

TARRANT COUNTY COLLEGE DISTRICT

Meeting of the Board of Trustees

July 18, 2013

6:00 p.m.

1. Call to Order. The Board of Trustees conducted a special meeting on Thursday, July 18, 2013, in the District Offices, May Owen Center, with Mrs. Louise Appleman presiding. Other trustees present were Mr. O.K. Carter, Mrs. Kristin Vandergriff, Dr. Gwendolyn Morrison, and Mr. Conrad Heede. Also present were Chancellor Erma Johnson Hadley and members of the TCCD staff.
2. Public Comment. There was no public comment.
3. Board Budget Workshop III. Chancellor Hadley said that the entire budget process is focused on student success. Her presentation addressed these topics: an 83rd Texas legislative funding update, Success Point funding, a benefits update, student “sticky spaces,” CELT budget requests, the Faculty Salary and Benefits Committee requests, and a discussion of estimated revenue.
 - a. 83rd Texas legislative funding update: Total community college contact hours are projected to decrease by 6.4 percent. Instructional funds, however, are to increase by 1.9 percent and the appropriation per contact hour by 8.9 percent. Riders in the state budget provided that community colleges would “compete against themselves” for success points funding and that a rider from the previous biennial budget requiring reallocation of formula funds in the second year was removed. Employee benefit costs will be shared on a 50-50 basis between the state and community colleges. The new community college funding methodology, applied to TCC for 2013-14, brings \$.5 million for core operations, \$5.7 million for student success points, and \$48.2 million in contact hour funding. She showed a student success points model in which there are three categories – adult basic education, GEDs, and employment – that are not yet included in the funding. Concerns also remain with the

assessment of some portions of the success, such as completion of a college course.

- b. Success Point funding: The chancellor showed a series of spreadsheets comparing TCC with the other large Texas community college districts as to success points earned. TCC ranked fourth or fifth in most categories. The notable exception was the ranking of eighth in critical field degrees earned.
- c. Benefits Update: In addition to the 50-50 cost sharing of retirement costs, the Legislature increased the normal retirement age under TRS to 62 with a rule of 80 and at least five years of service for new and non-vested members with less than five years of service as of August 31, 2014. Health insurance premiums increased about 7 percent.
- d. Student Sticky Spaces: A survey of student sticky spaces showed 35 on South Campus, 33 on Northwest and Northeast, 31 on Southeast, 29 on Trinity River, and 20 on Trinity River East for a total of 181.
- e. CELT Budget Requests: These new-money requests, as of June 25, totaled \$15.8 million and, as of July 9, had been pared to \$9.4 million. Chancellor Hadley said most cost reductions are under consideration in order to accommodate additional CELT requests.
- f. Faculty Salary and Benefits Committee Requests:
 - 1) Five percent across-the-board increase for faculty,
 - 2) \$10 per contact hour increase for adjunct faculty,
 - 3) Pay adjustment for summer compensation for full-time faculty to be 1/48th of nine-month pay, and
 - 4) Department chair pay increase through counting support staff in FTE, increasing released time to 3/5 for supervising 17 or more employees, and calculation of summer pay based on nine-month salary.

The cost of these requests would be about \$8.9 million. They are under consideration by the chancellor and CELT. The chancellor showed figures of anticipated salary increase among community colleges, most falling in the 2.5 to 3 percent range. The figures also included anticipated tuition and tax rate increases.

- g. Estimated Revenue: Total Education and General revenue is anticipated to increase by \$12.27 million, Capital Improvement Program revenue by \$1.7 million, and Debt Service revenue by \$724,000. An increase in district property valuation of 3 percent will yield an additional \$8.7 million.

At this point in the presentation, the chancellor asked trustees for questions and comments. Mr. Carter questioned the addition of more than 100 employees in the face of an enrollment decline. Mrs. Hadley responded with an explanation of a new program of staffing ratios and said the College is still playing catch-up from the years of large enrollment increases. Mr. Carter also asked about the higher expenditure projected for debt service and was told that this part of the fund balance is earmarked for debt service and therefore should be spent. Mr. Carter added that he might be amenable to a 2 to 3 percent salary increase, but not to 5 percent. Mr. Heede cited a need to look for other sources of income, including real estate. Mrs. Appleman asked what would happen if the faculty-requested salary increases are not enacted. Chancellor Hadley said that would leave the College in a status quo position. She added that she had told the committee she considers the summer pay request for full-time faculty unsustainable. JCC member Stephen Brown (Southeast) said the District would not necessarily lose faculty should the increase not be granted, but that granting it might help morale. JCC member Karen Silverberg told trustees that pay limits should be increased. Mr. Heede asked if there is any way to measure the effect of sticky spaces and was told that assessment criteria are being studied. The chancellor then asked trustees for their toleration level for a salary increase proposal. The consensus was that that level would be an increase of about 3 percent. Mrs. Hadley said that her top two priorities for next year's budget were salary increases and the hiring of additional academic advisers. Dr. Morrison said that she likes the concept of sticky spaces, but asked if that money could be re-purposed to other priorities. Mr. Carter said that, since the board specifically designated to sticky spaces all additional monies resulting from a tuition increase, to re-purpose them would be a breach of faith. Dr. Morrison asked fellow trustees to consider such an action. Mrs. Hadley then turned to the issue of volunteer faculty advisers, saying that the

practice is working well in some areas, but that more uniformity and participation are needed.

4. Adjournment and Announcement of Next Meeting. Mrs. Appleman thanked the chancellor, CELT, and JCC for their work on the budget and their input to trustees. She said that the next meeting would be at 6 p.m. on Wednesday, July 31, at Trinity River Campus. She adjourned the meeting at 8:02 p.m.


Louise Appleman, President
Board of Trustees


O.K. Carter, Secretary
Board of Trustees