

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 Thursday, May 3, 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., Thursday, May 3, 1973, by Chairman Nicklas pursuant to adjournment from the adjourned meeting of Wednesday, April 18, 1973, in the Board Room of the Administration Building, Algonquin and Roselle Roads, Palatine.

ROLL CALL:

Present: Members Annalee Fjellberg, Milton Hansen, William Kelly, Marilyn Marier, Ross Miller, Lawrence Moats, and Jessalyn Nicklas
Absent: None

Also present: Robert E. Lahti, Michael Bartos, Joseph Bauer, John Birkholz, J. Clouser, Ray DePalma, George Dorner, J. Fuller, David Gale, Ron Keener, C. Patrick Lewis, Jack Lucas, T. McCabe, Gary Rankin, H. Roepken, C. Schauer, W. Von Mayr, and John White--Harper College; Frank M. Hines--Board Attorney; Mark Kaneen--Student; Craig Gaare--Tribune; Wandalyn Rice--Paddock Publications; Nick Petersen--Elgin Daily Courier News; and Hannah K. Wilson and R.J. Wilson.

NEW BUSINESS:
**1973-74 Faculty
Salary and
Monetary Fringe
Benefits**

Ross Miller, Chairman of the Board Salary Committee, read the following relative to the approval of salary increases for the faculty for the year 1973-74:

The Board of Trustees is charged with the responsibility of setting salaries for the College Faculty. On April 18, the Board announced to the Faculty that it was making a final offer, which would be adopted at the May 3, 1973, meeting.

The Board made this offer reluctantly, because of an irreconcilable difference of over \$80,000 (or 3.5%) between the Board and Faculty negotiating teams last positions. The Board's offer is consistent with its position to keep Harper Faculty salaries among the leaders nationally.

Data received from both the American Association of University Professors (AAUP) and the Illinois Junior College Board (IJCB) re-emphasizes the competitiveness of the Harper salaries.

The following data extracted from these surveys show that Harper, once again, ranks among the upper 10% of institutions of higher learning in the country.

NEW BUSINESS:
1973-74 Faculty
Salary and
Monetary Fringe
Benefits (cont.)

Member Miller stated the data was summarized in Exhibit A.

Member Miller moved, and Member Kelly seconded, that the Board of Trustees approve the recommendation of the Board negotiating team, as follows, on individual Harper faculty member's salaries for the year 1973-74:

- 1) That each faculty member receive a \$300 across-the-board increase. (This amounts to \$49,200, or 2.15%.)
- 2) That each faculty member receive a 3% increase on the base of their 1972-1973 salary (\$69,102).
- 3) That the Board agree to pick up the additional cost of insurance coverage accompanying these raises (\$2,627, or .1%).

This increase will represent an average of 5.25% to the faculty members, reflecting approximately three-tenths of one percent more cash-in-pocket than 1972-1973.

In reference to a proposal the Board had received from the faculty that evening, Member Moats suggested another negotiating session in order to determine if there was any possibility of resolving the differences. He did not feel this proposal could possibly be resolved at the Board meeting.

Member Hansen stated as the Board had not received the proposal until 7:15 p.m., he had not had the opportunity to read all of it.

Chairman Nicklas stated it would be extremely difficult to go over this proposal at this time. She felt sure the Board would at some future time discuss these matters. She spoke of the Board's responsibility to the faculty, as well as to the citizens of the community, to complete their operations and go on with their work.

Member Miller reported the negotiations had gone along well. He stated this proposal from the faculty was made after the Board had indicated, and a motion was passed, that a final offer was made. Referring to the four items in the new proposal, he stated there were two areas he would not object to considering, but stated the other two areas had already been rejected by the negotiating team.

Mr. Bartos, responding to the timeliness of the proposal, stated this was made at a suggestion the day before from the office of the President--suggesting an attempt be made to arrive at some kind of agreement. He stated the faculty was sincere in this proposal. Mr. Bartos agreed with Mr. Miller on the work of the Committee.

**NEW BUSINESS:
1973-74 Faculty
Salary and
Monetary Fringe
Benefits (cont.)**

Mr. McCabe also concurred with Mr. Bartos and Mr. Miller on the work of the committee. Mr. McCabe wondered why the Board was reluctant to submit the proposal to the scrutiny of a mediator.

Chairman Nicklas stated the Board felt with the data available they have sufficient information to make decisions in the best interests of the faculty and the citizens they represent.

