



**BOARD OF TRUSTEES  
REGULAR MEETING  
MINUTES  
March 21, 2011  
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 Vice Chair Kelly.

1.2 Attendance

Present

Thomas Kuhn, Chair (arrived 7:44 p.m.)

Daniel Kelly, Vice Chair

Pamala Davis, Secretary

Thomas Sullivan, Treasurer

Shirley Bryant, Trustee

Sandra Ritter, Trustee

Anna Zimmerman, Trustee

Absent

None

1.3 Approval of Agenda

Trustee Zimmerman asked the “Audit Committee” be placed on the agenda as item 6.2.  
Trustee Davis seconded.

AYES: Bryant, Davis, Kelly, Ritter, Zimmerman

NAYS: Sullivan

Motion Carried

Vice Chair Kelly asked for a vote to approve the agenda as amended.

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

NAYS: None

Motion Carried

#### 1.4 Public Comments/Petitions

Robert Bruhn, a faculty member from Auburn Hills, expressed his concerns about the College's smoking policy and second-hand smoke and asked to consider making OCC a smoke-free environment.

#### 1.5 Student Presentation

None

#### 1.6 Approval of Minutes

Approval of February 14, 2011 Regular Board Meeting Minutes

Trustee Bryant MOVED to accept the minutes of the February 14, 2011 regular board meeting. Trustee Sullivan seconded.

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

NAYS: None

Motion Carried

## 2. CHANCELLOR'S REPORT

### 2.1 Chancellor's Comments

Dr. Meyer provided an overview of pending legislation that may directly impact higher education. In Wisconsin, Governor Walker is moving to sever the University of Wisconsin at Madison from the rest of the University of Wisconsin system and limit collective bargaining rights of state employees. Recently, however, these actions were stopped by an injunction based upon procedural grounds. In Michigan, House Bill 4152 was introduced that freezes wages and benefits during public employee contract negotiations. Senate Bill 7 identifies the requirement for public employees to cover 20% of the costs of their health insurance. At a constitutional level in Michigan, the Democratic leadership is looking for constitutional change that would protect collective bargaining.

On the national scene, the Ohio State Senate voted to deny collective bargaining rights to public college professors. Indiana is also moving to take over control of state tuition instead of individual institution board's determination. In Idaho, the House of Representatives has approved legislation permitting concealed guns to be brought into the classroom.

### 2.2 Staff Reports

Dr. Patricia Dolly, President of the Auburn Hills campus, presented highlights of her campus. Some of the areas discussed were student statistics and enrollment trends, top study programs, academies, and K-12 initiatives.

### 2.3 Introduction of New Staff

Vice Chancellor Richard Holcomb introduced Marilyn Smale, Enrollment Services International Student Office secretary at the Auburn Hills campus.

## 3. ACADEMIC AND STUDENT AFFAIRS

### 3.1 Academic Senate Reports

None

### 3.2 Student Reports

Dr. Jacqueline Shadko, President of the Orchard Ridge campus, introduced Ms. Ksenia Malkina as the Student Representative from her campus for the months of March, April and May.

Through a PowerPoint presentation, Ms. Malkina updated the Board on a variety of the student activities at the campuses.

### 3.3 Academic Initiatives

None

## 4. COLLEGE RESOURCES

### 4.1 Personnel Recommendations

Trustee Ritter MOVED to approve the Personnel Recommendations. Trustee Bryant seconded.

AYES: Bryant, Davis, Kelly, 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.

Trustee Sullivan asked Vice Chancellor Clarence Brantley to address our student receivables and how much is collected. Mr. Brantley referred to the March 11, 2011 memo he sent to the Board, which outlined for the past three years the federal funds received, the student receivable amounts, the amounts collected by collection agencies, and the funds returned to the federal government related to student performance.

Trustee Sullivan then inquired as to what our collection process is and whether our collection agencies have changed over the years. Mr. Brantley responded that the collection agencies we have utilized contact students via telephone and letters. All of the collection agencies hired faired about the same.

Trustee Ritter feels it is the responsibility of the College to make students realize their responsibility at the front end of the process. Mr. Brantley indicated the federal student financial programs determine the credit policy for the College to follow.

