



**BOARD OF TRUSTEES
REGULAR MEETING
MINUTES
November 15, 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
Sandra Ritter, Trustee
Thomas Sullivan, Trustee

Absent

Anne Scott, Trustee

1.3 Approval of Agenda

Trustee Ritter MOVED to amend the agenda to add “Cabinet Evaluation Plan Update.”
Trustee Davis seconded.

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

NAYS: None Motion Carried

Trustee Davis MOVED to amend the agenda to add “Orientation for New Trustee.” Trustee Ritter seconded.

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

NAYS: None Motion Carried

Chair Bryant asked for approval of the agenda as amended.

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

NAYS: None Motion Carried

Chair Bryant specified "Cabinet Evaluation Plan Update" will be placed under Old Business and "Orientation for New Trustee" will be placed under New Business on the agenda.

1.4 Public Comments/Petitions

None

1.5 Student Presentation

None

1.6 Approval of Minutes

1.6.1 Approval of October 18, 2010 Special Board Meeting Minutes

Trustee Ritter MOVED to accept the minutes of the October 18, 2010 special board meeting. Trustee Zimmerman seconded.

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

NAYS: None Motion Carried

1.6.2 Approval of October 18, 2010 Regular Board Meeting Minutes

Trustee Ritter MOVED to accept the minutes of the October 18, 2010 regular board meeting. Trustee Sullivan seconded.

AYES: Bryant, Davis, Kuhn, Sullivan, Zimmerman

NAYS: Ritter Motion Carried

2. CHANCELLOR'S REPORT

2.1 Chancellor's Comments

Dr. Meyer indicated he would keep his comments brief to defer to the audit report presentation.

A reminder was given to the board by Dr. Meyer that agenda item "Staff Reports" will be a continuation of reports that identify not only the resources of the College, but the scope of the operations.

Dr. Meyer also stated that we are going forward with the academic initiative agenda as previously discussed and how it is connected to student success.

2.2 Staff Reports

Orchard Ridge Campus – President Jacqueline Shadko provided a PowerPoint presentation with the theme “We are Connected.” The presentation included an overview of student demographics, services, and activities at the Orchard Ridge campus.

2.3 Introduction of New Staff

None

3. ACADEMIC AND STUDENT AFFAIRS

3.1 Academic Senate Reports

College Academic Senate Chair Mary Ann McGee provided clarification to the minutes from last month’s meeting that in response to a request from Dr. Holcomb, the Academic Senate supported a motion to initiate the planning process for an application for a change of status from the Higher Learning Commission; approval of the application will allow OCC to offer an on-line degree.

3.2 Student Reports

Ms. Kimberly Vettrano, a student at the Highland Lakes campus, updated the Board on a variety of student activities at the campuses.

Trustee Ritter was most impressed with Ms. Vettrano’s PowerPoint presentation and commented that the board student representatives become more and more professional each time.

Chair Bryant thanked Ms. Vettrano for her three months on the board as student representative.

3.3 Academic Initiatives

“Learning is our only Priority”

Vice Chancellor of Academic and Student Affairs Dr. Richard Holcomb spoke to the board on “Learning is our only priority.” He stated it is OCC’s mission and foundational value as to why we are here. Dr. Holcomb continued that he wants to define some of its parts this evening and then over the next few months present an academic perspective of how that really begins to affect and work here at OCC.

Dr. Holcomb defined “learning” as a process that brings together the cognitive, emotional, and environmental influences and experiences that help acquire or enhance and make changes in knowledge, skills, values, and world views. If looked at as a simple definition for what learning is, Dr. Holcomb continued that we, as social individuals, do not develop in isolation and that it takes the work of others to help us move forward. The second term “priority” was defined by Dr. Holcomb as our main concern. Therefore, OCC is looking at learning as our main concern. Some of the factors in learning include the want to learn, learning by doing, learning through feedback, and making sense of what has been learned.

Dr. Holcomb concluded that we are a learning community comprised of students, employees, the community and the board who all share in that learning opportunity.

4. COLLEGE RESOURCES

4.1 Personnel Recommendations

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

AYES: Bryant, Davis, Kuhn, Ritter, 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.

4.2.2 General Fund Budget Status Report

The Board of Trustees reviewed the General Fund Budget Status Report. Vice Chancellor of Administrative Services Clarence Brantley commented that the property taxes received last year at this time were approximately \$82 million compared to the \$74 million currently collected, which reflects the clear path of what is happening with the decline in property values in Oakland County. Mr. Brantley advised that the projections for next year’s budget will be presented in January.