Dr. Lahti reported on the financial picture in the State of Illinois. He had contacted Dr. Wellman, Executive Secretary of the IJCB, for his interpretation of the recommendation of the Illinois Board of Higher Education to the Governor. Dr. Lahti reported the Board of Higher Education has \$20,000,000 of new operating money over 1972-73, of which \$5,000,000 will be recommended for allocation to community colleges. It is their recommendation that: 1) there will be no money for faculty salary increases; 2) no increase in any of the systems offices budgets; 3) increase from \$16.50 to \$17.50 per credit hour; 4) increase from \$2.50 to \$3.50 per credit hour (voc/tech); 5) increase equalization money (for which Harper is not eligible); 6) less disadvantaged money; and 7) elimination of public service grants.

Dr. Lahti reported the Illinois Board of Higher Education capital funds recommendation for the next two years, as follows: 1) \$180,000,000 appropriation to cover all projects under construction and reallocations; 2) estimate 45 to 90 million dollars for new projects. If \$45 million, community colleges will get 2/3 or first \$30.5 million. If \$90 million, community colleges will get \$30.5 or first 1/3; 3) first priorities for this biennium include five colleges who have not received any money from the State for construction, two colleges who have only received very small amounts to initiate their construction, and three colleges who have very small two-phase projects. These amount to a total of \$35,000,000. Dr. Lahti reported it is highly probable that there could be no money for Harper during fiscal year '74 for capital construction, unless the legislative allocations or priorities are rearranged. If this is true, there will be a two year wait for capital funds and a two to three year building period, which totals to a five year wait for any facility relief, in spite of the fact the college cannot presently accommodate requests for career students in several areas. He stated the college is almost at a stalemate in terms of new programs and courses for which there is a strong demand in the community. Dr. Lahti stated the only recourse he could see was through the Council of Presidents, Trustees Assn., Faculty Assoc., and Students Association pleading directly with Governor and legislature to provide some relief.

NEW BUSINESS:
1973-74 Faculty
Salary and
Monetary Fringe
Benefits (cont.)

Mr. Bartos discussed the faculty's proposal. Chairman Nicklas stated the Board had taken these suggestions under consideration and she felt the faculty now had the Board's rationale.

Member Moats again suggested one more negotiating session, with the understanding that money would not be discussed--that 5.25% was the Board's final offer.

Upon roll call, the vote was as follows:

Ayes: Members Fjellberg, Hansen, Kelly, Marier, Miller, and Nicklas
 Nays: Member Moats

Mr. McCabe informed the Board he had taken the liberty of contacting Eugenia Chapman in terms of the present negotiations. He sent her the following telegram: "It seems that the impasse over salaries at Harper College cannot be surmounted by either faculty or Board. Would you be willing to serve as outside mediator in this dispute. I am sending this in behalf of the faculty and Faculty Senate."

Chairman Nicklas commented that the use of a mediator is usually a joint decision. Dr. Lahti felt this could be a compromising position to put a legislator in--someone who is voting the funds.

1973-74 Faculty
Salary Ranges

Member Marier read the reason for consideration and background information on faculty salary ranges (in Exhibit B).

Member Marier moved, Member Miller seconded, that the salary range for full-time teaching faculty, counselors, and librarians for 1973-74 be adopted, as follows:

	<u>Min.</u>	<u>% inc.</u>	<u>Max.</u>	<u>% inc.</u>
Instructor	9,300	(+3.3%)	- 15,800	(+5.3%)
Asst. Professor	10,000	(+3.1%)	- 17,900	(+5.29%)
Assoc. Professor	11,350	(+3.2%)	- 21,030	(+5.15%)
Professor	13,200	(+3.1%)	- 23,000	(+0%)

The recommended new ranges will accommodate the salaries of all faculty members, except four (4), within these minimums and maximums.

Any full-time teaching faculty, counselors or librarians who will reach the maximum in a given range for their specific rank assignment will not be allowed to exceed this maximum beginning with the 1973-74 academic year. However, a non-cumulative salary increase may be considered, along with adjustments to salary ranges by the Board of Trustees, if studies so indicate.

NEW BUSINESS:
1973-74 Faculty
Salary Ranges
(cont.)

Upon roll call, the vote was as follows:

Ayes: Members Fjellberg, Hansen, Kelly, Marier,
 Moats, Miller and Nicklas

Nays: None

1973-74 Summer
School Faculty
Salary Formula

Member Marier moved, Member Miller seconded, that the summer school formula for full-time teaching salaries remain as indicated in Policy 3.2.1, Section C. This formula is:

Summer school teaching salary will be reimbursed as follows:

$$\frac{\text{Salary}^*}{1} \times \frac{8}{36} \times \frac{X}{15} \times 80\%$$

*Contracted salary of previous academic year.

