

**SAUK VALLEY COMMUNITY COLLEGE BOARD OF TRUSTEES SPECIAL MEETING**

Third Floor Board Room

September 2, 1992

6:00 p.m.

- A. Call to Order
- B. Roll Call
- C. Sauk Valley Community College Faculty Association Contract
- D. Medical/Life Insurance Premiums
- E. Time of Next Meeting
- F. Adjournment

SAUK VALLEY COMMUNITY COLLEGE BOARD OF TRUSTEES SPECIAL MEETING

September 2, 1992

The Board of Trustees of Sauk Valley Community College met in special session at 6 p.m. on Wednesday, September 2, 1992 in the third floor Board Room of Sauk Valley Community College, 173 Illinois Route #2, Dixon, Illinois.

Call to Order: Chair Yemm called the meeting to order at 6 p.m. and the following members answered roll call:

Thomas Densmore	Richard Groharing
Patricia Smith	B.J. Wolf
William Yemm	Jack Squires

Absent: William Simpson

Faculty Association Contract: It was moved by Member Wolf and seconded by Member Smith that the Board of Trustees ratify a one-year contract with the SVCC Faculty Association which included an average pay raise for all faculty members of 4%; an increase in the summer school pay rate of \$50 per load hour; language changes in insurance coverage that establishes an insurance advisory committee and includes the Board's obligation to continue providing group hospitalization, major medical, life, and dependent life insurance for all faculty. In a roll call vote, all voted aye. Motion carried. Student Trustee Squires advisory vote: aye.

Insurance Premiums: It was moved by Member Groharing and seconded by Member Tyne that the Board pay 100% of the premiums for full-time employees and dependents medical insurance and 100% of their life insurance premiums. In a roll call vote, all voted aye. Motion carried. Student Trustee Squires advisory vote: aye.

Adjournment: Since the scheduled business was completed, it was moved by Member Tyne and seconded by Member Smith that the Board adjourn. The next regular meeting of the Board of Trustees will be September 28, 1992. In a roll call vote, all voted aye. Motion carried. Student Trustee Squires advisory vote: aye.

The Board adjourned at 6:05 p.m.



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Thomas Densmore, Secretary

For Special Board Meeting  
of September 2, 1992

**Agenda Item C**

**SAUK VALLEY COMMUNITY COLLEGE FACULTY ASSOCIATION CONTRACT**

The attached SVCCFA contract (with significant wording changes only included) is submitted for Board action.

**RECOMMENDATION:** Board approval of the attached one-year contract with the Sauk Valley Community College Faculty Association.

## ARTICLE II

## Procedures

### 3 2.1 Obtaining Objectives:

A. The process provided for in this Agreement is dependent upon mutual understanding and cooperation. Representatives of the parties shall meet at reasonable times and places and negotiate in good faith to reach agreements on matters defined as negotiable in this Agreement.

B. The following concepts are inherent in the phrases "good faith negotiations":

1. Each group will deal with the chosen representatives of the other.

2. Each group will deal with the other honestly and in a bona-fide effort to reach agreement.

3. Each group will meet at reasonable times and places in order to facilitate negotiations.

4. A representative of each group will carry the necessary authority to make proposals and counter-proposals, to compromise, and to make agreements subject to final ratification.

5. Each party to this agreement recognizes that the making of a proposal does not necessarily require a counter-proposal from the opposite party.

## 28 2.2 Representation:

A. Members of the negotiating team shall be three (3) or fewer in number for each team unless the number is changed by mutual consent. -Members-of-the-negotiating-team-for-the-Board-shall-be-confined-to-members-of-the-Board-of-Trustees-and/or-regularly-employed-members-of-the-professional-college-staff-excluding-the-President-of-the-College).--Members-of-the-negotiating-team-for-the-Association-shall-be-confined-to-members-of-the-Association.--By-mutual-agreement-other-authorized-representatives-of-the-Association-and-the-Board-may-be-present-at-the-bargaining-table.--Subject-to-these-limitations,-neither-party-will-attempt-to-exert-any-control-over-the-other-party's-selection-of-its-representatives.

B. Negotiating sessions shall be closed; however, the negotiating teams shall have the right to utilize the services of consultants in the deliberations and may call upon competent professional and lay representatives to consider the matter under discussion and, with the permission of the other group, to make suggestions and observations to the participants assembled.

C. Costs of consultants chosen by either party shall be paid

## ARTICLE XXI

## Fringe Benefits

3--21.1---The College shall provide and pay the premium cost of a group  
4-----hospitalization and major medical insurance program, group life  
5-----insurance benefits, and dependent life insurance.

3 21.1 A. The Board shall provide and pay the premium cost of a group  
4 hospitalization and major medical insurance program.

5 An Insurance Advisory Committee consisting of two persons  
6 appointed by the Association, two persons selected from the  
7 classified staff by the College President, the Vice  
8 President of Business Services and the Coordinator of  
9 Personnel Services shall be created to provide input on  
10 insurance matters. The committee shall meet at least  
11 quarterly for the purpose of review and evaluation of  
12 existing insurance programs and exploration of adjustments  
13 to those programs.

