sullivan inquired about the \$65,729 figure at the end of the proposed motion. Director of Purchasing Gheretta Harris replied that when they did a representative bid, they neglected to see what the actual usage was. Trustee Ritter asked why we agreed to a three-year contract. Ms. Harris indicated that the company will guarantee to hold their prices for the next three years.

Trustee Davis noted she is pleased that we are able to contract with so many Oakland County businesses. She asked if we invite companies to be on our bidding list. Ms. Harris responded that we don't have to be very aggressive as vendors normally seek us out. However, the College does at times participate in vendor fairs.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None Motion Carried

### 4.4.2 Technology Enhanced Classrooms Southfield Campus Expansion

Trustee Ritter MOVED that the Board of Trustees approve the use of National Satellite for Technology Enhanced Classroom equipment and installation services at an annual cost not to exceed \$550,000 through December 2011. Trustee Scott seconded.

Trustee Sullivan asked for clarification on this project. Mr. Brantley responded that the Board previously approved the technology enhanced classrooms for the total amount of \$350,000, which was submitted prior to consideration of the addition in Southfield. With the addition of Southfield adding ten new classrooms, this will now require additional equipment.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None Motion Carried

## 5 UNFINISHED BUSINESS

None



## 6 NEW BUSINESS

### 6.1 Cabinet Compensation Equity

Trustee Ritter MOVED to approve the attached equity adjustments to the current compensation of Cabinet officers retroactive to July 1, 2010. Trustee Zimmerman seconded.

Dr. Meyer referred to the cover letter he sent to the Board with the motion explaining item 6.1. This would be an equity adjustment for certain officers who were kept at the same pay grade for several years. This would be a single consideration for a 6% recognition of what could have been a step or merit system.

Trustee Davis thought the proposal was fair and overdue, but did not agree with the timing of bringing it before the Board due to the millage passing.

Trustee Sullivan echoed Trustee Davis in the timing issue. He asked if this issue could be addressed sometime in the next couple of months as either way the amount would be retroactive back to July 1, 2010.

Trustee Ritter MOVED to postpone this item until the Chancellor comes up with a permanent sustainable measure to evaluate and make compensation equitable among the members stated here. Trustee Davis seconded the motion.

Trustee Ritter stated that there needs to be a system in place as to what is expected from the officers.

Trustee Davis would like this item postponed for 30 days.

Trustee Zimmerman asked that a performance evaluation system be put into place.

Trustee Scott called the question. Trustee Davis seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None

Motion Carried

A vote was taken to postpone this item until the Chancellor comes up with a sustainable evaluation system.

AYES: Bryant, Davis, Ritter, Scott, Sullivan, Zimmerman

NAYS: Kuhn

Motion Carried

## 7 COMMUNITY COMMENTS

### 7.1 Board Member Reports and Comments

Trustee Ritter notified the Board that Trustee Scott's picture appeared in the most recent edition of *Trustee Quarterly*. Trustee Scott said that she felt honored that the picture was with Senator Levin, who she considers a statesman and not a politician.

Trustee Davis thanked everyone involved in the millage renewal campaign, especially *Oakland Press* Editorial Page Editor Allan Adler; SOCC Treasurer Pat McQueen, Oakland County Democratic Party Chair Michael McGuiness; AFSCME; OCCFA; Supporters of OCC; the Resource Planning Committee, the Chancellor's Cabinet, and Chancellor Meyer. Ms. Davis also noted that Lilly and her father, Peter Arbor, were in the audience observing how the municipal bodies in Oakland County operate.

Chair Bryant noted that the Board has engaged the services of George Potter to devise a chancellor evaluation system for the future. He will also be addressing questions regarding the Chancellor's contract. A discussion followed regarding having the College's attorney also attend to answer questions regarding the Chancellor's contract. Chair Bryant will take everyone's comments into consideration.

Trustee Scott informed the Board that Washtenaw Community College Trustee David Rutledge is running for the state senate. She indicated he would be a powerful voice for community colleges in the legislature.

