



MEETING MINUTES FEB. 23, 2024

Meeting called to order: 12:00 p.m.

In Attendance: Dean Burton, Ben Davis, Brian Fletcher, Meeghan Gray, Virginia Irintcheva, Jackie McDonald, Staci Miller, Doug Plourde, Phil Smilanick, Bradley Summerhill (Chair)

Absent: Skyler Cruz, Andy Hughes, Fred Lokken, Rachel Wooley

Guests: Amber Anaya

Capital Improvement Projects and Deferred Maintenance Update – VPFG Mike Peyerl

VPFG Mike Peyerl reviewed the capital improvement and deferred maintenance projects. TMCC usually receives \$850K per biennium from HECC SHECC funding: Capital Construction for Higher Education (HECC) and Special Construction Fund for Higher Education (SHECC).

TMCC has not received state money for a capital project since 96-97. The list of projects has been prioritized. The Joint Commons Building shared between DRI, TMCC, and NSU is the priority project. The Eastview project is on the list, but is not the priority project.

Mike provided a breakdown of the registration fee of \$115. The State Budget account receives 72% and the remaining 28% is split across six different areas.

Approval of the February 23, 2024 Meeting Agenda

The meeting agenda was approved with no objections.

Approval of the January 26, 2024 SBBC Minutes

The January 26, 2024 SBBC Minutes were approved with no objections.

Approval of the February 23, 2024 Consent Agenda

The February 23, 2024 Consent Agenda was approved with no objections.

There are some funds left. The committee voted to extend the travel application deadline to March 16, 2024 for leftover senate travel monies. An email will be sent to the all professional list serv to announce the extension.

Chair Report

The Faculty Senate Meeting Minutes for February 2024 will state: "As evidenced in the faculty salary survey, faculty would like a pay increase to occur for a Satisfactory rating."

Brad met with the VPFG and presented ideas for an internal policy step update.

Equity Study Resolution (HR edits for Planning Council)

Brad reviewed the edits made by Human Resources and the committee for any feedback or concerns. The resolution will head to the President's Council and then on to HR Procedures.

Internal Policy Step Update/Discussion (for Possible Action)

Brad reviewed the Internal Policy Step update.

Virginia Irintcheva moved and Ben Davis seconded to approve the Internal Policy Step Update. The committee passed the motion (attached).

This will go to the Faculty Senate.

Old Business

Salary Increase Policy: This item will be held for the next meeting.

New Business

None

Meeting Adjourned: 1:47 p.m.

Next Meeting: March 29, 2024, 12-2 p.m. via Zoom

TMCC INTERNAL COST OF LIVING SALARY ENHANCEMENT

TMCC will implement a system of internal cost of living salary enhancement wherein all administrative and academic faculty who achieve a Satisfactory rating on the annual evaluation shall receive a one (1) percent salary adjustment added to the faculty member's base salary under conditions described below. Faculty who receive Unsatisfactory in their annual review are not eligible for an internal salary enhancement in the given fiscal year. Cost of living adjustments begin on July 1 of the fiscal year following the academic year in which the annual review takes place.

The TMCC internal cost of living salary enhancement policy will operate in conjunction with the TMCC merit policy as outlined in the TMCC Bylaws, Section J. Merit Awards. The policy described herein is not intended to replace or displace the TMCC merit policy.

The intent of this policy is that faculty will receive either external cost of living adjustments (state funded and Board approved) or internal (college funded) cost of living salary enhancement on an annual basis.

This internally funded salary enhancement policy will be implemented in years when the following two conditions apply:

1. COLA is not forthcoming from the state and/or not approved by the Board of Regents, and
2. The institution's state supported budget does not drop biennium over biennium by more than four (4) percent.