

HCC Board of Trustees Meeting (02-22-2023)

Hearing of the Faculty Speakers

1. Sherry Sippel, Math, DM, FUSA President
2. Rick Gaspar, English, YB, Chief Negotiator
3. Johanna Melendez, Science, PC
4. Jeremy Bullian, Librarian, YB, FUSA Vice-President
5. Janet Willman, English, BR
6. Tina Fujita, Math, PC
7. Phil Chamberlain, English, SS
8. Jeff Rubinstein, English, DM
9. Tony Buonaquisti, Science, DM

Written versions follow for those who submitted them.

Madam Chair, and Members of the Board,

My name is Sherry Sippel, and I am the FUSA President. I am here today to update you on what has happened with bargaining and impasse since the last board meeting.

As a reminder, FUSA declared impasse last July when the Administration failed to offer any raise to the step pay system for the 7th year in a row.

In September, the Administration told us they “would really like to avoid impasse.” However, they did not offer any raise to the step system, only a future salary study, so we remained at impasse.

In November, the Administration told us again they would “really like to avoid impasse” and asked us to return to the bargaining table. Their offer was still no raise to the step system, adding only a \$1 increase to overload. (Note: That only applies to faculty who teach overtime, giving them approximately \$250/year). We remained at impasse.

Then in January, the Administration told us again they would “really like to avoid impasse”, asking us to return to the table once more. We made it clear to them that while we too would like nothing more than to come to an agreement, they would need to bring a new economics proposal. We met in good faith last Monday. The Administration offered us nothing new with regards to economics. Nothing.

So, we remain at impasse, with the hearing scheduled for next week. While FUSA has continued to provide counter offers to economics throughout this process in the hopes of coming to a resolution, the Administration has repeatedly brought us back to the table with no serious offer.

I have heard members of this board say they do not like to see prolonged bargaining. Neither do we. But the only thing worse is to have prolonged bargaining where one side has no intention of bringing proposals that could lead to a fair resolution.

Sherry Sippel
Math, Dale Mabry Campus
FUSA President

Dear Board of Trustees,

I am Dr. Richard F. Gaspar, faculty member and chief negotiator for FUSA. I am here today to briefly talk about the value of time. Your time, my time, the unions' time, and the administrations' time.

Since last February, I have worked with the union and amassed over 100 hours preparing, presenting, and bargaining. This is time I highly value that has yet to produce any meaningful results for myself or the union, but for me is an appropriate use of time.

During the same period, I worked with the union to prepare for the class-action grievance arbitration that took place in December over the 2021-2022 step. This process also accumulated 100s of hours of time. Currently, we are waiting for the arbitrator's decision, and again for me, it was an appropriate use of time.

However, since the last time I came and spoke to you in August, I have been involved with several things that I would considered a less than appropriate use of my time, as well as your time.

In June 2022, you were told by the administration that they had budgeted for a 2022-2023 faculty step. However, after the union filed the impasse declaration in the fall, the administrations' bargaining team emailed FUSA on November 9 stating "Since the step increase has been subject to bargaining and is an impasse issue, it would not be appropriate for the college to grant a wage increase while the impasse is pending."

This triggered the preparation, documentation and filing of second class-action grievance by the union. In response, the administration asked to resolve the grievance through an MOU which you received and approved on January 18. Again, dozens of hours were spent drafting a second grievance, negotiating an MOU, agreeing on an MOU, and ratifying an MOU.

All of which could have been avoided if the administration had implemented the scheduled step that was budgeted and presented to you in June. This entire process was a less than appropriate use of time.

Lastly, I would like to share a recent complete waste of my time, the union's time, and the administration's time. Before the fall break, the administration reached out to the union and asked for a bargaining session, and we were told, it was because "Dr. Atwater would really like to avoid the March 2 impasse." The session was scheduled for February 13 from 1 p.m. to 3 p.m. The entire union bargaining team was in the room at 12:45 p.m. as well as 30 faculty members. However, only one member of the administration's team arrived before 1 p.m., and the entire team was not present until 1:30 p.m.

The union presented a new written proposal to avoid impasse, resolve the impasse issues, and move toward resolution. It would increase the faculty pay scale by 1.25% this year and 3.75% next year. It was rejected. We were told, "Wait for the salary study" which is now delayed, as none of the bidding companies felt they could complete the study by April 15.

