

**APT Advisory Committee (APTAC)  
Meeting Notes  
February 19, 2004**

**Members Present:**

June Broadstreet  
Jimmy Knioum  
Mary Pena  
Barbara Thompson  
David Andrus  
Sheila Cudd  
Vicky Andrews

**Members Absent:**

Denise Simpson

**Meeting called to order at 12:05 p.m. by June Broadstreet.**

**ISSUE 1: Approval of Meeting Notes**

- June Broadstreet requested that the notes from the 12/11/03 meeting be slightly amended with respect to the Grievance Committee report.
- The notes were approved with changes.

**ISSUE 2: Presidential Search Report**

- Jimmy Knioum reported that the field of applicants has been narrowed down considerably, and once confirmation has been made of the availability of the remaining candidates, a set of finalists could be announced. It was not known when such an announcement would be made.

**ISSUE 3: Grievance Committee Report**

- June Broadstreet reported that due to scheduling conflicts and workload, she will no longer be able to fulfill the duties required of her on the Employee Grievance Committee, and has stepped down.
- Barbara Thompson agreed to replace Broadstreet as the APT representative on that committee.
- Broadstreet went on to report that the Grievance Committee is now backing away from mandated third-party dispute resolution as part of the process under discussion.
- The Board of Regents is expecting a progress report from the Employee Grievance Committee by March.

**ISSUE 4: Domestic Partner Benefits**

- David Andrus reports that he has assembled some information from contacts in Austin on how the issue of benefits for domestic partners is handled in other institutions and the private sector. He will distribute this information to APTAC members via email during the week.
- Andrus went on to introduce Leah Harter, now occupying the Research Associate position formerly held by Carol LaRue, to the committee.

#### **ISSUE 4: APT Representative for Student Grievance Committee**

- The Student Grievance Policy Review Committee, currently being formed by Jose Rivera, has requested two representatives from the APT employee group. These representatives do not necessarily have to come from APTAC.
  - The issue of the newly formed SGA student grievance committee was also discussed. This committee has also requested APT representatives. June Broadstreet agreed to seek clarification on the role of the SGA committee before APTAC would act to name two representatives.
- Nominees for the representative positions were given. The Committee decided unanimously to elect one APT representative from the East and West Campuses.
- **A vote was cast by secret ballot, which resulted in the election of Ralph Goonan (College Relations) to represent the East Campus, and Cydney Farrar (Customized Training) to represent the West Campus.**

#### **ISSUE 5: Committees and Councils Information on Web**

- APTAC's feedback is being sought regarding proposed policy revisions regarding Standing Committees.
- The wording to the revisions is located online at <http://www.delmar.edu/committees/pol.html>
  - List of Standing Committees: <http://www.delmar.edu/committees/commstand.html>
  - List of Ad Hoc Committees: <http://www.delmar.edu/committees/commadhoc.html>
- **APTAC members are to review the proposed changes and provide feedback to Denise Simpson during the coming week.**

#### **ISSUE 6: Proposed Fundraising Policy Changes**

- Proposed policy revisions by Pat Townsend regarding Fundraising are provided to APTAC members on an informational basis.

#### **ISSUE 7: Salary Schedule Changes**

- At present, Regent Dorothy Spann is reportedly researching what she perceives to be inequities in DMC salary schedules, particularly pertaining to salary maximums reached by about 190 College employees.
- Once College employees reach the top step in their respective grades, they will not receive any further raises in salary barring cost-of-living adjustments. Spann's point of view is that this policy does not reward loyalty on the part of employees that have remained with the College for many years.
- A copy of the dollar value of salary increases during 2003-2004 is handed out. This information was originally requested by and provided to Regent Spann by Vickie Natale.
- At present, no proposal has been made by Regent Spann. The issue was tabled at this month's regular Board meeting.

- Spann was provided with salary schedule materials by Vickie Natale.
- A proactive position on the part of APTAC regarding this issue is discussed.
  - An argument is made that no changes to DMC salary schedule should be made until a comprehensive salary survey of all College positions is performed. The last such survey was performed in the 1970s.
  - However, such a survey would be problematic and likely controversial. Although long overdue, it could not be completed in a short timeframe, let alone by the next Board meeting.
- **A motion is made by Jimmy Knioum to table discussion pending a review of materials submitted to the Board. APTAC will then hold a called meeting next week to discuss the issue and possibly take action. The motion is seconded and passed by unanimous consent.**

**Meeting adjourned at 1:20 p.m. by June Broadstreet.**