Trustee Bryant inquired if the students sign a liability form of some sort for this, and Mr. Brantley responded no. There is a need for a “contract” with the student. Mr. Brantley will check if this is currently in the financial packet. He commented OCC does not make the loans, but we are held responsible for them.

Trustee Zimmerman inquired if the default rates are low for our college. Mr. Brantley said that they were. The numbers shown on the document held by the trustees reflect the numbers since the College began.

#### 4.2.2 General Fund Budget Status Report

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

Mr. Brantley reported that we continue to be on target with our financial projections.

#### 4.2.3 Tax Levy of Operating Millage and Collection of College Taxes

Trustee Davis MOVED that the Board of Trustees adopt the recommended resolution for the 2011-12 Tax Levy of Operating Millage that a maximum annual tax rate of 1.5844 Mills (\$1.5844 per \$1,000), adjusted to conform to Michigan Constitution 1963, Article 9, §31, Section 24e, of Public Act 206 of 1893, as amended, and to any legislation implementing said section of the Michigan Constitution, be levied for general operating purposes. Trustee Ritter seconded.

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

NAYS: None Motion Carried

Trustee Sullivan MOVED that the Board of Trustees adopt the Resolution for the Collection of College Taxes for fiscal year 2011-12 be collected in the same manner and at the same time as the 2011 city or township taxes, or in the same manner and at the same time as school district or intermediate school district taxes are being collected by the city or township. Trustee Bryant seconded.

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

NAYS: None Motion Carried

#### 4.2.4 2011-12 Proposed Budget Update

Mr. Brantley provided an update on the proposed tuition increase survey that was conducted by the MCCA business officers. Currently, many of the Michigan community colleges are undecided whether to implement a tuition increase. Governor Snyder's proposal to the four-year colleges was a 15 percent reduction in their appropriations, but is also providing an incentive for these colleges not to raise their tuition rates above 7 percent. Mike Hansen from MCCA, Chancellor Meyer, and a couple of other community college presidents attended a meeting with the legislature.

Trustee Ritter asked about in-state and out-state students who she states are paying less than our in-county students, and she feels in-county have already had their rates increased. Mr. Brantley replied that the cumulative amount should not exceed 7 percent.

Mr. Brantley also referenced a letter from the State of Michigan Department of Management & Budget outlining the employer retirement contribution rate increase for FY 2011-12 and 2012-13. He stated that this rate goes into effect in October every year and normally we are not notified this far in advance. Our current rate is 20.66 percent, the rate will go up to 24.46 percent starting this October 1<sup>st</sup> and the following October it will go up again to 27.37 percent. We estimate it will cost OCC \$3,116,000 of additional dollars for this coming fiscal year and an estimated \$2,386,000 for the following fiscal year.

Vice Chair Kelly asked as we consider this possible tuition rate increase, can we obtain the millage rates for the different community colleges, as well as what their state equalized value is across their tax base. Mr. Kelly would like to make a comparison as to what Oakland County residents are paying in their taxes towards their community college as compared to other community colleges.

Mr. Brantley replied that he knows he can get the millage rates for all of the community colleges, but he is uncertain whether he can get the state equalized value as he would have to know the district of every community college, but will look into it.

#### 4.3 College Facilities

Trustee Ritter asked that items 4.3.2 to 4.3.5 be removed from the consent calendar.

##### 4.3.1 Project Name

Dedicated Easement to Detroit Edison for the Solar Power Panel Project  
Highland Lakes Campus

Trustee Ritter MOVED the Board of Trustees consent to the assignment of the property easements to the Detroit Edison Company and authorize Administration to execute and deliver documents and agreements as necessary. Trustee Zimmerman seconded.

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

NAYS: None Motion Carried

- 4.3.2 Trustee Ritter MOVED to grant authority to the College's Construction Manager, George W. Auch Company, for the purpose of entering into a construction contract for the following project:

<u>Project Name</u>	<u>Projected Cost</u>
Exterior Sealant & Glazing Replacement Building J <u>Orchard Ridge Campus</u> OCC Project No. PF-OR11-006	\$374,700

Trustee Davis seconded.