The administration presented one proposal in writing that addressed one impasse issue. However, it was not their proposal. It was a previous proposal that I had written with the FUSA team to resolve the college-year contract issue with one sentence added. The added sentence was a waiver that gave the president the authority to ignore all the proposed language in the article. In short, it is my opinion the administration's team came prepared with nothing to offer and that is what both sides got out of the session.

Thank you.

Rick Gaspar

Feb. 22, 2023, Board of Trustees meeting, Plant City Campus

Good evening!

My Name Is Johana Meléndez. I have been teaching microbiology at the Plant City Campus since 2006. I'm speaking today so I can give you an idea of what it feels like to walk in my shoes as a professor at HCC and how valuable it would be to HCC and its students, if professors are properly remunerated for what we do.

Today, with the current inflation and two sons in college, I have found myself totally relying on teaching overloads to meet the needs of our family.

This semester most of my overloads did not make it by the beginning of the semester, and I had to use my credit card due to the decrease in monthly wages.

I consider myself a very active and engaged faculty member that has contributed in many ways to the success of HCC. For example: I currently help in multiple committees and outside community projects (way above and beyond what our contract requires). And due to my involvement with the community and outside agencies, I have been able to bring great opportunities to our college and our students.

I have also helped bring adjuncts to teach at HCC and mentored them and help them by sharing the materials I developed, which by the way took hundreds of hours to develop, since I create videos and add captions to all my lectures.

I also contribute to HCC by serving in more than 5 committees each year, which is more than the required committees to fulfill the contract.

Regarding a current hiring committee, I am serving, I was in shock to hear that for that biology instructor position we have open at our campus, we only received around 15 applications as of this week. When I applied in 2006, there were about 80 applicants! That just tells me, we might not get a good pool of applicants and it indicates a dis-interest on people to work and teach at HCC. I know many people that have reached out to me to inquire about teaching at HCC, but when they hear about the starting salary, they are quickly disappointed.

I think, what I want you to hear is that, yes, we are hurting financially, but we love what we do, and even if some of us stay here despite getting a raise or not, it is important that you look out for the future and success of HCC and the students we serve.

We might retire soon or leave and others will come, but as a board that looks after the excellence of teaching at HCC, and the success of its students, you should analyze the importance of earning a good salary to attract excellent

and quality professors that will help propel this school and its students to new heights, successful careers, and thereby advancing our country's economic health.

Kindly and respectfully, I want to encourage you to reflect on how a decent pay does make a difference in getting and retaining highly qualified professors before it's too late.

Thanks for your time and attention.

Johana Meléndez, MS

Plant City Campus

Statement for Board of Trustees meeting, Plant City – 4pm, Feb 22, 2023

Madam Chair & members of the Board,

My name is Jeremy Bullian, faculty member and FUSA VP.

To begin I have a short anecdote to share: a story of divided allegiance. Let me explain. It is a true tale. I was a member of HCC's team at the recent Cuban Club Bocce Ball tournament in Ybor, one of 40 teams. There I witnessed the Chair throwing in with and rolling balls for another team at the tournament. Never mind that it was the "Robert Watkins & Co." Team or that they've won the champion belt multiple times. I'm sad to say that HCC struggled in the lower bracket and failed to advance. There is always next year. Maybe you can give us a few pointers.

On a serious note, I'd like to draw some parallels to my exaggerated bocce ball story. Allegiance. Merriam-Webster defines allegiance as a "devotion or loyalty to a person, group, or cause." There isn't a whole lot of allegiance to the "cause" of HCC right now. Sure, faculty are committed to their classes and students. But as you have heard, and will continue to hear, that is where it ends. Faculty are giving up on HCC because the president has given up on them. That is such a sad statement.

The president appears willing to squander the good will and loyalty of the faculty and watch them founder in the lower bracket. And for what? At this point it almost seems like spite. When other institutions around the state—institutions subjected to the same economic stressors as HCC—have managed to reward their faculty with raises to keep pace with the cost of living, HCC can't even manage to live up to their end of the contract and honor step increases, not to mention a raise or cost-of-living bump.

What has already been a trying period marked by grievance and impasse was then punctuated by what can only be described as an insincere stunt: an offer to return to the table only to arrive late, unprepared, and empty handed. What are faculty to make of this? How can faculty trust the administration when we are disrespected in such a way?