4.2.3 2009-10 Annual Audit Report

Stacie Kwaiser, a partner and principal with The Rehmann Group, reported on OCC’s year-end audit dated June 30, 2010. She reported that the audit went well and that an unqualified opinion (clean opinion) has been issued. The Rehmann Group met with OCC’s audit committee last week. Ms. Kwaiser stated that any comments noted by the auditors last year have been substantially addressed by OCC this time around.

Mr. Brantley added that the results of this audit are a reflection of the processes and procedures used by the entire College community. Because of this, Mr. Brantley thanked the entire College community, and specifically noted Controller Gail Pitts for her fine work.

4.3 College Facilities

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

In reviewing the report, Trustee Ritter inquired as to how much money is left and how many additional projects do we anticipate. Mr. Brantley responded that there has been money set aside to deal with specific projects at each of the campuses. He is in the process of preparing a report, which when completed he will review with the board that should address these questions. Mr. Brantley will also be presenting a 20-year maintenance plan.

Trustee Ritter asked when our current contract expires with Auch, and Mr. Brantley responded it expires on June 30, 2012. He continued that RFPs will be sent out with the intent to have a vendor chosen by January of 2012. In response to Trustee Ritter's query regarding the current economic situation and unemployment being what it is could OCC expect to receive lower bids, Mr. Brantley confirmed that the bids OCC is receiving are coming in lower than anticipated.

4.4 Contracts and Purchases

CONSENT AGENDA – CONTRACTS AND PURCHASES

Trustee Ritter requested that item 4.4.3 be removed from the Consent Agenda.

Items 4.4.1 to 4.4.2 listed below on the Consent Agenda – Contracts and Purchases were enacted by one motion. No separate discussions of these items were requested.

Trustee Sullivan **MOVED** to approve items 4.4.1 to 4.4.2 on the Consent Agenda - Contracts and Purchases. Trustee Zimmerman seconded.

Chair Bryant asked that a roll call be taken to approve items 4.4.1 to 4.4.2 listed on the Consent Agenda – Contracts and Purchases.

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

NAYS: None Motion Carried

4.4.1 Interpretive Sign Language Agreement College-Wide

The Board of Trustees approved the use of Deaf & Hearing Impaired Services at an hourly rate of \$37/hr. through December 2013.

4.4.2 Network Maintenance
Information Technologies
College-Wide

The Board of Trustees approved a three-year agreement through January 31, 2014 with Delta Network Services to provide network maintenance services at a cost not to exceed \$324,492 annually.

END OF CONSENT AGENDA – CONTRACTS AND PURCHASES

4.4.3 Marketing Services
College-Wide

Trustee Ritter raised various concerns regarding this motion. Dr. Meyer recapped Trustee Ritter's concerns, so they could be properly addressed.

The first concern was the motion being brought forward at this meeting. Dr. Meyer deferred to Parliamentarian Eleanor Siewert. Mrs. Siewert explained that if a motion is reconsidered in the same meeting, it needs to be brought back by the dissenter. However, when a motion is raised at a new meeting, it is considered a renewal motion that may be brought forward by any member.

Regarding the second concern of the long-term versus short-term marketing perspective, Dr. Meyer asked Acting Chief Strategic Development Officer Sharon Miller to respond to this as author of the RFP. Ms. Miller stated that the short term is the length of time it will actually take to develop the marketing plan. The implementation of the marketing plan is intended to be longer term and to address all the points of the Strategic Plan, the redesign process, recruitment, community relations. A full cadre of activities is to be addressed in the planning process and that is what permission is being sought for today. Ms. Miller continued that the implementation is a long-term plan, but to actually develop our new brand and to put in place a communications structure in the marketing plan, the length of time is anticipated to be rather short that would be needed for these services in the planning process.

Dr. Meyer addressed Trustee Ritter's final concern regarding outsourcing. He indicated OCC often times uses consultants to provide expertise where the College doesn't have that particular expertise. With Dave Adams retiring a while ago, the College has been carrying that as an open position. This is the kind of effort that would have been expected from Dave and his staff to develop. We are in the middle of a redesign process where we are not willing to go forward with any personnel recommendations until we know the implications of that redesign, as a result what we are doing is finding what we believe to be a cost-effective solution.

Trustee Ritter asked how this relates to "Learning is our only priority." Dr. Meyer replied that learning, as Dr. Holcomb identified, is a community effect and the entire community has to be aligned to understand what our undertaking is. Dr. Meyer

continued that there is a long list of efforts that is going on that relate to and have direct implications on learning. For example, our Strategic Plan and Achieving the Dream, these are all elements that are going to be part of that communication plan.

