

WILLIAM RAINEY HARPER COLLEGE
BOARD OF TRUSTEES OF JUNIOR COLLEGE DISTRICT 512
COUNTIES OF COOK, KANE, LAKE, AND McHENRY, STATE OF ILLINOIS

Minutes of the Adjourned Board Meeting of Wednesday, April 18, 1973

CALL TO ORDER:

The adjourned meeting of the Board of Trustees of Junior College District No. 512 was called to order at 8:15 p.m., Wednesday, April 18, 1973, by Chairman Nicklas in the Board Room of the Administration Building, Algonquin and Roselle Roads, Palatine.

ROLL CALL:

Present: Members Milton Hansen, Marilyn Marier, Ross Miller, Lawrence Moats, Joseph Morton, and Jessalyn Nicklas
Absent: Member William Kelly

Also present: Robert E. Lahti, Kelly Barton, Michael Bartos, Joe Bauer, Ron Bessemer, John Birkholz, Robert Boeke, Frank Borelli, Frank Christensen, Joe Clouser, Bob Cormack, A. Dolejs, Charles Falk, Guerin Fischer, David Gale, S. Havlic, Roy Kearns, Ron Keener, Lawrence Knight, C. Patrick Lewis, L. King, Jack Lucas, W.J. Mann, Liz McKay, T. McCabe, L. Owens, Gary Rankin, Henry Roepken, Martin J. Ryan, Marc Savard, William Schooley, Cal Stockman, Urban Thobe, Fred Vaisvil, W. Von Mayr, Betty Windham--Harper College; Frank Hines--Board Attorney; Mark Kaneen, Lorraine Kelly, Timothy Hunter, Steve Masley and Michael Morey--Students; and Wandalyn Rice--Paddocks Publications, and Craig Gaare--Tribune.

NEW BUSINESS:

Canvass of
April 14, 1973
Election

Chairman Nicklas announced the Board would canvass the April 14, 1973, Board of Trustee election. She appointed Member Morton and Attorney Hines to assist Dr. Mann in the canvass.

Member Kelly entered the meeting at 8:30 p.m.

At the completion of the canvass, Dr. Mann reported the total valid votes cast for the three-year term were 14,831, and the total valid votes cast for the one-year term were 6,277, and the results of the election, according to the official canvass, were as follows:

<u>Three year term:</u>		<u>One year term:</u>	
Jessalyn Nicklas	- 4,126	William Kelly	- 6,238
Annalee Fjellberg	3,623	Write-ins	- 39
William Clair	3,522		
Robert Bromley	3,487		
Write-ins	73		

Member Morton moved, Member Moats seconded, to adopt the resolution covering the election of April 14, 1973, for the purpose of declaring the canvass and winners of the election official; the winners declared for the three year term are Jessalyn Nicklas and Annalee

NEW BUSINESS:
Canvass of
April 14, 1973
Election (cont.)

Fjellberg, and the winner declared for the one year term is William Kelly, with the names and totals to be inserted in the official resolution (copy of official resolution attached to minutes in the Official Board of Trustees Book of Minutes).

Upon roll call, the vote was as follows:

Ayes: Members Hansen, Kelly, Marier, Miller,
Moats, Morton and Nicklas
Nays: None

Chairman Nicklas read a communication from Member Morton regarding his retirement, and wishing the Board "the best of luck as you confront the challenges inherent in Board membership."

Chairman Nicklas, on behalf of the Board, wished Dr. Morton well and stated he would be missed.

Chairman Nicklas welcomed Mrs. Fjellberg and asked her to come forward and take her seat on the Board.

Reorganization
of Board

Chairman Nicklas announced there were three officers to be elected for re-organization of the Board-- Chairman, Vice Chairman and Secretary.

Ballots were distributed for a vote for Chairman. Mr. Hines collected the ballots and announced the majority of votes had been cast for Member Nicklas as Chairman of the Board.

