

Compensation and Benefits Committee

Meeting Minutes

October 15, 2013

I. Call to order

Stephen Theriault called to order the regular meeting of the Committee at 10:02 AM on October 15, 2013 at MH 110.

II. Roll call

George conducted roll. The following persons were present: Stephen Theriault, Peter Bagley, Tami Potter, Mary Swetich, Janie Moore, George Kleeb, and Gretchen Skivington

Excused: Tami Gailey & Sonja Seibert

Absent: John Licht

The minutes were approved with one correction from the October 8, 2013 meeting. It was agreed that we will record the amount given for professional development along with the recipient's name.

III. Open issues

a) Professional Development Fund Requests

1) Submitted to Committee for consideration.

Dr. Tom Mautla IABE Conference, declined due to late submission. (Unanimous)

Jessica Sproul CLASS Observation Training,
Approved \$500 (Unanimous)

Cherie Jaques and Mary Doucette ACERT Conference,
Approved \$250 each. (vote 4-3)

2) Submitted to committee on October 8, 2013

Heidi Johnson,
Approved \$500 (Unanimous)

Peggy Drussel
Approved \$500 (Unanimous)

Tracy Shane
Approved \$500 (Unanimous)

3) We held another general discussion regards appropriate protocols and documentation. It was agreed that this spring we will work on policies and procedures for next academic year.

b) Merit Pay Proposal

Chariman Theriault updated the committee on several meetings he has attended with the Evaluation Committee and the Faculty Senate representatives have had with Chancellor Klatch.

Issues were:

No split pools of funds creating inequity between faculty and administration employees.

Two different types of evaluations are acceptable, due to different key job requirements. The evaluation committee is meeting to tweak the existing evaluation to be in line with the faculty evaluation.

The main concern for our group is that we present two alternatives for consideration to the departments and after receiving feedback from each department we present for approval at the Faculty Senate a proposal that will be a starting point for Merit Pay. **After discussion we agreed that we will meet with the departments to present the Moderate Distribution and the Points Distribution of the merit pay pool.**

1) Adjournment

Stephen Theriault adjourned the meeting at 11:10 AM.

Minutes submitted by: George Kleeb

Minutes approved by: Stephen Theriault