Trustee Ritter inquired who the architect is on this matter, and Dr. Shadko advised that it is the IDS firm. Trustee Ritter further inquired if Auch handles the RFPs. Mr. Brantley said that Auch does it on our behalf. Trustee Ritter asked why the companies who responded to our RFP weren't listed on the document. Mr. Brantley reminded Trustee Ritter that these items are presented to the Board to approve the process to take it to bid, and this process has been in place per Board approval for the past 15 years. Administration will make the ultimate decision in the matter.

Trustee Davis asked where the projected cost comes from. Mr. Brantley indicated that the architect and Auch come up with the estimate. Trustee Sullivan asked for clarification from Mr. Brantley that a project could not exceed the estimated cost without notifying the Board, and Mr. Brantley confirmed that was true.

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

NAYS: None Motion Carried

- 4.3.3 Trustee Ritter MOVED to grant authority to the College's Construction Manager, George W. Auch Company, for the purpose of entering into a construction contract for the following project:

<u>Project Name</u>	<u>Projected Cost</u>
Masonry Brick Lintel Repairs <u>Orchard Ridge Campus</u> OCC Project No. PF-OR11-014	\$102,500

Trustee Zimmerman seconded.

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

NAYS: None Motion Carried

- 4.3.4 Trustee Ritter MOVED to grant authority to the College's Construction Manager, George W. Auch Company, for the purpose of entering into a construction contract for the following project:

<u>Project Name</u>	<u>Projected Cost</u>
First Level Pavement Replacement North Parking Structure <u>Royal Oak Campus</u> OCC Project No. PF-RO11-003	\$296,100

Vice Chair Kelly seconded.

Chair Kuhn inquired if this project included putting in a 6 inch aggregate base because apparently the College did an engineering study that showed that putting the 6 inch aggregate base in would possibly double the life of concrete. Is this something the College is doing as part of this project? Dan Cherewick, Director of Physical Facilities, responded that he will check into this. Mr. Brantley indicated if this is not in the project, he will come back to the Board with a cost to add it.

Not to delay the project, Trustee Zimmerman MOVED to amend the motion to approve the project and if the 6 inch base is not included in the projected cost, Administration will come back to the Board with a revised cost. Trustee Sullivan seconded.

Chancellor Meyer suggested that we have the engineer come in and speak to this specific issue at the next meeting.

Trustee Kuhn called for the vote on the amendment.

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

NAYS: None Motion Carried

Trustee Kuhn called for the vote to approve the motion as amended.

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

NAYS: None Motion Carried

- 4.3.5 Trustee Ritter MOVED to grant authority to the College's Construction Manager, George W. Auch Company, for the purpose of entering into a construction contract for the following project:

Science Lab/Multi-Purpose Classroom Building D <u>Royal Oak Campus</u> OCC Project No. PF-RO10-007	<u>Projected Cost</u>  \$543,800
---	--

Trustee Bryant seconded.

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

NAYS: None Motion Carried

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

#### 4.4 Contracts and Purchases

##### **CONSENT CALENDAR – CONTRACTS AND PURCHASES**

Items 4.4.1 to 4.4.4 listed below on the Consent Calendar – 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 4.4.4 on the Consent Calendar - Contracts and Purchases. Trustee Bryant seconded.

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

NAYS: None Motion Carried

##### 4.4.1 Affiliation Agreement with St. Joseph Mercy Oakland Hospital Dental Hygiene Program Highland Lakes Campus

The Board of Trustees approved the College entering into an agreement with St. Joseph Mercy Oakland Hospital, 44405 Woodward Avenue, Pontiac, Michigan 48341 and authorized the Chairperson to execute the agreement

##### 4.4.2 Affiliation Agreement with Medilodge of Southfield Health Care Administration Southfield Campus

The Board of Trustees approved the College entering into an agreement with Medilodge of Southfield, 26715 Greenfield Road, Southfield, Michigan 48076, and authorized the Chairperson to execute the Agreement.

##### 4.4.3 Student Help Desk College-Wide

The Board of Trustees approved the use of Presidium Learning Inc. for Help Desk Services for a period of one (1) year through June 30, 2012, for a total cost not to exceed \$97,200.

#### 4.4.4 Desktop Computer, Server, and Laptop Equipment College-Wide

The Board of Trustees approved the use of EDS for the purchase of desktop computer equipment, peripherals, servers, and laptop equipment at a cost not to exceed \$1,600,770 annually through April 2014.

