**Great Basin College**

**Compensation & Benefits Committee**

**February 4. 2020 3:00 - 4:30 pm**

**IAV: Elko HTC 1110; Pahrump PVC 124**

1. **Call to Order** – M. Husbands called the meeting to order @ 3:02 pm

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| **Members** | **Present** | **Absent/Excused** | **Members** | **Present** | **Absent** |
| **M. Husbands (chair)** | **X** |  | **M. Wilkins** |  | **X** |
| **D. Jones** | **X** |  | **T. Mette** | **X** |  |
| **J. Stuelmayer** |  | **X** | **M. Nichols** | **X** |  |
| **K. Coates** |  | **X** | **E. O’Donnell** | **X** |  |
| **L. Pike** | **X** |  | **S. Sibert (ex-officio)** |  | **X** |
| **B. Grudzinski** | **X** |  |  |  |  |

1. **Approval of Minutes –** approval of 11/22/19 minutes E. O’Donnell made a motion to approve the C & B minutes, M. Nichols seconded, and all members present approved of the minutes**.**
2. **Announcements**
	1. **Special Guests:** G. Kleeb, Faculty Senate Chair
3. **Old Business –**
	1. **Professional Development Funds (PDFs) for 2019-2020 –** M. Husbands requested from E. O’Donnell the names of the PDF recipients (Fall 2020), so a reminder email can be sent to provide the chair of the C&B committee a one page memo reporting on the meeting/event attended (see Policy No. 5.30)
4. **New Business**
	1. **Review/discuss email from Angie de Braga 2/4/2020 - informational**Summer school rates for 2020

Lower Division 106.75+3=109.75 per credit
Upper Division 175.00+3=178.00 per credit

Then you get can apply the 75% and the $1200 per credit cap to the above.

All of the approved rates for the institutions start on page 19 of Chapter 3 of the P&G Manual.
 [https://nshe.nevada.edu/wp-content/uploads/file/BoardOfRegents/PGManual/chapters//Chapter%2003%20-%20Salary%20Schedules.pdf](%20https%3A/nshe.nevada.edu/wp-content/uploads/file/BoardOfRegents/PGManual/chapters/Chapter%2003%20-%20Salary%20Schedules.pdf)

* 1. **Faculty Workload Policy 5.21**
		1. **Subcommittees ––**
			1. **Policy & Procedures – all C & B members –** no update/report
			2. **1.0 Contract Definition & 2.0 Core Workload Components – M. Wilkins & K. Coates**
				1. Section 1.0 Contract definitions – no update/report; members not present
			3. **3.0 Guidelines for Determining Faculty Workload Equivalents – M. Husbands, E. O’Donnell & T. Mette**
				1. Section 3.0 Guidelines for determining Faculty Workload Equivalencies – M. Husbands, E. O’Donnell & T. Mette presented that online multiplier & section be removed due to most GBC courses have an online component. Extensive discussion took place in determining when adding a multiplier would be considered. A few ideas proposed for adding a multiplier: 70% of student capacity for the course and the maximum capacity to be determined by the department dean, since courses vary in the requirements and limitations. The C&B agreed that it is crucial that if removing the multiplier, it is imperative that ‘something’ (i.e. perk or incentive) should be offered. It should be emphasized that the funding is the same, but it will be redistributed differently. It was suggested that the C&B committee’s draft a memo outlining these ideas and forward it to the department deans & VPAA in time to discuss at their next scheduled meeting 02/18/2020 with a follow meeting schedule with C&B committee members, deans & VPAA.
			4. **4.0 Overload Compensation; 5.0 Underload & 6.0 Exceptions & Substitute Policy – J. Stuelmayer, M. Nicholas & K. Coates**
				1. No update – M. Nicholas reports has not meet with assigned C&B co-member d/t to conflict in schedules. Reports has met/discuss with his department faculty, but no generation of ideas
			5. **7.0 Faculty Incentives Stipends & Appendix; IAV enhance classes vs. online classes with > 30 students – L. Pike, D. Jones & B. Grudzinski**

No update/report

1. **Next Meeting –** Tentatively March 3, 2020 with Department Deans, VPAA, S. Sibert & G. Kleeb. Email will be sent by M. Husbands**.**
2. **Adjournment –** D. Jones made a motion to adjourn the meeting @ 4:11 pm and T. Mette seconded
3. **Recorder of Minutes –** M. Husbands