

## Compensation and Benefits Committee Minutes

September 1, 2023, 9:00 AM

Attendance: Tom Bruns, Milinda Wasala, Eleanor O'Donnell, Konstantinos Travlos, Rita Pujari, Steven Scilacci, Kara Coates, Matt Nichols, John Rice, Chair. All members in attendance

### Agenda

1. Welcome
2. Review of last year's accomplishments
3. Work Plan for 23-24
4. Matters from the Committee for consideration

### Report

1. **Welcome.** Returning members were thanked for their service to the committee and the senate last year.
2. **Review of last year's accomplishments.** The committee heard a review of last year's action items. Eleanor reported that the action items pertaining to overload pay were implemented and that the new pay schedule for overload will be used in calculating overload compensation beginning this semester.
3. **Work Plan for 23-24** The committee will review the following items in upcoming meetings:
  - a. Independent Study Policy
  - b. Comparison of GBC workload policy to workload contract agreements from sister institutions, CSN, TMCC and WNC. The contracts for those three institutions are attached to this report for information.
  - c. Other matters as they are brought before the committee.
4. **Matters from the Committee for consideration** The committee was asked to examine a couple of unique matters pertaining to CTE workload regarding compensation for teaching multiple "shifts" and retirement payments based on overload. The committee will determine whether these matters warrant consideration. The committee also noted that as of its meeting time, Leadership Council Minutes had not been updated since January 2022. The committee wishes to remind Faculty Senate that Leadership Council has an obligation to post those minutes in a timely matter. The committee also notes the consistent and persistent failure of Leadership Council to fulfill its obligation to report its actions to the institution.

Links to CSN, TMCC and WNC contracts:

CSN: <https://nshe.nevada.edu/wp-content/uploads/file/BoardOfRegents/Agendas/2022/12-dec-mtgs/bor-refs/BOR-5.pdf>

TMCC: <https://nshe.nevada.edu/wp-content/uploads/file/BoardOfRegents/Agendas/2022/12-dec-mtgs/bor-refs/BOR-6.pdf>

WNC: <https://www.nevadafacultyalliance.org/resources/Documents/Collective%20Bargaining%20Agreements/WNC%20CBA%202019.pdf>

WNC Contract Extension:

<https://www.nevadafacultyalliance.org/resources/Documents/Collective%20Bargaining%20Agreements/WNC-NFA%20Contract%20Extension%202022-11%20BOR-5.pdf>

Respectfully Submitted,

John Patrick Rice, Ph.D.

Chair