Chair Bryant added that every student at this College is affected by the way this College is projected and presented to the public. Every student who graduates from OCC is benefited by the reputation and view that the community has of the College. Chair Bryant also noted that every single staff person who sits in this room is affected by the presentation of the College to the community.

Trustee Sullivan MOVED to adopt item 4.4.3 Marketing Services. Trustee Zimmerman seconded.

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

NAYS: None Motion Carried

The Board of Trustees approved the use of JankowskiCo. for marketing services at an hourly rate of \$125 with the marketing and communications plan development portion not to exceed \$60,000.

5 UNFINISHED BUSINESS

5.1 Televising Board Meetings

Trustee Zimmerman inquired as to when this item became an “Action” item. Chair Bryant stated it was determined at the agenda review, and it is time to call the question.

Trustee Ritter MOVED that we develop a podcast for the OCC website for people to access and see the transparency of the board and continue to tape the sessions. Trustee Zimmerman seconded.

Trustee Davis expressed that regardless of the method, she would not be in favor of airing the meetings and would vote no.

Trustee Ritter stated she had done some research on her own and that it would not be as cheap as the board would think, there are definite costs involved. She continued it is at the committee meetings where things get done. The board comes here and votes on those recommendations.

Trustee Kuhn MOVED to table this matter. Trustee Ritter then stated that she would withdraw her motion and table it. Trustee Kuhn then withdrew his motion as there was nothing to table due to Trustee Ritter’s withdrawal of her motion.

Chair Bryant said this is a topic that local school boards and local city councils have decided 20 years ago. She proposed that it would cost us more in the message the board is sending to the public that we do not want to be fully accountable and transparent. Chair Bryant also

reminded everyone that we have been taping these meetings for two years and no one made a single comment about the cost of taping these meetings.

Trustee Zimmerman stated the whole system is now moving more toward a web-based type of system where it is able to be put on our website and individuals are able to view it 24/7. If it is put on a broadcasting system, it is then on a time basis, so if you see it you do, but if you miss the time you don't. If we plan to go forward with this item, Trustee Zimmerman requested that we have information brought forward to the board in reference to it being on our website.

Trustee Sullivan stated that he would like to see the board do something for the sake of transparency. He believes the voters of Oakland County have the right to see what transpires during these meetings in whatever manner it is done and sooner rather than later.

Trustee Davis suggested we postpone this item until January so that all of the options may be investigated as far as costs and how it would be broadcast.

Chair Bryant asked Dr. Meyer to provide some additional information and explain what a podcast would mean to the College.

5.2 Cabinet Evaluation Plan Update

Dr. Meyer reported we have been working on this for a while now and the presidents gave their report at the last Cabinet meeting. As we have now developed it and are in a position to develop and build in the resource areas to articulate with the academic direction. This is on the agenda for the next Cabinet meeting, and we hope to have it completed to bring forward at the December board meeting.

6 NEW BUSINESS

6.1 Resolution Regarding New Jobs Training Agreements

Trustee Sullivan MOVED to approve the Resolution authorizing the Treasurer of Oakland Community College to execute advance payment New Jobs Training Agreements and requiring Board approval of any New Jobs Training Agreements that involve a loan and agreement to treat as confidential all financial information received from applicants as exempt from disclosure pursuant to MCL 15.243(1)(f). Trustee Davis seconded.

Mr. Brantley pointed out that a roll call was required.

Chair Bryant asked that a roll call be taken.

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

NAYS: None

Motion Carried

6.2 New Trustee Orientation

Chair Bryant congratulated Trustees Kuhn and Sullivan on their re-election to the board. She continued that we also have a new trustee, Daniel Kelly, who will require orientation. Our board policy states that it is the job and the duty of the board Chair and the Chancellor to prepare an orientation. George Potter, who is currently consulting with the board, used to teach new orientation classes. So to that end, Chair Bryant spoke with Mr. Potter if he would be willing to provide Mr. Kelly's orientation.

Trustee Davis mentioned that Trustee Scott had gone through the ACCT new trustee orientation and thought it was wonderful. She went on to state that we have been inconsistent with our orientations in the past, but does like the idea of using George Potter.

Dr. Meyer will be presenting an orientation of the College itself and indicated that the orientation will be a two-prong process approach. One is to talk about the resource base and second to have a campus-by-campus tour. We need to talk about where the College is going, talk about the Strategic Plan, and talk about resources: human resources, financial resources, infrastructure resources.

Trustee Ritter requested a copy of any orientation documents that will be used.