Trustee Scott voiced that she misses the dinners before the Board meetings as she felt it was part of the OCC culture. She said she would be willing to brown bag it. She would like it reinstated on the agenda. Chair Bryant said that Trustee Scott was welcome to put that item on a future agenda. In the meantime, the Chair indicated that Trustees are welcome to bring brown bag meals prior to the Board meetings.

### 7.2 Organizations and Associations

Nick Valenti, OCCFA President, deferred his comments to Gerry Faye, a faculty member from Orchard Ridge. Mr. Faye was pleased to hear Trustee Davis thank OCCFA and ASCME for their participation in the millage campaign. He stated he was angered that the faculty association and the faculty members were not given a special mention by the Chancellor for their involvement with the millage campaign. For 45 years this College serviced the community, and Mr. Faye feels it is probably the real reason the millage passed. Trustee Davis responded her comments came from a discussion with the Chancellor where the labor groups were specifically mentioned.

Trustee Sullivan MOVED for the Board to go into closed session for the purpose of discussing the Chancellor's evaluation and goals for next year. Trustee Zimmerman seconded.

Chairperson Bryant requested a roll call be taken at 9:00 p.m. to go into closed session for the purpose of discussing the Chancellor's evaluation and goals for next year.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None Motion Carried

The Board of Trustees returned to open session after adjournment of the closed session at 10:45 p.m.

## 8 ADJOURNMENT

Trustee Scott MOVED to adjourn the meeting, and Trustee Sullivan seconded.

AYES: Bryant, Davis, Kuhn, Ritter, Scott, Sullivan, Zimmerman

NAYS: None Motion Carried

Chairperson Bryant adjourned the meeting at 10:46 p.m.

Respectfully submitted,

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Cherie A. Foster

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Date

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Shirley J. Bryant, Chairperson

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Pamala M. Davis, Secretary



OAKLAND COMMUNITY COLLEGE®

## **ACTION**

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BOARD AGENDA ITEM 4.1  
August 16, 2010

### *PERSONNEL RECOMMENDATIONS*

APPROVED: OCC Board of Trustees on August 16, 2010

Margaret Carroll August 17, 2010

**FACULTY**

**Temporary Faculty Appointment**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Salary</u></b>	<b><u>Benefits Cost**</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Hammond, Sarah H.	Physical Sciences Teaching Faculty – Chemistry (replacement due to employee resignation)	OR	\$50,219	\$13,604	09/02/10 – 05/02/11	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

**FACULTY**

**Appointment**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Chan, Evelyn	Business Teaching Faculty – Business	AH	\$56,986	\$26,447	09/02/10	X
Britton, Linda A.	Mathematics Teaching Faculty – Mathematics	AH	\$56,986	\$26,447	09/02/10	X
Decker, Cheryl Juliana Casey	Social & Behavioral Science Teaching Faculty – Psychology	AH	\$52,283	\$24,264	09/02/10	X
Samtouni, Michelle Diane Fether	Social & Behavioral Science Teaching Faculty – Sociology	AH	\$50,219	\$23,307	09/02/10	X
Lowry, Joseph D.	Physical Sciences Teaching Faculty – Physics	OR	\$56,986	\$26,447	09/02/10	X
West, W. David	Science Teaching Faculty – Biology	RO/SF	\$56,986	\$26,447	09/02/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

**FACULTY**

**Annual Contract Appointment**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Nikiforov, Victoria	English Teaching Faculty – English	AH	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Manetta-Biehl, Joann	Humanities Teaching Faculty – Spanish	AH	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Walker, Sandra L.	Mathematics Teaching Faculty – Mathematics	AH	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Burchart, Mary Jo	Natural Science Teaching Faculty – Biology	AH	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Mazur, Brian C.	Business Administration Teaching Faculty – Business	HL	\$22,794	\$10,578	09/02/20 – 12/20/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