### **END OF CONSENT CALENDAR – CONTRACTS AND PURCHASES**

## 5 **UNFINISHED BUSINESS**

### 5.1 Revision to Board Policy 1.4.2- Regular Meetings – Posting of Notices (second reading)

Vice Chair Kelly MOVED the Board of Trustees approve the revised language to Board Policy 1.4.2 – Regular Meetings- Posting of Notices including the bolded language “**and/or calendar year.**” Trustee Sullivan seconded.

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

NAYS: None

Motion Carried

### 5.2 Lobbyists

Chancellor Meyer reported OCC received eight proposals to our RFP, and we are in the process of gathering additional information and directing more specific questions to them.

Trustee Ritter requested to see the RFP.

Trustee Zimmerman inquired if the Board will have any input on this, and Dr. Meyer replied that upon completion of the review, it will come back before the Board.

### 5.3 Cabinet Compensation Equity

Trustee Bryant MOVED the Board of Trustees approve the equity adjustments submitted by the Chancellor to the current compensation of Cabinet officers retroactive to July 1, 2010. Trustee Davis seconded.

Trustee Davis commented that she hopes the Board can get this off their plate and show support for the Chancellor and his Cabinet. Trustee Zimmerman stated she is having some difficulty with this due to the economic condition we are in, but indicated this is nothing personal against the officers. She doesn't feel the time is now to address this matter. She feels the Board needs to sit down strategically and see how this can be done, so that the Board isn't faced with individuals from the community stating that the Board increased salaries while people are losing their jobs and taking pay cuts. Trustee Ritter agreed with Trustee Zimmerman, but believes the equity adjustment must be made and is long overdue. Trustee Bryant also agreed with Trustee Zimmerman, but we need our good people to stay.

Trustee Sullivan echoed his sentiments that this needs to be addressed. Vice Chair Kelly said he was persuaded by Trustee Davis' comments as to backing the Chancellor, and he will be supportive. However, he will want evaluations in the future, as do the other trustees.

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

NAYS: Zimmerman

Motion Carried

## 6 NEW BUSINESS

### 6.1 Chancellor's Contract

Trustee Sullivan MOVED the Board of Trustees authorize the Chair and/or Vice Chair to meet with the Chancellor as required by the contract and the prior agreement to extend time, on or before March 31, 2011, and to inform the Chancellor that it is the current intention of the Board to continue his employment when the current contract expires, but under mutually agreeable terms. Trustee Bryant seconded.

Trustee Ritter objected stating that the Chancellor's contract term was too long, the value was too much, and the 2.5% increase too high. She further stated that this is a very difficult time in the life of OCC and to extend the contract with these terms would be ludicrous. She further stated a leader should take some cuts just as OCC employees are being asked to do the same.

Chair Kuhn and Vice Chair Kelly took turns explaining to Mrs. Ritter and the Board that this agenda item is a requirement of the Chancellor's contract. It does not involve negotiating terms at this time, just the intent to relay to the Chancellor whether there will be a contract renewal.

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

NAYS: Ritter

Motion Carried

### 6.2 Audit Committee

Trustee Zimmerman made the recommendation that after an Audit Committee meeting takes place, a committee member should report to the Board at their next meeting in order to keep the Board in the loop on things. She requested Trustee Sullivan should bring forward the agenda and any other documentation discussed at the meeting. Trustee Zimmerman stated that it is the Board that should drive this committee.

Trustee Ritter feels we should revisit why the Audit Committee was established and what their focus is. She believes this committee has gotten "ambitious," and she would like to see the original mission statement of the Audit Committee. Trustee Davis agreed with Trustee Ritter's comments, and indicated she would vote no to having this placed on the agenda.

Trustee Bryant commented that George Potter had some interesting observations regarding our Audit Committee. She suggested that this could be discussed at their next meeting with Mr. Potter.

## **7 COMMUNITY COMMENTS**

### **7.1 Board Member Reports and Comments**

Trustee Davis commented that she attended the MCCA Board of Directors meeting at Monroe Community College this past weekend. She will have a report prepared for next month. Trustee Davis addressed Robert Bruhn and indicated that as a smoker, she does not wish to offend non-smokers. Mr. Bruhn's points are well taken, and she will be asking the Board to look into this.