When we have allegiance to a cause we are allied in purpose. The faculty have no ally at the top of Administration anymore and it appears we are at cross purposes. We thought the common cause was our students. But you can't have student success when the institution is responsible for the devaluing and demoralization of its faculty. And you won't have a college for long without student success. In a time when our state has politicized higher ed to such a degree that academic freedom, tenure, and DEI, to name a few, are demonized with bogeyman bromides, canards, and threats of punitive legislation, we need to be allied now more than ever. But who can faculty turn to for support? Who is our ally? It seems clear by the administration's actions that they do not have our back.

Jeremy Bullian

FUSA Vice President

Librarian, Ybor City Campus

Good afternoon Trustees,

Thank you for being here today and for agreeing to listen to us.

I am here today to make sure all Trustees know that we are at Impasse because Administration refuses to bargain regarding the major issues, not minor ones of lab points, college year contracts, and raises to the step system. They have not addressed the bargaining process in good faith.

Part of the definition of good faith bargaining requires:

- a. "giving genuine consideration to the proposals of other bargaining representatives for the agreement"

We do not believe that Dr. Atwater has sent Administration to the table at any point in this process with the tools necessary to give genuine consideration to the proposals we have presented. Most importantly, Administration has failed to do comprehensive research which is a result of salaries not being part of the budget in the first place. Faculty are always an afterthought and Dr. Atwater should have sent them to the table with something to genuinely bargain.

The latest bargaining session to try and avoid impasse serves as a good example of the lack of bargaining in good faith:

We were assured that Administration would have a new proposal which would address our concerns. Instead, Administration presented us with a proposal that **WE** had previously written. Administration modeled bad student behavior by taking someone else's work, adding one item, and presenting it as their own.

HCC faculty, on the other hand, are a model to our students of how to complete a group project to the best of our ability while expending an appropriate amount of effort and then presenting the project on time and in a professional manner.

Each member of our bargaining team spent at least 65 clock hours researching, revising, and editing proposals during this bargaining process for the 2023-2026 contract all while serving our students in the classroom, during office hours, and off the clock. We also continued to serve the college by working on college initiatives brought forth in the many committees we belong to. This was in addition to the many hours spent individually reviewing our notes, information, and documentation to ensure that we would be presenting clear, appropriate, and valid proposals during our negotiations. On the other hand, Dr. Atwater sent administration to the sessions unprepared to discuss the biggest topic – economics - which left them to bargain pronoun usage and the words "term" verses "semester" throughout the contract.

It is apparent to us that administration has not taken bargaining for our next contract seriously. We believe this is a direct result of Dr. Atwater's lack of engagement in the process. The majority of the faculty have **no confidence** in his ability to lead this institution, motivate faculty, or to carry out HCC's mission which is: "To transform lives by providing open access to an exceptional teaching and learning environment.

Along with our students, we are the face of an exceptional teaching and learning environment at HCC and, as such, we expect to be respected, we expect Dr. Atwater to provide the tools necessary for the

bargaining team to genuinely bargain, and we believe we should be compensated in a manner commensurate with our peers across the state.

Janet Willman

English, Brandon Campus

My name is Tina Fujita. I am mathematics faculty at the Plant City Campus. I have been with the college for about 20 years, and during this time I've worked on two QEP committees, I've been a long-term representative for the Plant City Campus on the Academic Affairs Committee, have served as Discipline Chair, and am currently the Department Chair for mathematics and biological and physical sciences on the Plant City Campus.

Due to my position as department chair, I speak with many faculty members. Never have I experienced such burn out and a lack of feeling appreciated. Starting with the shut down for Covid when we worked through our spring break, we have been denied our promised permanent steps as we continue to be asked to do more. For example, we now need to re-create our online classes to be 100% ADA compliant in order to be certified "quality". This is particularly challenging for mathematics and science; the graphs and formulas are not compatible with screen readers in their current format. We have new video recording software and a new _____ data interface, we must review Honorlock videos which are inadequate at recording the testing area and extremely time consuming.

Of course, we cannot expect that there will never be anything new. We know we will have to adjust and grow and help the college become better. But when the college administrators give themselves a raise yet don't provide us the promised steps, when we are: not even keeping up with the rate of inflation, unable to attract quality candidates for a full time tenured position (we currently have 24 applicants for a full time tenure-track position, when we typically have 70 plus), and are being asked to do more, it feels like we are not being recognized for our efforts and it is frankly demoralizing.

