San Jacinto College District Board Workshop  
May 7, 2012  
District Administration Building, Suite 201

MINUTES

| Board Workshop Attendees: | Board Members: Marie Flickinger (MF), Brad Hance (BH), John Moon, Jr. (JM), Keith Sinor (KS), Dr. Ruede Wheeler (RW), Larry Wilson (LW)  
Chancellor: Brenda Hellyer (BLH)  
Others: Steve Trncak (ST) – Attended workshop for only Item I – part A.  
Absent: Dan Mims (DM) |
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<td>Workshop began at 5:00 p.m.</td>
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<th>Agenda Item:</th>
<th>Discussion/Information</th>
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| I. Compensation Study Outcomes and Steps Forward | A. ST reviewed powerpoint Summary  
- 1,196 employees in study  
- 512 employees of 1,196 received a market based salary adjustment  
- 199 of 470 of faculty will receive an increase  
- 313 of 726 of non-faculty will receive an increase  
Employee Questions and Concerns Statistics  
- 149 total employee inquiries received to date or 12%  
- 88 resolved or 59%  
- 29 faculty inquiries  
- 21 resolved or 72%  
- 120 staff, professional, administrator inquiries  
- 67 resolved or 56%  
Types of Issues  
- Issue with new title  
- Salary grade placement not understood  
- Job description does not accurately reflect roles and responsibilities  
- Concern of demotion based on salary grade |
- Salaried exempt to salried non-exempt status change
- Salaried non-exempt to salaried exempt status and OT treatment-make whole
- Concerns on maximum of range and future ability to receive differentiated merit increased
- Education level designation records incorrect
- Years of service incorrect
- Title incorrect

Board will approve salary schedules at regular board meeting.

B. BLH discussed the compensation study and the outcomes relative to members of the Strategic Leadership Team (SLT). The philosophy and process for the SLT was the same as that utilized for all other employees. BLH also reviewed concerns and assumptions regarding the college’s past 403b plan for SLT members. Members of the Board asked BLH to study new options. BLH also discussed personnel changes related to the SLT and received input on organizational structures moving forward. The Board emphasized the need to continue with a one-college approach and increase efforts to accomplish the college’s strategic goals.

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<th>II.</th>
<th>Graduation Agenda</th>
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<td>BLH reviewed schedule with each Board member</td>
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<td>Looking at commencement options for next year to address the number of services.</td>
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<th>III.</th>
<th>2012 CCATT Annual Conference</th>
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<td>BLH and Marie Flickinger will attend.</td>
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Workshop adjourned at 6:25 p.m.