14                   B.     The Board shall make available a group life insurance policy  
15                   for each full-time faculty member. The group life insurance  
16                   shall be a term policy in the amount (thousands) nearest the  
17                   base salary of the employee. The Board shall also provide  
18                   group term life insurance in the amount of \$2,500 for the  
19                   faculty member's spouse, and \$2,000 for each of the faculty  
20                   member's children over six months of age. The entire cost  
21                   of the insurance premiums shall be paid by the Board.

22 21.2 The College agrees to grant free tuition enrollment at Sauk Valley  
23 Community College for all full-time professional instructional  
24 staff, their spouses, and their children under 23 years of age.  
25 If a faculty member dies while an employee of the College, this  
26 tuition waiver will also be in effect. It is also agreed that  
27 any portion of institutional charges that are allocated by Board  
28 policy towards financing the Student Activity Program is not  
29 construed as a part of the tuition waiver as approved in this  
30 agreement.

31 21.3 The College agrees, at the option of the individual, to prorate  
32 his/her ten month salary over a twelve month period. Once an  
33 individual has elected a method of payment, it may not be changed  
34 until the beginning of the next college year.

35 21.4 The College agrees to pay the regular expenses for academic robes  
36 and regalia required for any Sauk Valley Community College  
37 function.

38 21.5 A separate and private dining room shall be provided for the use  
39 of the professional staff.

40 21.6 Tuition Reimbursement: will be based upon Article IX, Section  
41 9.5.

44                   B.     Reimbursement for tuition may be used for graduate  
45                   or undergraduate credit and for workshops, seminars, and  
46                   symposiums as equated by the appropriate Vice President.

		<u>Load</u> <u>Per Credit Hour</u>
1	Instructor	\$300
2	Assistant and Associate Professor	\$325
3	Professor	\$350
4		

5. D. Summer school payments shall be made on the basis  
6 of the following schedule:

		<u>Load</u> <u>Per Credit Hour</u>
7	Instructor	\$325 375
8	Assistant and Associate Professor	\$350 400
9	Professor	\$375 425
10		

SAUK VALLEY COMMUNITY COLLEGE  
1992-93 INSTRUCTIONAL SALARY  
EFFECTIVE FALL SEMESTER 1992

NINE MONTHS ONLY

<u>STEP RATIO</u>	<u>INSTRUCTOR</u>	<u>ASSISTANT PROFESSOR</u>	<u>ASSOCIATE PROFESSOR</u>	<u>PROFESSOR</u>
1. 1.000	\$21,433	\$24,591	\$27,851	\$31,588
2. 1.032	22,119	25,378	28,742	32,599
3. 1.064	22,805	26,165	29,633	33,610
4. 1.096	23,491	26,952	30,525	34,620
5. 1.128	24,176	27,739	31,416	35,631
6. 1.160	24,862	28,526	32,307	36,642
7. 1.192	25,548	29,312	33,198	37,653
8. 1.224	26,234	30,099	34,090	38,664
9. 1.256	26,920	30,886	34,981	39,675
10. 1.288	27,606	31,673	35,872	40,685
11. 1.320	28,292	32,460	36,763	41,696
12. 1.352	28,977	33,247	37,655	42,707
13. 1.384	29,663	34,034	38,546	43,718
14. 1.416	30,349	34,821	39,437	44,729
15. 1.448	31,035	35,608	40,328	45,739
16. 1.480	31,721	36,395	41,219	46,750
17. 1.512	32,407	37,182	42,111	47,761
18. 1.544	33,093	37,969	43,002	48,772
19. 1.576	33,778	38,755	43,893	49,783
20. 1.608	34,464	39,542	44,784	50,794

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Twelve month personnel....multiply location on the salary schedule by 1.2.

For Special Board Meeting  
of September 2, 1992

Agenda Item D

**MEDICAL/LIFE INSURANCE PREMIUMS**

Medical insurance premium costs through July 31, 1993 have been established at \$136.87 per month for employees and \$280.83 for dependents. Life insurance premium costs are 35 cents per thousand dollars (of base salary) per employee plus 84 cents for dependents. The Board will need to determine the portion of premium cost which will be paid by the College.

**RECOMMENDATION:** Board approval for the College to pay \$136.87 per month for employee medical insurance, \$280.83 for dependent medical insurance, and full cost of life insurance premiums.



**SAUK VALLEY  
COMMUNITY  
COLLEGE**

173 IL Rt. 2, Dixon, IL 61021 \* 815/288-5511

**MEMORANDUM**

TO: Dr. Richard Behrendt  
FROM: Ron Appuhn   
DATE: September 2, 1992  
SUBJECT: Medical Insurance Premiums Paid by the Board

Medical insurance premium costs have been established at \$136.87 per month for employees and an additional \$280.83 per month for dependents, effective through July 31, 1993. Monthly life insurance premium costs have been established at 35 cents per thousand dollars of base salary per employee (plus 84 cents for dependents). Board Policy 419.01(A) states that "the Board shall determine that portion of premium cost which will be paid by the College".

I recommend that we ask the Board to approve College payment of \$136.87 per month for employee medical insurance, \$280.83 per month for dependent medical insurance, and full cost of life insurance premiums.

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