I have attended a few of the "negotiations" between FUSA and administration. Each time it has felt that WE show up on time, there is nothing new from administration, and our time has been intentionally wasted. Administration has failed to adequately communicate with faculty the reason or plan behind its actions. We have not felt there is any kind of negotiation in good faith, and we continue to work hard because we truly care about our students. We need administration to care about the faculty and support us as they would want us to support our students and the mission and goals of the college. Compensate us as we have been promised so we can support our families and continue to attract outstanding faculty that will add to the strength and vitality of the college and community.

Thank you for listening.

Tina Fujita

Math, Plant City Campus

To the Board:

It's a pleasure to be speaking before you today. This is the sort of thing I love to do. I'm all about collaboration. My name is Phillip Chamberlin, and I'm a full-time instructor of English, and I have several leadership positions that allow me to foster collaboration: Between faculty and staff, between faculty and administration, between faculty and students. And I'm honored to be here before you to help build a bridge between our faculty and our esteemed board of trustees.

At HCC, faculty serve on committees, and these committees are involved with some truly innovative and exciting projects. As the chair of the Institutional Advisory Council, I facilitate communication and creative problem-solving between campuses and departments. As the SouthShore campus coordinator for the First Encounter Faculty program, I encourage collaboration among faculty and staff to inspire our students, especially those students who are experiencing college for the very first time. And as chair of the English discipline group, I work with both faculty and administration on various initiatives, such as reducing textbook costs for students. One exciting project that has come out of our discipline is the in-house Composition I textbook called Composition and Grammar for HCC by HCC, which is free for students to download and inexpensive for students to purchase in paperback form. (Faculty received no stipends or other compensation for this work.) As one of the editors of this textbook, I estimate that we have saved our students over a million dollars in textbook costs. It is inspiring to see so many colleagues come together to support such an ambitious initiative.

But there's a problem. When faculty feel like they can't trust administration, when faculty feel betrayed by administration, it leads to resentment. And where there is resentment, collaboration becomes difficult. The well of creativity begins to dry up. Doors become closed. Bridges get burned. And in my own various leadership roles, I find that it becomes harder and harder to foster the collaboration that allows our great institution, and our students, to succeed. If faculty resent administration, collaboration and innovation can't happen. Resentment is poison. I ask you to please keep this in mind when considering faculty steps, and the promises that have been made to faculty, and the institutional culture we really want here at Hillsborough Community College.

Phil Chamberlain

English, South Shore

Hello, My name is Jeffrey Rubinstein.

Thank you for your time, today. I am faculty in the English department on the Dale Mabry campus. This fall, I will have been working at HCC for 25 years, more than 20 as full-time faculty. I will keep my remarks brief and make this one point:

The trust between faculty and the administration has been broken. In what is supposed to be a community-based institution, HCC faculty, current and future, cannot trust, believe or expect its president to bargain in good faith or value the service faculty provide.

The consequence of this position is that highly experienced- but now demotivated - faculty will direct their professional energies *away* from HCC.

With this public reputation, it will only get more difficult for HCC to recruit qualified faculty, when you could retain the many exceptional faculty who work here now by bargaining in good faith - a fair contract.

I don't know if this is the plan, but I think any future salary studies should consider the number of hours faculty work well beyond contractual requirements for professional development, community service, contributions to the college, and most importantly student support.

Many of us publish in academic journals, present to conferences, are Fulbright fellows and scholars. We earn grants, and remain actively involved in our communities, but beyond our contract, the extent this activity is associated with, and benefits HCC is directly correlated to bargaining in good faith a fair contract that reflects our service to the college.

Finally, the Board and the president should consider what HCC looks like when faculty reduce their activities and contributions to the contractual minimum. Considering these recent negotiations, I suspect you'll be surprised to find out how much faculty determine the health of the college and most importantly, our students' satisfaction with their education.

We can rebuild this trust, but it can only happen by bargaining a contract commensurate with the exceptional service faculty provide.

Thank you for your time.

Jeffrey Rubinstein

English, Dale Mabry

Text for Presentation to HCC BOT

2/22/23

Anthony Buonaquisti
abuonaquisti@hccfl.edu

I used to work in business, and today, my students are my customers.

