

**COCONINO COMMUNITY COLLEGE  
DISTRICT GOVERNING BOARD**

**WORK SESSION**

**MARCH 23, 2016**



**COCONINO COMMUNITY COLLEGE  
MINUTES OF A WORK SESSION  
OF THE  
DISTRICT GOVERNING BOARD  
MARCH 23, 2016**

A Work Session of the Coconino Community College District Governing Board was held in the Board Room at the Lone Tree Campus at 2800 S. Lone Tree Road, Flagstaff, Arizona 86005. Board Chair, Ms. Patricia Garcia, called the meeting to order at 4:00 pm.

**PRESENT:** Patricia Garcia  
Lloyd Hammonds  
Patrick Hurley  
Marie Peoples  
Nat White

**ABSENT:** None

Also Present: Colleen A. Smith, PhD CCC President, Dr. Monica Baker, Mr. Dan Begay, Ms. Gayle Benton, Ms. Colleen Carscallen, Ms. Summer Dennis, Mr. Mark Easton, Dr. Dudley Gardner, Ms. Kimmi Grulke, Mr. Brian Harris, Ms. Veronica Hipolito, Mr. Jeff Jones, Ms. Rosa Mendoza-Logan, Dr. Andrew Lawlor, Ms. Siri Mullaney, Ms. Suzzanna Rodriguez, Ms. April Sandoval, Ms. Sarah Southwick, Mr. Robert Sedillo, Ms. Sonia Tris, Ms. Jami Van Ess, Mr. Daniel Vigil, and Mr. Bob Voytek.

Reports, summaries, background material and other documents referred to in these minutes can be found in the March 23, 2016 documents file.

<b>Follow Up</b>
<ul style="list-style-type: none"> <li>Staff will bring additional information related to a possible override back to the Board to review at the April meeting.</li> </ul>

<b>Important Dates</b>	
April 5, 2016	Arizona Gives Day
April 27, 2016	District Governing Board Meeting
April 29, 2016	Palate to Palette

**FOLLOW UP ITEMS**

Ms. Patricia Garcia reviewed the follow up items with the Board. The follow up items that were addressed included:

- Ms. Jami Van Ess is working with the Registrar and the College Graphic Designer to create a tuition breakdown that will explain fees that have been rolled into tuition.
- No other community colleges in Arizona charge a security fee.

All other items were addressed in the presentation on salaries and benefits.

## **DISCUSSION/INFORMATION ITEMS**

### **A. Salary and Benefits – Ms. Jami Van Ess**

Ms. Jami Van Ess gave a presentation on Salary and Benefits. For additional details on the presentation, please see the March 23, 2016 documents file.

Mr. Patrick Hurley asked to see the cost of living and median wage data for Arizona as well as a national average. This information was presented to the Board during the regular meeting.

Discussion on the salary and benefits presentation focused on the following topics:

- The Compensation Committee's recommendation of Option 3 for a salary and benefits adjustments. Faculty and staff are also supportive of this option.
- All three options are affordable and still allow the College to remain in line with long term planning assumptions. The College anticipates cost savings from retirements that can be used to offset cost related to salary adjustments.
- How salary increases may be perceived in light of a possible override effort and the financial austerity plan.
- Whether or not there is a cost estimate for ensuring that we meet the Higher Learning Commission accreditation standards for faculty. This is a long term process and the Board will be receiving additional information as it is available.
- The connection between raising tuition and salary increases. Some Board members would like to see a way to increase salaries without increases in tuition.
- How increases in cafeteria money make sure that the needs of those on the lower end of the pay scale are properly, sufficiently and fairly addressed.
- How increases in salary help to have highly qualified employees and increase the student experience.
- Board members favored both option 1 and option 3 for salary increases.

Ms. Van Ess asked the Board for direction on what the Board would like to see for an action item during the regular meeting. The Board asked that they be presented with all three options and discuss this item more during the regular meeting.

### **B. Reaching out to our Communities – Ms. Patricia Garcia**

This Board discussed the possibility of exploring an override election in November. Dr. Nat White reviewed the budget history of the College, decreases in state funding, and previous override efforts. To address these issues, the College has implemented a financial austerity plan, increased tuition, and implemented other cost savings measures. The College is at a point that additional cuts will weaken the College and make it difficult to provide the services the community needs. The College has done everything it can to continue to provide as many services with available funding.

The Board gave direction to staff to begin to explore possibilities for an override and bring additional information back to the Board.

Staff has begun gathering preliminary information on the override process. The next step would be to form a Citizens' Review Panel. The College will also be conducting a survey to help us

learn more about what the community thinks about this issue. Staff will bring additional information back to the Board to review at the April meeting.

**C. Association of Community College Trustees (ACCT) – Ms. Patricia Garcia**

Ms. Patricia Garcia asked the Board if they would be interested in attending the ACCT Leadership Congress in October. The Board was supportive of members attending.

Mr. Lloyd Hammonds will be discussing this issue in the regular meeting in his report on AADGB. AADGB would like to give a presentation at the Leadership Congress on their participation in the Governance Institute for Student Success. The presentation would include representatives from the seven districts that participated in this event. The Board was supportive of participating in a joint presentation but did not favor a stand-alone presentation.

ADJOURNMENT: The Work Session Adjourned at 5:08 pm.

**MINUTES PREPARED BY:**

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Ms. April Sandoval  
Board Recorder

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Mr. Lloyd Hammonds  
Vice Chair/Secretary of the Board

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Ms. Patricia Garcia  
Board Chair