X = the number of hours taught

Upon roll call, the vote was as follows:

Ayes: Members Fjellberg, Hansen, Kelly, Marier,
 Miller, Moats and Nicklas

Nays: None

1973-74 Part-time
Faculty Salary
Schedule

Member Marier moved, Member Miller seconded, the recommended change in the existing part-time salary schedule of \$50.00 in each specific category as follows:

Years Teaching Experience	Less than B.A.	B.A.	M.A.	M.A. + 15	M.A. + 30	Doctorate or M.A. + 60
0-3	Max.	\$600	\$650	\$700	\$750	\$800
3-6	\$50	650	700	750	800	850
7 +	less than B.A.	700	750	800	850	900

Above rates are for one semester for a course meeting three (3) periods per week. Courses meeting more times per week will be compensated as follows: Add \$200.00 for each additional credit hour in excess of three (3) up to the total credit hours specified for the course in the College Bulletin; and add \$125.00 for each contact hour over and above the credit hour allocation for the course, as specified in the College Bulletin.

Courses meeting less than three (3) periods per week will be compensated as follows: Subtract \$125.00 for each contact, or credit hour less than the three (3) periods per week for each course as specified in the College Bulletin.

Upon roll call, the vote was as follows:

Ayes: Members Fjellberg, Hansen, Kelly, Marier,
 Miller and Moats

Nays: Member Nicklas

NEW BUSINESS:
Monetary Award
for Promotions

Member Hansen read the reason for consideration from Exhibit C: In the history of Harper College, 10% of a specific year's salary of any individual faculty member has been granted to each individual promotee. A study of tenure and promotions has been commissioned by the Board of Trustees, which will be completed by June 1, 1973. As a result of this study, the Board will determine whether they wish to sustain past procedures in relation to tenure and promotion.

Member Hansen moved, and Member Miller seconded, that 10% of 1972-1973 salaries of thirty (30) teaching faculty and counselors, approved for promotion at the Board meeting of March 8, 1973, be granted as a reward for promotion to a higher rank. This increase is to be reflected in the 1973-1974 contracts.

Upon roll call, the vote was as follows:

Ayes: Members Fjellberg, Hansen, Kelly, Marier, Miller, Moats, and Nicklas

Nays: None

Tenure Agreement
Offers for 1973-
1974

Member Miller read the reason for consideration and background information relative to consideration of teaching faculty and counselors for appointment to a tenure contract position effective with the 1973-1974 contract.

Member Miller moved, and Member Moats seconded, that the following full-time teaching faculty and counselors be offered a tenure agreement effective with their employment for the 1973-1974 academic year:

Dennis Brokke	Frances Maguire	John Papandrea
Pauline Buss	Mary Ann Mickina	Robert Pasen
Therese Butzen	Paul Moore	Elizabeth Pawlak
Jean Genster	Robert Moriarty	Edward Ponczek
Jeannette Halle	Chieko Nambu	Leota Prokop
Gene Kimmert	Michael Oester	James Roll
Lee Kolzow	John Pageler	Patricia Smith
		Darlene Stewart

Dr. Lahti discussed the Board's rationale for the proposed study on tenure. He also mentioned that Margaret Pike was resigning. Dr. Lahti stated he had written a letter to Mrs. Pike commending her for her service to Harper College, and indicating she would have received tenure had she remained on Harper's staff.

Upon roll call, the vote was as follows:

Ayes: Members Fjellberg, Hansen, Kelly, Marier, Miller, Moats and Nicklas

Nays: None

NEW BUSINESS:

Tenure Agreement
Offers for 1973-74

On behalf of the Board, Chairman Nicklas congratulated the staff offered tenure agreement for 1973-74 for the fine work and record they have developed at Harper.

Dr. Lahti distributed copies of the Long Range Plan to the Board. He commended Dr. Lucas, the Long Range Planning Committee, and the Citizens Committee, chaired by Mr. John Woods, Mayor of Arlington Heights. He expressed the gratitude of the College to the individuals on these committees, both internally and externally, who helped to develop this document.

Dr. Lahti read a letter he had sent to Mark Kaneen, Editor-in-Chief of the Harbinger, extending on behalf of Harper employees their gratitude to the students at Harper College who donated blood to help meet the requirements for the employee Blood Bank held on May 2. He explained the Blood Bank quota would have fallen about 50 pints short, had it not been for the students.

ADJOURNMENT:

Member Kelly moved, Member Miller seconded, that the meeting be adjourned at 9:15 p.m. Motion unanimous.

Chairman Nicklas

Secretary Marier