What did you want when you were a student? I suspect that you wanted clear, relevant, efficient education, and, to get this, you sought out higher quality teachers.

Well a college cannot attract, and retain higher quality teachers when it undermines them - as HCC does.

Just look at our history with this administration. Initially faculty salaries were allowed to fall to the 29th percentile in the Florida College System. Then HCC's chief negotiator actually referred to faculty as "garbage collectors" during bargaining. Then President Atwater declined to even run a comparative faculty salary survey.

After five years the faculty had had enough, so we conducted our own survey, and held a ballot that returned a "no-confidence" vote on the president.

At that point the BoT stepped in, as you can, and in 2016 to great appreciation, the Faculty Salary Step System was adopted.

Let's be clear: steps reflect a faculty member's increased value to students as we progress in our craft. But each step is only worth, - a cup of coffee a day, - so without regular cost of living increases the system is a sham.

Well, in the seven years since its adoption President Atwater has never agreed to a single cost of living increase. Not even in 2019 when FTE was at a record level and the cost of living adjustment for parity with 2016 would have only been 6.5%.

Instead, in 2020, President Atwater lobbied the BoT for an Administrator's Salary Step System that was projected to cost \$1M to implement and serve only 58 employees. The scheme was so excessive that Betty Viamontes, the CPA on the BoT, spoke passionately against it and called it "financially irresponsible".

So here we are, now offering faculty compensation that is 23% lower than it was in 2016.

Is this our business plan to attract and retain higher quality teachers? A coffee a day for faculty, even when times are good, but a "financially irresponsible" raise for administrators even when the times are bad?

With due respect, the BOT really needs to get involved in this situation.

Tony Buonaquisti
Science, Dale Mabry

(Supporting documents follow).

FUSA Informant

Volume 3 Issue 2
2015

May

Faculty Salary Study

Those of you who have been here a while might recall the “44% ≠ 75%” campaign back when HCC faculty salaries had fallen to the 44th percentile in the state, and after former president Dr. Stevenson had previously agreed that the goal for faculty salaries should be to reach the 75th percentile. FUSA was successful in negotiating successive 3 year contracts for 2001-2004 and 2004-2007 with significant raises, resulting in salaries rising to the 70th percentile. Unfortunately, that was short-lived.

HCC faculty salary rankings have since fallen steadily. Recent years of negotiations with Dr. Atwater, for whom faculty salaries have a very low priority in the budget process and are always tied to student enrollment, have resulted in our state rankings sliding backwards. **We are currently worse off than we were 15 years ago, now ranking at the 29th percentile for the state, or 20th out of 28 colleges in the Florida College System!**

The administration is aware that there are issues with salaries at HCC and that a formal salary study needed to be done to identify and correct inequities. **Last year, Dr. Atwater did initially earmark money for a salary study to be conducted, but he subsequently removed it before the final budget was approved.** During last year’s contract negotiations, FUSA requested that a salary study be written into the contract for the 2014-2015 year, but Dr. Atwater would not agree. There has been no explanation for his intransigence.