7 COMMUNITY COMMENTS

7.1 Board Member Reports and Comments

Trustee Sullivan informed the board that on October 28th at the Royal Park Hotel, the Rochester Regional Chamber presented its Sunrise Pinnacle awards. He announced that Sharon Miller received the Economic Development Award. He further noted that he is a director and treasurer for the Meadowbrook Center for Learning Differences who received the Oakland University Educator of the Year Award at this event. Dr. Sullivan said it was great to see OCC represented at this event.

Chair Bryant and Trustee Sullivan addressed the board regarding their recent attendance at the ACCT 41st Annual Leadership Congress that took place in Toronto on October 20-23, 2010. The general theme of the conference was that community colleges are indispensable to reinvigorating the economy. Chair Bryant distributed a synopsis to the trustees and noted she has several ACCT handouts for anyone who would be interest in obtaining copies.

Chair Bryant noted that OCCFA President Nick Valenti withdrew his request to change the order of the board agenda.

Trustee Zimmerman inquired if there are any upcoming MCCA events, and Trustee Davis responded that there were none in the near future.

Trustee Ritter requested the evaluation handout from the ACCT conference packet.

7.2 Organizations and Associations

None

Trustee Sullivan MOVED for the board to go into closed session for the purposes of receiving an update on real property opportunities and to receive an update on labor negotiations. Trustee Zimmerman seconded.

Chairperson Bryant requested a roll call be taken at 8:53 p.m. to go into closed session for the purposes of receiving an update on real property opportunities and to receive an update on labor negotiations.

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

NAYS: None Motion Carried

The Board of Trustees returned to open session after adjournment of the closed session at 9:58 p.m.

8 ADJOURNMENT

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

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

NAYS: None Motion Carried

Chairperson Bryant adjourned the meeting at 9:59 p.m.

Respectfully submitted,

Cherie A. Foster

Date

Shirley J. Bryant, Chairperson

Pamala M. Davis, Secretary



OAKLAND COMMUNITY COLLEGE®

ACTION

BOARD AGENDA ITEM 4.1
November 15, 2010

PERSONNEL RECOMMENDATIONS

ADMINISTRATIVE – EXEMPT

FULL-TIME

Interim Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 <u>Fiscal Year Budget</u>
Miller, Sharon E.	Chancellor's Office Acting Chief Strategic Development Officer (from Dean of Economic & Workforce Development Services, AH)	DO@FH	\$121,011	\$57,674	01/1/11 - 06/30/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College budget

FACULTY

Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 Fiscal Year <u>Budget</u>
Tres, Gheorghita	Humanities Teaching Faculty – Spanish	AH	\$56,986	\$27,160	01/10/11	X
Johnson, Bridget M.	Psychology/Behavioral Science Teaching Faculty - Sociology	OR	\$56,986	\$27,160	01/10/11	X
Nandi, Ishita	Human Sciences Teaching Faculty - Economics	OR	\$50,219	\$23,934	01/10/11	X

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FACULTY

Recommendation For Continuing Contract

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<u>Purpose</u>
Tiell, Kathy L.	Social and Behavioral Science Teaching Faculty	AH	\$64,900	\$30,931	Winter 2011	End of probationary period per Article III of the 2009- 2011 Faculty Master Agreement
Harris, Patricia A.	English Teaching Faculty	AH	\$64,900	\$30,931	Winter 2011	End of probationary period per Article III of the 2009- 2011 Faculty Master Agreement
Aud, Kenneth J.	Social and Behavioral Science Teaching Faculty	AH	\$64,900	\$30,931	Winter 2011	End of probationary period per Article III of the 2009- 2011 Faculty Master Agreement
Stilianos, Krishna S.	Behavioral Science Teaching Faculty	HL	\$64,900	\$30,931	Winter 2011	End of probationary period per Article III of the 2009- 2011 Faculty Master Agreement
Dennis, Thomas A.	Fine and Performing Arts Teaching Faculty	OR	\$64,900	\$30,931	Winter 2011	End of probationary period per Article III of the 2009- 2011 Faculty Master Agreement

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FACULTY

Recommendation For Continuing Contract (continued)

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<u>Purpose</u>
Nykamp, Chad D.	Physical Sciences Teaching Faculty	OR	\$64,900	\$30,931	Winter 2011	End of probationary period per Article III of the 2009- 2011 Faculty Master Agreement
Reaves, Rosalind	Academic Support Center Non-Teaching Faculty	RO/SF	\$64,900	\$30,931	Winter 2011	End of probationary period per Article III of the 2009- 2011 Faculty Master Agreement