Trustee Sullivan informed everyone of the Foundation's golf outing scheduled for August 19<sup>th</sup> at the Fieldstone Golf Course in Auburn Hills. He also stated that the next Audit Committee meeting is scheduled for May 3, 2011.

Trustee Bryant reminded everyone that this Thursday is the Foundation scholarship luncheon, and anyone interested should contact Cindy Tanner at the Foundation office. Trustee Bryant complimented OCC's staff leadership and the Sustainability Committee for the biodegradable water bottles in the vending machines. She further commented that she will support a no-smoking ban at the College. Lastly, Trustee Bryant suggested that when presenting reports, we need to provide the entire picture. She said that during her presentation, President Dolly reported that the CREST facility brought in \$120,000 of revenue. However, Trustee Bryant indicated that the cost to run the CREST program was not mentioned, and we need to be presented the complete picture.

### **7.2 Organizations and Associations**

None

## **8 ADJOURNMENT**

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

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

NAYS: None

Motion Carried

Chair Kuhn adjourned the meeting at 9:07 p.m.

Respectfully submitted,

---

Cherie A. Foster

---

Date

---

Thomas Kuhn, Chair

---

Pamala M. Davis, Secretary



OAKLAND COMMUNITY COLLEGE®

# ACTION

---

BOARD AGENDA ITEM 4.1  
March 21, 2011

*PERSONNEL RECOMMENDATIONS*

APPROVED: OCC Board of Trustees on March 21, 2011

\_\_\_\_\_ March 22, 2011

## 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>
Mousty, John A.	Social and Behavioral Science Teaching Faculty	AH	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement
Genei, Christina L.	Nursing Teaching Faculty	HL	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement
Mandas, Gina	Communication/Humanities Teaching Faculty	HL	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement
Ravikumar, Preetha X.	Business Administration Teaching Faculty	HL	\$62,119	\$29,606	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement
Emanoil, Valerie A.	Behavioral Science Teaching Faculty	HL	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement
Allen, Kathryn M.	English Teaching Faculty	OR	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement

\*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**

**Recommendation For Continuing 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><u>Purpose</u></b>
Long, Robert B.	Business Administration Teaching Faculty	OR	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement
Wright, Rasheedah M.	Counseling Non-Teaching Faculty	OR	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement
Neely, Cheryl L.	Behavioral Science Teaching Faculty	RO/SF	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement
Roman, Elise P.	Counseling Non-Teaching Faculty	RO/SF	\$64,900	\$30,931	09/01/11	End of probationary period per Article III of the 2009-2011 Faculty Master Agreement

\*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**

<u>Name</u>	<u>Department</u>	<u>Campus</u>	<u>Annual Salary</u>	<u>Benefits Cost*</u>	<u>Effective</u>	<b>2011-2012 Fiscal Year <u>Budget</u></b>
McGee, Mary A.	Psychology/Behavioral Science Faculty-Teaching (from Non-Teaching Faculty, Counseling, OR)	OR	\$96,170	\$45,835	09/01/11	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**

**Promotion/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>
Morrin, Auntas A.	Financial Services Payroll Specialist (from full-time Accounting Specialist, Financial Services, AH)	DO	\$26.43/hr.	\$22,781	03/28/11	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**

**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>
Cohen, Staci A.	Business Office Business Office Specialist (from full-time Bookstore Assistant, Bookstore, OR)	OR	\$24.58/hr.	\$24,367	04/04/11	X
Jablonski, Steven A.	Student Financial Resources and Scholarships Financial Aid Specialist (from full-time Bookstore Assistant, Bookstore, OR)	RO	\$22.83/hr.	\$22,632	04/04/11	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**

**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>
Jennings, Deona L.	Enrollment Services Student Services Specialist (from Student Services Specialist, RO)	OR	\$22.98/hr.	\$25,017	03/28/11	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>
Markiewicz, Donna M.	Physical Education and Recreation Secretary	AH	03/06/11	Deceased
Parkinson, Thomas A.	Computer Information Systems Faculty-Teaching	OR	02/18/11	Deceased