

State Instructor's Advisory Council

Agenda

9:00-11:00 am – Zoom

Sept 10, 2021

Call to order

Attendance:

David L. Wygant – FRCC - Present

Amanda Martin – CCCOnline - Present

Andrew Hayes – Morgan - Absent

Donnie Hollingsworth – Lamar - Absent

Joel Gray – Otero - Absent

John Webber – Pueblo - Present

Linda Hertz - Pikes Peak - Present

Lisa Westhoff - Colorado Northwestern - Absent

Nancy Kugler - Northeastern JC - Absent

Shane Peterson - CC of Denver - Present

Susan Stirrup – Arapahoe - Absent

Michael Mckee – Aurora - Present

Terri Herbstritt – Trinidad - Present

Janessa Jacobs - Red Rocks - Present

Landon Pirius- CCCS - Present

Background: Pay for contact hours

Purpose: David presented on a comprehensive look at adjunct pay

Notes: Even though CO has a high cost of living the per hour pay is far less.

The thought is that a 20-25% increase would really help and put us in line with others, and this could be over the next 5 years.

Make sure we are unified to get this done

David will forward more information to the group- see scary long excel sheet on in the files

Make sure we have conversation with those in which we are representing

This discussions (final stage) can go to the board in Feb

https://docs.google.com/spreadsheets/d/1XMDFj7wADcajvO_6_hlbQHzd55oao7Xz/edit?usp=sharing&oid=113211391068904252746&rtpof=true&sd=true

<https://docs.google.com/presentation/d/1UdjGunSKoOFvUf9N-dKpsUtLroXNjAuR/edit?usp=sharing&ouid=113211391068904252746&rtpof=true&sd=true>

Background: When will we met?

Actions: Second Friday still good- just what time? Stacie will send out poll

Put co-chairs in poll and note takers.

Background: HR reps October 8th

Angie Gramse = General Council

Christina Cecil = HR Lead Administrator (or something to this effect)

List of questions for HR:

What are the limiting factors in paying adjuncts a fair wage based on cost of living?

To get "Adjunct Contracts" how would we start?

When an Adjunct has a problem with job security, how do they express those concerns?

Most colleges limit the load to 12 credits, CCD and CCCO are 15 (others are even higher). What is the reason for this?

What is the Tier process? Is it possible to have an automated Tier advancement system through centralized HR? Is there a better way to keep track of professional development?

Why can we not offer benefits to adjuncts even if they are teaching 21 credits? What are the requirements to become benefits eligible?

Can we have it so that Adjuncts are paid over the whole year rather than just being paid for 4 months?

Some data sharing would be nice

Number of adjuncts per tier

Is there a possibility for good adjuncts to become full time? Number of people that get full time after adjunct. Could there be a pathway? Is this a problem with the number of full time available or something else?

TODO this year:

Understand the SYSTEMATIC process between colleges – what is same and not among

CCCS?

Background: Pay

Purpose: Low pay in high cost of living

Background: Tier Structure

Purpose: Have benefits based on possible load? Other than just compensation

Could help with retention

Background: Benefits

Purpose: Adjuncts need health care too

Background: Job Security / Contracts for Adjuncts

Purpose: Have a yearly contract so they have some credit hours

Background: College Culture

Purpose: Not fear speaking up

Background: Distribution of loads – last minute changes

Purpose: Quick switches are hard on teachers and cause significant stress

Have a shared system of instructors to help share resources

Even just switch these to online to get more students (rule of 8, 12 at Pueblo or prorated, 5 in Trinidad)

Adjourn Meeting