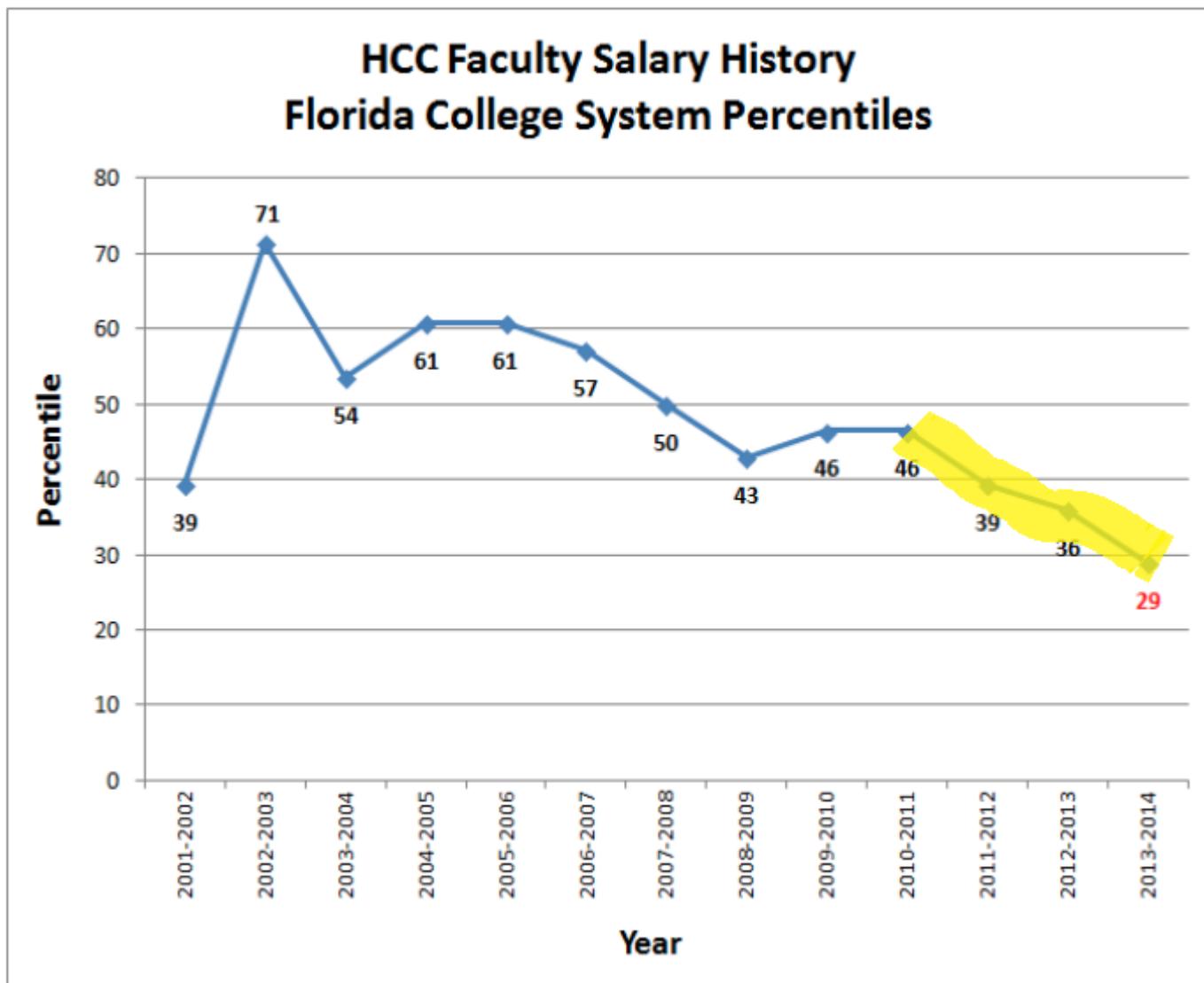
Since Dr. Atwater reneged on the salary study, during the fall term of 2014, FUSA decided to hire the financial services consulting firm, Mercer Inc., to assist in conducting an internal salary study. Three major issues needed to be addressed:

1. External inequity. HCC faculty rankings have fallen steadily in the last 15 years, and now reside at the 29th percentile for the state.
2. Internal inequity. Salary compression is prevalent across all pay grades, with many faculty with 10- 20 years of service being paid a lower salary than more recently hired faculty.
3. Unattainable pay-range maximums. Under the current pay range format, there is no system in place to allow faculty to move up the pay scale. There are faculty with 20 years of service or more who have yet to make it halfway up their allowable pay range! Moreover, 85% of all faculty salaries are below the 50th percentile!

FUSA and Mercer developed a proposal that would address all three issues: a STEP salary system to be phased in over the next 3-year contract. It would correct the salary compression issue, place faculty appropriately in the pay range, and allow for a reasonable progression up the pay scale. (The complete study and proposal has been sent to the faculty and is posted on FUSA’s website.) Faculty Salary Study
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In recent years, final budgets and any salary increases have been approved prior to contract negotiations even being completed. This year, FUSA presented the complete salary study and STEP proposal to Dr. Atwater's bargaining team on February 24th, during the first FUSA requested negotiation session for the 2015-2018 contract. The intent was to get the proposal looked at in advance of HCC Board of Trustees budget workshops, which begin annually in April and are finalized in June. While the members of the administrative bargaining team indicated they were impressed by and interested in the proposal, FUSA has yet to hear back from Dr. Atwater with a response to the proposal or to a request for a second bargaining session. Nor was there any mention of the proposal or any advocacy for the faculty at the recent budget workshop.