Ballots were distributed for Vice Chairman. Mr. Hines collected the ballots and announced the majority of votes had been cast for Member Moats as Vice Chairman of the Board.

Ballots were distributed for a vote on Secretary. Mr. Hines collected the ballots and announced the majority of votes had been cast for Member Marier as Secretary of the Board.

Member Hansen moved, and Member Miller seconded, to declare Jessalyn Nicklas elected as Chairman of the Board, Lawrence Moats elected as Vice Chairman of the Board, and Marilyn Marier elected as Secretary of the Board. Motion unanimous.

Establishment of
Regular Board
Meetings.

Member Hansen moved, Member Kelly seconded, to establish the regular Board meetings on the second Thursday of each month at the Board Room of the Administration Building, Harper College, 8:00 p.m. Motion unanimous.

NEW BUSINESS:
Appointment of
Attorney

Member Kelly moved, Member Miller seconded, to approve the appointment of Frank Hines as the Attorney for the Board of Harper College for the coming year. Motion unanimous.

Executive
Session

Chairman Nicklas stated there was need for an executive session on personnel and negotiations. Member Marier moved, Member Moats seconded. Motion unanimous.

The meeting was recessed to executive session at 8:50 p.m.

Chairman Nicklas reconvened the meeting at 11:25 p.m., with the following present: Members Hansen, Fjellberg, Kelly, Marier, Miller, Moats and Nicklas

Evaluation
System

Chairman Nicklas called on Dr. Birkholz for the presentation on the Evaluation System. Dr. Birkholz reported on some slight misunderstandings. In talking with the students on the committee that evening, it was indicated to him that the students were not in entire agreement with some of the things that were changed. In the absence of Dr. Schauer, and because he was not aware of this particular problem, Dr. Birkholz asked the Board to defer action on this in the best interests of the students.

Robert Boeke stated he was not aware Dr. Birkholz was going to ask for deferment. Mr. Boeke, as chairman of the committee, stated they had committed themselves to completing this student evaluation document. If deferred, he expressed concern about getting the student evaluation forms completed by June 1. He commented if there was a major unsettled issue, it would be the merit pay issue. He stated his concern with the definition of peer in the policy. Mr. Boeke stated the committee had agreed this document should be used for promotions and sabbatical leaves. Initially the committee recommended the development of some guidelines. He was concerned about the ways this document would be used. Another concern--they had agreed to the weights as listed on page 2, but Mr. Boeke was not sure he liked "Self" left with nothing under Instruction. He felt perhaps they should try to get 5% back.

Steve Masler explained the two differences the students still had with the final proposal. He stated the proposal received on Monday showed the student forms would be available to the students. In the one they had received that afternoon, the students were left out. They would like at least to see the summary of the student forms made available to the Student Senate office. On page 4, second paragraph, Steve stated it had been agreed it was more or less an oversight to leave the students out of the committee to review the evaluation system. He stated they hoped students could be included in this committee.

NEW BUSINESS:
Evaluation
System (cont.)

Dr. Lahti commented he did not see how they could conceivably consider changing the system without including the students.

Chairman Nicklas stated because of refinements to be made to the Evaluation System, and with the concurrence of the Board, action would be deferred to the regular meeting of the Board on May 10, 1973.

Faculty
Salary
Discussion

Mr. Bartos informed the Board he had reported the last proposal of the Board team to the faculty on April 17. He stated there were 73 faculty members at the meeting and the entire group voted "no" with one abstention. He felt this was representative of the feelings of the faculty. Mr. Bartos referred to Triton College's settlement which was substantially more. He compared Harper salaries, tuition, physical facilities, enrollments, staff, and management with Triton. He requested, since this was a new Board, that they delay action on this proposal, ask Mr. Kelly and Mr. Miller to go back to the table and discuss this further. Mr. Bartos felt a salary package could be worked out that would be amenable to both sides. He stated they were ready to go back to bargain, to discuss this.

