

State Instructor's Advisory Council

Agenda

1:00-3:00 am – Zoom

<https://us02web.zoom.us/j/88161447903>

Jan 14, 2021

Call to order

Attendance:

David L. Wygant – FRCC –
Amanda Martin – CCCOnline -
Andrew Hayes – Morgan – Teaches Friday @1pm
Terri Herbstritt – Trinidad –
Janessa Jacobs – Red Rocks –
Mei-mey Segura – Arapahoe –
John Webber – Pueblo –
Fred Boettcher – Otera –
Courtney Beshara – Lamar –
Linda Hertz - Pikes Peak –
Lisa Westhoff – Colorado Northwestern –
Nancy Kugler – Northeastern JC –
JoAnn McCarthy - CC of Denver –
Michael Mckee – Aurora –
Landon Pirius – CCCS –

External Guests:

Joe Garcia

Item 1) Proposal

Item 2) Joe

Item 3) Proposal

Next Meeting: Joe Proposal

Debrief HR meeting

Regular salary for cost of living

Thoughts on how to benchmark average salary

Opinion piece: <https://coloradosun.com/2021/09/17/community-college-faculty-inequality-opinion/>
HYPERLINK "https://coloradosun.com/2021/09/17/community-college-faculty-inequality-opinion/"

TODO this year:

Understand the SYSTEMATIC process between colleges – what is same and not among CCCS?

Background: Pay

Purpose: Low pay in high cost of living

Background: Tier Structure

Purpose: Have benefits based on possible load? Other than just compensation

Could help with retention

Background: Benefits

Purpose: Adjuncts need health care too

Background: Job Security / Contracts for Adjuncts

Purpose: Have a yearly contract so they have some credit hours

Background: College Culture

Purpose: Not fear speaking up

Background: Distribution of loads – last minute changes

Purpose: Quick switches are hard on teachers and cause significant stress

Have a shared system of instructors to help share resources

Even just switch these to online to get more students (rule of 8, 12 at Pueblo or prorated, 5 in Trinidad)

Paid for all PD at all colleges- not consistent

Adjourn Meeting