Such a posture on the part of our president is why we are where we are today.



HCC board wants plan to resolve criticism Poll of union faculty gave school's president a vote of no confidence - Poll of union faculty gave school's president a vote of no confidence

December 10, 2015 | Tampa Tribune, The (FL)

ANASTASIA DAWSON Tribune staff | Page: 1 | Section: Metro

BRANDON — Hillsborough Community College's Board of Trustees on Wednesday asked college President Ken Atwater to come back with a plan to address concerns about his leadership after 149 of 174 faculty union members gave him a vote of no confidence.

Wednesday's meeting was the first time the trustees had met since the faculty held its vote. About 64 percent of eligible union faculty responded to the mail-in vote, which was tallied on Dec. 3.

Board members did not directly discuss Atwater's leadership or the union vote during the meeting, but the board's chair said Atwater still has the board's trust.

"Dr. Atwater is committed to working on leadership in the college and we are confident in his ability to do that and move forward," board

Chairwoman MarDee Buchman said after the meeting. "The board hasn't taken a position on it because we haven't had enough information to do so."

"The faculty have been heard by this board and there will be a response," trustee Randall Reid after Wednesday's meeting. "I think the board is happy with his performance and has confidence in Dr. Atwater's leadership."

The Faculty United Service Association sent the trustees and Atwater the results of its vote last week but didn't request the board take any specific actions, Buchman said.

In October, faculty union officials issued a survey to all members asking their opinion on Atwater. The no-confidence vote doesn't hold any official power over Atwater's employment.

The board of trustees asked Atwater, who has served as president of HCC for five years, to come back with a plan to address the union's concerns. Most of the faculty's concern about Atwater revolved around complaints that he is too often absent from campus meetings and events and rarely interacts with faculty and staff.

Atwater said he hopes to work with the union to improve the relationship.

Faculty members sit on his leadership team and meet with the president weekly, he said. They also meet biweekly with the college's Cabinet.

"We want an environment where any staff can feel comfortable talking about their concerns," Atwater said. "This is not an adversarial relationship, this is a relationship focused on what we can do to work together to make Hillsborough Community College better, so I talk to the faculty. Their

indication to me was that it's all about student success and what we can do to move the college forward."

Richard Gaspar, a professor of mass communications and the chief salary negotiator for the faculty union, said the vote was meant to give college leaders perspective on Atwater's leadership from those who don't work directly with him every day. Gaspar, who has worked at the college for 16 years, said he was unaware of any similar vote in the history of the college, which was founded in 1968.

"He does a good job on the things I've worked with him on, but you have to get a wide opinion," Gaspar said. "My personal opinion is when you take a survey it's an opinion, but when you take a vote it's a statement of fact."

HCC officials said the impetus for the non-confidence vote in Atwater was stalled salary negotiations with the faculty and staff unions.

The faculty union reached a tentative agreement with the college in November that called for each member to receive a base salary increase of about \$1,800, expected to be ratified by the union in January. Non-instructional employees like clerks and security staff, though, might not see any raises. Instead, the college has put out a request for proposals for a salary study that would compare employee wages to those at similar institutions. The staff union rejected an offer from HCC for a one-time \$1,000 bonus, instead holding out for the same \$1,800 increase in base salaries awarded to the faculty.

"A salary study that may or may not lead to any raises once it's completed and implemented isn't going to help our people," said Joseph Brenner, deputy chief of staff for SEIU-Florida Public Services Union and chief salary negotiator for the non-instructional employee's union. "We're sticking with our proposal to be treated the same as the faculty, so now the ball is in their court, and they've got some money to play with."

The college has an unreserved fund balance of \$18 million, about 13 percent of HCC's total available funds. State law only requires the college's reserve funds to be 5 percent of the overall budget. Providing non-instructional employees the same salary increase would only eat up about \$300,000 of that \$18 million, Brenner said.

Even though Brenner's team secured a 3 percent raise for staff last year, of the 422 non-instructional, full-time workers at HCC, about 160 make less than \$15 an hour and about 100 earn less than \$12.50 an hour. The median wage for the non-instructional staff is \$16.71 an hour, Brenner said.