## FACULTY

### Annual Contract Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<u>2010-2011 Fiscal Year Budget</u>
Walsh, Christine F.	Counseling Non-Teaching Faculty – Counselor	HL	\$22,794	\$10,579	08/30/10 – 12/15/10	X
Pryor, Thomas E.	Communication / Humanities Teaching Faculty – English	HL	\$22,794	\$10,579	09/02/10 – 12/20/10	X
Weideman, Terry Ann	Health Professions & Technologies Teaching Faculty – Exercise Leadership	HL	\$22,794	\$10,579	09/02/10 – 12/20/10	X
Hayes, Judy A.	Health Professions & Technologies Teaching Faculty – Medical Assisting	HL	\$20,088	\$9,323	09/02/10 – 12/20/10	X
Nosanchuk, Dave M.	Mathematics Teaching Faculty – Mathematics (Revised from the Temp Full-time appointment approved 06-21-10)	HL	\$28,493	\$13,224	09/02/10 – 12/20/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget



## FACULTY

### Annual Contract Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<b>2010-2011 Fiscal Year Budget</b>
Maly, Angelika	Nursing Teaching Faculty – Nursing	HL	\$24,848	\$11,532	09/02/10 – 12/20/10	X
Barkell, Nina P.	Nursing Teaching Faculty – Nursing	HL	\$24,848	\$11,532	09/02/10 – 12/20/10	X
Siddiqui, Ayesha H.	Science Teaching Faculty – Biology	HL	\$27,645	\$12,830	09/02/10 – 12/20/10	X
Knipper, David J.	Business Administration Teaching Faculty - Accounting	OR	\$22,794	\$10,579	09/02/10 – 12/20/10	X
Helwig, Bryan C.	Computer Information Systems Teaching Faculty – CIS	OR	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Piepenburg, Gail M.	Fine & Performing Arts Teaching Faculty – Ceramics	OR	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Schade, Peter M.	Fine & Performing Arts Teaching Faculty - Graphics	OR	\$28,493	\$13,224	09/02/10 – 12/20/10	X
North, Dennis E.	Fine & Performing Arts Teaching Faculty - Theatre	OR	\$27,645	\$12,830	09/02/10 – 12/20/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

## FACULTY

### Annual Contract Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<u>2010-2011 Fiscal Year Budget</u>
Mantey, Joseph A.	Human Sciences Teaching Faculty – Economics	OR	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Kingry, Bryan M.	Psychology/Behavioral Science Teaching Faculty – Sociology	OR	\$20,088	\$9,323	09/02/10 – 12/20/10	X
Moore, Glenn A.	Business Teaching Faculty – Business	RO/SF	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Leath, Ian M.	BIS/CIS Teaching Faculty – Computer Information Systems	RO/SF	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Castle-Kelly, Nicole E.	English Teaching Faculty – English	RO/SF	\$28,493	\$13,224	09/02/10 – 12/20/10	X
Dillaha, Ryan P.	English Teaching Faculty – English	RO/SF	\$25,109	\$11,653	09/02/10 – 12/20/10	X
Norwood, Quincy T.	English Teaching Faculty – English	RO/SF	\$25,109	\$11,653	09/02/10 – 12/20/10	X
Hilu, Jamie M.	English as a Second Language Teaching Faculty – ESL	RO/SF	\$28,493	\$13,224	09/02/10 – 12/20/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

## FACULTY

### Annual Contract Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<u>2010-2011 Fiscal Year Budget</u>
Paulson, Alan D.	Humanities Teaching Faculty – Ceramics	RO/SF	\$22,794	\$10,579	09/02/10 – 12/20/10	X
Kendall, Laura L.	Humanities Teaching Faculty – Film	RO/SF	\$25,109	\$11,653	09/02/10 – 12/20/10	X
Manza, Bonnie A.	Instructional & Informational Resources Non-Teaching – ASC	RO/SF	\$22,794	\$10,579	09/02/10 – 12/20/10	X
Charlesbois, Stacy B.	Instructional & Informational Resources Non-Teaching – Librarian	RO/SF	\$22,794	\$10,579	09/02/10 – 12/20/10	X
VanDeGrift, Nancy J.	Mathematics Teaching Faculty – Mathematics	RO/SF	\$22,794	\$10,579	09/02/10 – 12/20/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

**FACULTY**

**Transfer**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Annual Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Boose, Kim A.	Academic Support Center Non-Teaching Faculty – ASC (from Non-Teaching Faculty – ASC, AH)	HL	\$96,170	\$44,632	09/02/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