Member Moats asked if the primary reason this offer was turned down was economic. Mr. Bartos stated the offer was too low. Mr. McCabe agreed the offer was too low, but stated this was not the sole issue. He stated the question of collective bargaining was at issue--the conditions on both sides of the table must be equal. Mr. McCabe informed the Board Triton's settlement was 6.3%, which he said translates into 6.1-6.3%, or 5% of starting salary plus cost of living.

Member Miller, Chairman of the Board Team, read the following statement:

It is the recommendation of the Board's salary and monetary fringe benefit team that the Board approve the following increase in compensation for each faculty member for the 1973-74 contract year.

- A. That each faculty member receive a \$300 across-the-board increase (2.15% - \$49,200)
- B. That each faculty member receive a 3% increase on the base of their 1972-73 salary. (3.0% - \$69,102)
- C. That the Board agree to pick up the additional cost of insurance accompanying these raises. (.10% - \$2,627)

As you will note, the total percentage increase to each faculty member is 5.25%, which when compared

NEW BUSINESS:

Faculty
Salary
Discussion
(cont.)

to last year's increase reflects approximately .3 of 1% more cash-in-the-pocket for each Harper teaching faculty member.

It is with regret that I make this recommendation to the Board of Trustees without agreement from the faculty salary committee, but I trust that each of you will understand and agree that the Board committee's recommendation is highly competitive when considering our budget and the present economic conditions within the State of Illinois and the nation.

The rationale for the Board committee's position is as follows:

1. Although enrollments continue to rise, for the first time in the history of Harper College 1972-73 FTE projections have not been met during the fall or spring semester.
2. The 1973-74 budget, by necessity, will reflect minimal program and staff increases, even though there is valid justification for the addition of specific kinds of programs.
3. The Board of Higher Education has recommended 4.5% as a maximum for salary increases in Illinois higher education. The Board recommendation also includes consideration of merit within the 4.5%.
 - a. The Governor returned the higher education budget to the Board of Higher Education during mid March for further reductions, suggesting that college and university faculty salary increases may even be less or non-existent.
4. Nationally, higher education continues to experience a financial depression. Illinois state government continues to exhibit a "slow down" or "hold the line" attitude on all higher education costs. Increased revenue in proportion to community college enrollment growth in Illinois has not been forthcoming.
5. The Harper management has placed a freeze on specific accounts in the 1972-73 budget in an effort to compensate for the college's spiraling costs of educating students.

NEW BUSINESS:
Faculty Salary
Discussion
(cont.)

6. The projected budget for 1973-74 will reflect approximately 350 FTE less than projected for the current year.
7. The President of the United States has established wage and price guidelines of 5.5% overall (including merit pay) for the duration of Phase III.
8. The Bureau of Labor Statistics has published cost-of-living figures covering this area to be approximately 3% from December, 1971 to December, 1972.

Member Moats asked Mr. McCabe what he would suggest the Board do, in terms of the comments he had made about unilateral action. Mr. McCabe hoped the Board would investigate the possibility of coming back to the bargaining table.

Member Moats moved to recess to executive session. Motion died for lack of a second.

Member Marier moved to accept the recommendation of the Board Salary and Monetary and Fringe Benefit team; that this would be the Board's final offer to the faculty, and to be deferred until May 3 for final action on the package. Member Hansen seconded.

Mr. McCabe asked the reason for deferring until May 3. Member Marier stated the Board wanted to be absolutely sure the faculty understands that this is final offer.

Upon roll call, the vote was as follows:

Ayes: Members Fjellberg, Hansen, Kelly, Marier, Miller, and Nicklas
Nays: None
Abstained: Member Moats

ADJOURNMENT:

Member Hansen moved, Member Marier seconded, to adjourn the meeting to May 3, 1973, in the Board Room at 8:00 p.m. Motion unanimous. Meeting adjourned at 12:05 a.m.

Chairman Nicklas

Secretary Marier