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FACULTY

Annual Contract Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 Fiscal Year <u>Budget</u>
Walker, Sandra L.	Mathematics Teaching Faculty – Mathematics	AH	\$28,493	\$13,580	01/10/11 – 05/02/11	X
Mazur, Brian C.	Business Administration Teaching Faculty – Business	HL	\$34,192	\$16,296	01/10/11 – 06/29/11	X
Walsh, Christine F.	Counseling Non-Teaching Faculty – Counselor	HL	\$34,192	\$16,296	01/05/11 – 06/27/11	X
Pryor, Thomas E.	Communication / Humanities Teaching Faculty – English	HL	\$34,192	\$16,296	01/10/11 – 06/29/11	X
Weideman, Terry Ann	Health Professions & Technologies Teaching Faculty – Exercise Leadership	HL	\$34,192	\$16,296	01/10/11 – 06/29/11	X
Hayes, Judy A.	Health Professions & Technologies Teaching Faculty – Medical Assisting	HL	\$30,131	\$14,360	01/10/11 – 06/29/11	X

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FACULTY

Annual Contract Appointment (continued)

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<u>2010-2011 Fiscal Year Budget</u>
Maly, Angelika	Nursing Teaching Faculty – Nursing	HL	\$37,271	\$17,763	01/10/11 – 06/29/11	X
Barkell, Nina P.	Nursing Teaching Faculty – Nursing	HL	\$37,271	\$17,763	01/10/11 – 06/29/11	X
Siddiqui, Ayesha H.	Science Teaching Faculty – Biology	HL	\$27,645	\$13,176	01/10/11 – 05/02/11	X
Piepenburg, Gail M.	Fine & Performing Arts Teaching Faculty – Ceramics	OR	\$28,493	\$13,580	01/10/11 – 05/02/11	X
Schade, Peter M.	Fine & Performing Arts Teaching Faculty - Graphics	OR	\$28,493	\$13,580	01/10/11- 05/02/11	X
North, Dennis E.	Fine & Performing Arts Teaching Faculty - Theater	OR	\$27,645	\$13,176	01/10/11 – 05/02/11	X

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FACULTY

Annual Contract Appointment (continued)

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 Fiscal Year <u>Budget</u>
Helwig, Bryan C.	Computer Information Systems Teaching Faculty – CIS	OR	\$28,493	\$13,580	01/10/11 – 05/02/11	X
Dillaha, Ryan P.	English Teaching Faculty – English	RO/SF	\$25,109	\$11,967	01/10/11 – 05/02/11	X
Hilu, Jamie M.	English as a Second Language Teaching Faculty – ESL	RO/SF	\$28,493	\$13,580	01/10/11 – 05/02/11	X
Paulson, Alan D.	Humanities Teaching Faculty – Ceramics	RO/SF	\$34,192	\$16,296	01/10/11 – 06/29/11	X
VanDeGrift, Nancy J.	Mathematics Teaching Faculty – Mathematics	RO/SF	\$34,192	\$16,296	01/10/11 – 06/29/11	X
Moore, Glenn A.	Business Teaching Faculty – Business	RO/SF	\$28,493	\$13,580	01/10/11 – 05/02/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College budget

FACULTY

Transfer

**2010-2011
Fiscal Year
Budget**

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	
Bowden, Richard L.	Business Administration Teaching Faculty-Accounting (replacement due to employee retirement)	OR	\$96,170	\$45,835	01/10/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College budget

FACULTY

Temporary Faculty Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 Fiscal Year <u>Budget</u>
Lundgren, Jon L.	Mathematics Teaching Faculty-Mathematics Temporary/Full-time	HL	\$25,110	\$11,967	01/10/11 – 05/02/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College budget

CLASSIFIED – FULL-TIME

Appointment

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 Fiscal Year <u>Budget</u>
Gibbard, Jaimie L.	Student Financial Resources and Scholarships Secretary (replacement due to employee transfer)	SF	\$13.49/hr.	\$13,373	12/06/10	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College budget

CLASSIFIED – FULL-TIME

Promotion/Transfer

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 Fiscal Year <u>Budget</u>
Briggs, Charise A.	Counseling Student Services Specialist (from part-time Telephone Interviewer, IR)	RO	\$17.38/hr.	\$17,229	11/29/10	X
Dean, Janet L.	Economic & Workforce Development Administrative Specialist II (from part-time Secretary, ACCESS)	AH	\$22.44/hr.	\$22,245	11/22/10	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% of annual base salary per the College budget

CLASSIFIED – FULL-TIME

Status Change/Transfer

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	2010-2011 Fiscal Year <u>Budget</u>
Jazowski, Daniel J.	Science Paraprofessional (Biology) (from part-time Paraprofessional, Science,OR)	HL	\$22.06/hr.	\$21,869	01/05/11	X

*Note: The average cost of FICA, retirement and fringe benefits for full-time employees is 47.66% 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>
N/A				