**Minutes of Meeting**

**Faculty Credential Policy Review Committee**

**April 1, 2019 – 1:00 PM – Online Via Go-to-Meeting**

**Attendees**

Jimmy Hodges, Martha Lavender, Vicky Ohlson, Dana Clements, Trish Jones, Cynthia Buchheit, Jessie McDaniel, Edith Smith, Peggy Linton, Rodney Land, Timmy James, Amy Smith, Darlene Andrews, Tracy Driscoll

**Updates/Announcements**

Policy 608.01 went before the BOT at March meeting and will be voted on at the next meeting on April 10. There were no questions by the BOT at March meeting, because they had submitted questions by email and had received answers on those before the meeting.

The work of the Faculty Credentials Committee was presented to the IOA at its spring conference at Wallace State Community College Hanceville and the information was well received. One concern voiced was that the instructor’s immediate supervisor be included in some way in the evaluation process for instructor promotion in rank. The group was assured that the Committee was not considering eliminating the immediate supervisor from the process, but was only deliberating exactly what their role would be.

**Subcommittee Reports**

The Alternate Salary Schedules Subcommittee presented further refinements of the minimum credential requirements for initial hire for each of the three faculty credential groups. The Subcommittee’s recommendations were approved with a few minor changes, including removal of the requirement for an instructor hired under the exception clause to earn a college degree or certificate within 3 years of employment.

There were no specific recommendations presented by the Subjectivity in Evaluation Subcommittee or the Mistrust and Communications Subcommittee. Both subcommittees indicated they would have something in writing to present at the next meeting on Thursday of the same week.

Discussion was brought forward of the D-3 salary schedule for fulltime Adult Education instructors. The Committee talked about the difference in pay for similarly credentialed instructors teaching fulltime in college-credit programs versus fulltime in the Adult Education program. No one seemed to understood why there was is so much disparity. There were questions about the origin of the funding for Adult Education and how that might have historically impacted instructor pay schedules. The Committee agreed to interview key personnel at the State level to determine the history of the salary schedule and whether there is any room for salary schedule adjustments in the state budget.

With work still yet to be done on revising Procedure 605.02 and 605.03, it was suggested that the Committee not move forward with discussion of the remaining issues on the agenda, which will be impacted by the content of these two procedures. Everyone agreed and voted to adjourn the meeting and reconvene on Thursday, April 4 at 1:00 p.m.