Present: Nan Schmidt, Lisa Anne Smith, Matej Boguszak, Scott Collins, Alison Colter-Mack, Dr. Ann Parker, Julia Fiello, Makyla Hays, Ted Roush, Kate Schmidt, Greg Wilson, Dan Berryman (ex-officio), Denise Dudoit (note taker)

Absent: Irma Federico (ex-officio)

I. Public Comment
   a. None

II. Guest, Nic Richmond
   a. Faculty Trend Information
      i. Char, before her retirement, suggested Nic present this information
      ii. The data originally grew from a request from the Hiring Task Force
      iii. Data suggest approximately 1/3 of courses are taught by full-time Faculty as part of their regular load.

III. Review and Approve Meeting Notes
   a. 2.13.15
      b. Agreed to review via email and bring the notes back on 3.13.15

IV. Housekeeping
   a. In response to questions raised on 2.13.15
      i. No lifts to the salary schedule and likely no support for banking steps
      ii. April 1 has been set aside to meet with the Board
      iii. Horizontal movement – No administrative support for adding a column for post PhD work
      iv. Superseding PCC Policy – the College’s General Counsel does not have a problem adding a provision to seek input but must retain the ability to move forward immediately and if agreement is not reached
   b. Management was asked to relay the importance of focusing on items directly related to the budget, meeting HLC criteria, and student success; proposals should only address those areas
   c. Significant changes will have to be made and this is the opportunity for all employee groups to participate in those changes
   d. PCCEA expressed concerns and reservations about this directive and do not feel as though they are the problem, but do want to be a part of the solution.
   e. PCCEA feels they have a number of items that tie into HLC and budgetary concerns and hope to discuss them as those areas of policy are reviewed

V. Proposal Discussion – PCCEA and Management
   a. Article XI. Retrenchment of Faculty
      i. A process that is more flexible, innovative and meaningful is needed
      ii. Current policy is outdated, some sections are worth rewriting and retaining
      iii. Kate Schmidt and Matej Boguszak agreed to work together and have a draft ready for review by 3.4.15
Meet and Confer  
Management and PCCEA  
Friday, February 20, 2015

b. Article I. General Information  
   i. PCCEA has done some preliminary work  
   ii. Reviewed and discussed each section  
   iii. The intent is to come away with specific language that makes clear the commitment to students

c. PCCEA List of Proposals  
   i. Review of PCCEA’s list to identify those proposals that are related to HLC and provide clarity  
   ii. Notations were made to the list as needed  
   iii. PCCEA will send Management an updated list to include those comments/notes

VI. Proposal Discussion  
   a. In light of the information received at the opening of the meeting, no further discussion was held regarding these proposals:  
      i. Appendix B, Unit Guideline: Flex year issues - Update  
      ii. Holidays / Recesses  
      iii. Horizontal Movement  
      iv. Attendance Task Force  
      v. Article I, Superseding Pima Policy

VII. Agenda Items – 3.13.2015  
   a. Public Comment
   b. Review Meeting Notes  
      i. 2.13.2015  
      ii. 2.20.2015
   c. Discussion Topics  
      i. Holidays/Recesses – July 4  
      ii. Horizontal Movement  
      iii. Attendance Task Force  
      iv. Finish review of PCCEA list of proposals  
      v. Article I – Management  
      vi. Article XI – Matej and Kate  
      vii. Pay Period Adjustment
   d. Agenda Items – 3.27.2015