

MINUTES  
President's Cabinet  
July 31, 2013

Present: Dr. Thom Baynum, Leslie Anderson, Chanda Dowell, Dr. Bettie Truitt, Dr. Dick Vallandingham, Karen Boyd, John Meineke, Karen Mowers

1. There was a short discussion on the Board of Trustee agenda. Several items were added. Dr. Truitt shared that several grants are coming and she is still working on an agreement with Eastern Iowa. We will have many more grant acceptance reports coming in September. VP Anderson reported that there will be a board report for a new TPA and prescription drugs as they will be changing. Health Alliance has notified BHC that we need to renegotiate a portion of the contract with them about how to finish claims that are still pending. Health Alliance has been sent a letter from Mike Meleg notifying them "in relation to our RPF process, pending board approval at the August 15 meeting, our contract with them will be terminated."
2. SURS – RTW – Ms. Boyd reported that nothing is changing at this time. We will continue to employee people with SURS for the first 18 weeks starting Aug. 1. Dr. B asked our local legislators if they thought it would come back to the legislature soon but it is not on the radar.

There was an extensive discussion about a request that has come from several adjunct professors who are SURS annuitants to Dr. Truitt with concerns on the BHC proposed policy. One has brought in a letter from SURS and telling him how much he can learn as salary and showing that he would not reach his limit by teaching two semesters. The most affected area is the adjunct faculty. This is feedback for consideration. It was unsure how many people it would take this to track these employees and we are not sure how it would be done. Several adjunct faculty are asking for a way to continue teaching because they are way below the 40% and being an affected annuitant. We are looking at people who have worked at the college for 30 – 40 years and they have helped to fill the need for covering the classes that are being taught. We want to be fair to the adjuncts who have given their time and expertise. It was stated that PC has made a decision on this and the message has to be conveyed of what we decided and why so that it could be clearly explained and understood. VP Dowell said that the legislation was put together to avoid "double dipping" by taking the pension and also a salary. It does not support a sense of respect for our retirees from our institution. If we back off and look at SURS annuitants, it changes everything we did in the first decision and if we back up, we need to come up with an appropriate accrual amount. We are aware that the State will not come after the person for the penalty but the college. We could have the person sign a piece of paper that says we can fire them if they don't follow through but we would still be responsible. The communication to the adjuncts is important. Matt Pappas was consulted in regard to if we could defend our position approved on July 11 in view of the law and he said yes. BHC would have to certify that the employees are SURS annuitants and there are over 100 people who are working at BHC that technically meet the guideline. We have already changed the HR application process to ask if the applicant is a SURS annuitant.

There was a discussion about how the district tax payers would view our decision. If we revise our position, we will show support for hiring the retirees, but they also may wonder why we would take the risk of paying large fines just to keep them on when we know the risk we are taking. Either the institution does all the work and tracks this and then still takes a risk OR the person suffers because they are not rehired. Students suffer because they are not allowed to have a teacher that has experience and is good in their field or they must take an inexperienced teacher, or they don't get a class that they need or want because no teacher is available. We will be making a business decision not a decision based on what people think or want. We either need to move to accept what we have or restate what we want to do.

VP Anderson said we have to have a process in place to figure this out if the decision is made to allow SURS annuitants to return to work. PC needs to have the same message as to why the decision was made the way it was so that we are not giving out different information. This will be brought back for further discussion.

3. Performance appraisals –Ms. Boyd said they are ready to go. It was decided to hold this for 30 days. The position vacated by Jeff Blackwell will be budgeted as 100% grant money. There was a discussion about the Aquatics Coordinator position. This will be brought back for discussion.

Karen Mowers taking notes.