According to information provided by HCC, full-time faculty's salaries at the community college were already the third-highest in the state in terms of daily rate of pay before the new salary increase. The starting salary for an HCC professor with a master's degree is \$44,248.

Brenner said he was disappointed the board didn't address faculty concerns Wednesday. In the union's survey of 235 faculty respondents, 148 said they believe that faculty have low or very low morale and only 18 of 236 agreed that HCC faculty are sufficiently compensated to draw and retain top faculty.

"I expected to have it discussed, and I feel like the public and staff would have liked to see the board address it," Brenner said. "I feel that the failure to do so leads me to believe there is a failure of leadership up top."

HCC is the fifth-largest community college in Florida.

Let's calculate how much HCC starting Salaries should be if we pay the same compensation as in 2016

We use the **Bureau of Labor Statistics CPI calculator** (<https://www.bls.gov>) or type CPI Inflation Calculator on your smart phone.

In 2016 HCC paid a Grade II Step 1 new hire	\$44,248.00
In 2019 this needs to be adjusted to	\$47,134.01
($\$47,134.01 - \$44,248.00$) / $\$44,248.00$) indicates that we need a 6.5% increase of faculty salary table for parity with 2016.	

In 2016 HCC paid a Grade II Step 1 new hire	\$44,248.00
In 2022 this needs to be adjusted to	\$54,411.58
($\$54,411.58 - \$44,248.00$) / $\$44,248.00$) indicates that we need a 23.0% increase of faculty salary table for parity with 2016.	

HILLSBOROUGH COMMUNITY COLLEGE
DISTRICT BOARD OF TRUSTEES
BOARD WORKSHOP
WEDNESDAY, FEBRUARY 26, 2020 – 3:00 P.M.
YBOR CITY CAMPUS
YBOR BUILDING – YBOR ROOM MINUTES

The Board Workshop commenced at 2:57 p.m.

The following Trustees were in attendance:

Mrs. Betty Viamontes

Mr. Randall Reid

Mrs. Dipa Shah

Brig.Gen. Chip Diehl

Mr. Rashad Stubbs

Dr. Atwater advised that the purpose of the workshop was to discuss the results of the Administrator Salary Study conducted by MGT Consulting Group (MGT) and the peer salary study conducted by HCC with assistance from MGT.

Mrs. Viamontes read the following statement:

“As Trustees, we have a fiduciary responsibility to the College, state, taxpayers and our students. We have limited resources and those resources should be deployed to ensure the best possible use, especially given the growing needs to maintain our facilities.

We should not be paying administrators above what our peer institutions are paying. That is a waste of taxpayer dollars and in my opinion, it is irresponsible. In terms of equity, just because we did something incorrectly before, it does not mean that we should continue to repeat the same mistake. In addition, as to the previous rate increases, we do not know if doing things the correct way would have yielded a different result.

In this case, however, we do have data that supports the correct decision. Therefore, I strongly advise to our Board that you vote against using the MGT study, which would exponentially increase the amount the College has to pay in future years for administrator salaries.”

Mrs. Viamontes stated that the salaries that were recommended are too high and it would be financially irresponsible to implement them. She recommended voting against the MGT study.

Mr. Reid asked how many employees would be impacted by the study. Dr. Atwater advised 58.

Mrs. Shah asked what would happen if the Board selected the peer salary study recommendations instead. Dr. Atwater advised that the College would not be able to compete outside of the Tampa Bay area and it would handicap the College when recruiting those with experience. He added “if we want to grow as a college, we need to pay.”

Mrs. Shah asked, of the 58, how many are were already above the maximum. Dr. Atwater advised one (1) or two (2) individuals.

Mrs. Viamontes said the number of hours worked outside education does not translate into benefits. She added that she doesn't have a problem with the ranges, just the classifications and placement within those classifications. Mrs. Viamontes added that the total impact, once implemented, will be over one million (\$1M) dollars.

Brig.Gen. Diehl and Mr. Reid recommended a hybrid with the minimum range from the peer salary study to the maximum range of the MGT salary study. Both suggested that Dr. Atwater be given the flexibility to place individuals anywhere within the 30 steps [years].

Dr. Atwater recommended implementation of the MGT salary ranges. Brig.Gen. Diehl advised he liked MGT's study.

The meeting adjourned at 3:57 p.m.