A Special Meeting of the Pima County Community College District Governing Board was held on Friday, May 8, 2015 at 9:00 a.m. in the LB-153 Conference Room, at the Downtown Campus, 1255 N. Stone Avenue, Tucson, AZ 85709-1005.

**Persons in Attendance**

**Board Members:**
Sylvia Lee, Chair
Marty Cortez, Secretary
Mark Hanna
David Longoria (via phone)
Scott Stewart

**General Counsel**
Jeffrey Silvyn

**Recording Secretary**
Denise M. Dudoit

**Administration**
Lee Lambert, Chancellor
Darla Zirbes, Campus President, Acting
Regina Suitt, Dean of Adult Education
Bill Ward, Vice Chancellor for Facilities
Dan Berryman, Vice Chancellor, Human Resources
Yira Brimage, Vice President, Student Development
Gwendolyn Joseph, Campus President, Interim
Kate Schmidt, Dean of Online Development, Acting

1. Call to Order
   Board Chair Sylvia Lee called the meeting to order at 9:10 am.

2. Final Presentations by PCC Employee Groups — PCCEA, ACES and AFSCME
   The Board invited the Employee Groups to present their Meet and Confer proposals prior to taking action on them during the Board Meeting on May 13, 2015.

   Nan Schmidt, Chief-Spokesperson for PCCEA presented on their behalf and acknowledged the opportunity to meet with the Board and thanked team members. PCCEA suggest conversations with the Board, the Chancellor, and General Counsel should begin early in the process in order to receive guidance and direction. Several proposals have been discussed and agreed upon including aligning faculty policy with the HLC guiding values, correcting payroll creep, miscellaneous corrections to clarify policy, and retrenchment and reduction in force. In light of the current financial situation, there were no financial gains and because the Board’s interests were shared early on, PCCEA was able to communicate this to Faculty. Proposals not supported by Management included a change in sabbaticals that would allow
for extra work and retirement options. The process this year was productive, collaborative and informative.

Hal Melfi, Spokesperson for AFSCME presented on their behalf. A brief review and explanation of signed proposals was provided to the Board. Proposals address a variety of areas including conditions of work, reduction in force, non-exempt employee representation, leaves and holidays, and a task force to develop a matrix for policies and procedures specific to the campus police department. A proposal requesting a classification and compensation study was not signed and AFSCME was encouraged to bring this request to the Chancellor as this is not a Meet and Confer issue. In addition, an increase of steps to the classification table was not discussed due to the current budget situation. AFSCME also extended their thanks and appreciation to the Management team.

Dr. Daisy Rodriguez Pitel, Chief Spokesperson for ACES and Management Team Spokesperson Dr. Darla Zirbes prepared a joint presentation in which they discussed the Meet and Confer timeline, meeting process and the proposals brought forward. Exempt brought forward six proposals, one was from Management and two were a joint effort between the teams. The Exempt team’s proposals addressed such issues as extending the task force which is addressing step progression plans and performance evaluations, externally funded positions, and professional development. The proposals regarding modifications to the layoff policy and retraining were joint efforts. The presentation closed with recommendations for next year including involving general counsel throughout the process, establishing priorities at the first meeting, and sharing the workload in order to collectively work together on Meet and Confer issues.

Upon completion of the scheduled meetings, General Counsel reviewed the signed proposals and provided the Employee Groups with comments. Each team indicated they would provide or have provided a written response to those comments.

Adjournment

The meeting adjourned at 5:30 p.m.