**ADMINISTRATIVE STAFF – NON-EXEMPT**

**Interim Appointment**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Isanhart, William A.	Academic & Student Services Interim Dean (replacement due to employee retirement)	AH	\$4,471	\$2,075	08/17/10 – 09/01/10	X
Isanhart, William A.	Academic & Student Services Interim Dean (replacement due to employee retirement)	AH	\$48,085	\$22,316	09/02/10 – 12/20/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

**MANAGEMENT STAFF – NON-EXEMPT**

**Renewal of Annual Contract**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Annual Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Myers, Melanie E.	Business/Construction Construction Management Program Coordinator	OR	\$62,863	\$29,175	9/06/10 – 09/05/11	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

**CLASSIFIED – FULL-TIME**

**Appointment**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Dell, Kathleen E.	Enrollment Services Student Services Specialist (replacement due to employee transfer)	AH	\$17.38/hr.	\$16,777	09/13/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

**CLASSIFIED – PART-TIME**

**Appointment**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b><u>2010-2011 Fiscal Year Budget</u></b>
Szokola, Steven P.	Student Financial Resources and Scholarships Financial Aid Specialist (replacement due to employee transfer)	AH	\$18.53/hr.	\$5,215	09/13/10	X
Seppala, Scott M.	BIS/CIS Paraprofessional-BIS/CIS (replacement due to employee retirement)	RO	\$18.53/hr.	\$5,215	09/13/10	X
Barnes, Susan L.	Humanities-Photography Paraprofessional-Photography (replacement due to employee transfer)	RO	\$18.53/hr.	\$5,215	09/13/10	X
Ford, Melvinia C.	Faculty Office Secretary (replacement due to employee death)	SF	\$13.49/hr.	\$3,796	09/13/10	X
Portwood, Judith L.	Library Learning Resources Technician (replacement due to employee transfer)	SF	\$18.53/hr.	\$5,215	09/13/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 27.06% of annual base salary per the College budget



**CLASSIFIED – FULL-TIME**

**Status Change/Transfer**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Taylor, Kelly K.	Physical Facilities Administrative Specialist (from Bookstore Assistant, Purchasing and Auxiliary Services, AH)	DO	\$21.29/hr.	\$20,552	08/23/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

**MAINTENANCE – FULL-TIME**

**Transfer**

<b><u>Name</u></b>	<b><u>Department</u></b>	<b><u>Campus</u></b>	<b><u>Salary</u></b>	<b><u>Benefits Cost*</u></b>	<b><u>Effective</u></b>	<b>2010-2011 Fiscal Year <u>Budget</u></b>
Stott, Steven J.	Operations and Maintenance Facility Technician (from Facility Technician, OR)	AH	\$26.21/hr.	\$25,301	08/23/10	X

\*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 46.41% of annual base salary per the College budget

## SEPARATIONS

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Effective</u>	<u>Reason for Separation</u>
Busbee, Regina A. (09/13/76)	Financial Services Payroll Specialist	DO	07/31/10	Retirement
Diesch, JuliAnne P. (06/09/95)	English as a Second Language Paraprofessional	AH	09/03/10	Resignation
Harper, Janet L. (08/03/81)	Enrollment Services Student Services Specialist	DO	08/31/10	Retirement
Howell, Annis J. (01/07/02)	Counseling Secretary	SF	08/20/10	Resignation
Kegel, Thomas K. (07/01/68)	Theater Faculty – Teaching	RO	08/31/10	Retirement
Laugal, Ruth C. (06/30/03)	Chemistry Faculty – Teaching	OR	08/16/10	Resignation
Porter-Szucs, Ildiko (01/12/98)	English as a Second Language Faculty – Teaching	RO/SF	08/30/10	Resignation

## SEPARATIONS

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Effective</u>	<u>Reason for Separation</u>
Scott, Tonisha P. (11/04/02)	Student Financial Resources & Scholarships Financial Aid Specialist	RO	08/06/10	Resignation
Smith, Richard L. (08/28/67)	Sociology Faculty – Teaching	OR	06/30/10	Retirement
Young, Charles F. (05/11/82)	Operations & Maintenance Group Leader – Custodial & Grounds	OR	08/31/10	Retirement